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THEORIES, CONCEPTS,  
IMPLEMENTATION**

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IMPLEMENTATION**

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*Tetyana Nestorenko*

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The Academy of Management and Administration in Opole

45-085 Poland, Opole, 18 Niedziałkowskiego str.

tel. 77 402-19-00/01

E-mail: [info@poczta.wszia.opole.pl](mailto:info@poczta.wszia.opole.pl)

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## YOUTH UNEMPLOYMENT AND EMPLOYMENT, SOCIAL AND LEGAL ASPECTS OF STANDARDS AND DEVIATION

**Abstract.** The article is devoted to the relationship between socio-normative and deviant component of employment and unemployment as a socio-legal phenomenon. The authors believe that understanding the problems presented in the study, we will rely on three basic approaches: a) legal and philosophical and axiological approach; b) economic approach; c) the sociological approach.

**Keywords:** youth, unemployment, employment, standards, deviation.

### Introduction

In 20-ies XX century American sociologists W. Thomas and F. Znanetskyy social disruption viewed as an integral part of the progressive development and social change. The development of society is a complex process that cannot be reduced to hard-linear deterministic scheme. These are, in particular, research in synergy, in which fluctuations or deviations are regarded as a constructive point of development, which involves changes in the organization and the transition of the system to a new level (Smelzer, 1994).

As for unemployment, this means studying how it improves work efficiency and economy. The unemployment rate, which is higher than that normally, but stimulates economic restructuring and labor activity of workers can be seen as acceptable, that is, one which is within the rules.

Because, the work initially acts as a system-quality social system, insofar as society crystallized idea of labor, as the duty of every society member and the index of socialization, and as of right to work. Until recently in our society all working-age population had a job for which citizens receive payments. But on the need to transform society and the formation of market relations with the attendant competition, social selection process began releasing parasites that don't know how to work or do not know how to do it. In this sense, deprivation working, but hard-working man of hardly is described as abnormal. In terms of social transformations abnormal is to preserve what is not conducive to the development of social systems and individuals, which is ineffective and unproductive labor.

Thus, the criteria standards are relative, cultural and relational constructs. Society is not frozen and equal system itself: it involves change and development acceptable level deviations beyond which irreversible changes begin the system: deformation and destruction of individual elements, destroying relationships and communication systems – destruction that threatens the integrity of the system. Unemployment is normal in so far as it stimulates economic development and employee. And, at the same time, unemployment is a deviation – due to the deterioration of social and socio-psychological state of a population.

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<sup>1</sup> Tatiana Zanfirova – Doctor of Law, Professor, Honoured Lawyer of Ukraine, Professor of the Department of Labour Law and Social Security Law, Taras Shevchenko National University of Kyiv, Kyiv, Ukraine.

<sup>2</sup> Yana Zoska – Doctor of Social Sciences, Professor, Mariupol State University, Mariupol, Ukraine.

<sup>3</sup> Maria Modlina – Student, Speciality “Sociology”, Mariupol State University, Mariupol, Ukraine.

Employment as a state can be on one side – optimal, normal, on the other hand - abnormal and pathological. The criteria for this condition are determined not only based on quantitative indicators such as the percentage of permissible level of unemployment, but also quality parameters that reflect the social and psychological state of the people and social groups in a situation of loss or lack of work. Therefore, it is reasonable selection criteria of quality employment rules concerning the status of unemployed people, including unemployed youth, in a situation of job loss.

Defining criteria rules state youth employment as state and behavior of the social group, it is important to establish compliance with the requirements of production and the growing moral and legal requirements, that is social norms. We can assume that the problem of youth employment is related to state and deformation behavior of the group that does not meet social norms and expectations.

Defining normative status and behavior of unemployed youth, desirable patterns of behavior and attitudes in a situation of unemployment is complicated lack of clearly-defined demands society to youth in market conditions and technology of its behavior in crisis and socially adverse situations. These issues require independent theoretical development.

The problem of employment is wider than the problem of youth unemployment, as there is not only a destructive consequence, but also with the structural features of the market environment. We can identify two aspects of the problem:

a) The quantity, which is related to the trend of rising unemployment and beyond its permissible norm;

b) The quality that is associated with the state and conduct themselves unemployed, which involves the preservation and development of human and professional qualification potential, forming the desired patterns of behavior in the labor market.

Employment is an independent or collaborative participation of able-bodied members of society in the implementation of any kind of socially useful work, which they offer as their satisfaction and social needs. To make certain employment is necessary to have real opportunities, means of labor, that is, the material factors of production are in some way connected participants via personal factor of production in the labor process.

The sign of Soviet (Eurasian) model of regulatory policy in the field of youth employment is planned provision of employable youth jobs. It can be considered the antithesis of the liberal market model under which the decisive role in the combined employee and employer workplace play and production needs. In liberal regulatory policy formulated following requirements for the unemployed by society: 1) the unemployed are not exempt from social responsibilities and should do them regardless of the financial and emotional reasons; 2) the unemployed is arbitrarily responsible for their life situation; 3) the unemployed should consider their situation as temporary and undesirable and must find a job of any kind and for any payment.

Employment is a universal value, because it is implemented through one of the most important personal freedoms and rights of citizens - need to work. Gainful employment rights are not only a source of obtaining funds for material existence, but the scope of implementation as creative human beings.

The significance of the work is related, so the basic human needs: first, a way to provide for themselves, to achieve material prosperity; second, is the ability to communicate with people who are close in value system; thirdly, it is possible to realize their creative potential, ability and skills; fourth, the work can achieve a higher social status, occupy a special place in my life; fifthly, it is an opportunity to belong to a certain social environment, integrating it and identify with it.

Employment is a form of self-reinforced high positive emotions and feelings of satisfaction and confidence. Employment can be considered the norm and deviation measurements. Employment normally characterized completeness, effectiveness, rationality. Completeness of employment concerning are the employment total workforce. In a planned economy employment issues were related to the right to work for all citizens: 30 years unemployment has been eliminated and achieved full employment. However, comparing this full time in the USSR and in any European country (for instance Sweden), we can state that there are significant differences: in the first case it is accompanied by the stagnation of the productive forces and reduced labor motivation, the second – efficient production under conditions of small inflation.

The effectiveness of employment is seen as a state of the employed working population, which corresponds to the dynamic economic development, provided the necessary structural changes. Effective employment is similarly full employment, as it provides for the optimal provision of mobile workforce.

The practice of Western countries shows the so-called "normal" or natural rate of unemployment within 4-6%, which serves as an internal catalyst and stimulant labor activity of employees. The increase in unemployment over that normally let's talk about the rejection of state employment regulations, that is, deviation of employment. Social rejection in such circumstances acts as unemployment and its social consequences. In sociological theories of deviation, in particular – in the works of Emile Durkheim, G. Becker, and R. Merton – the latter defined as a violation of social norms, which is characterized by massive, resistant and prevalence (Smelzer, 1994).

Unlike the criteria standards in medicine and biology, the social norms are the social and cultural phenomenon, as they subjectively formulated in the cultural and historical development and implement social and cultural values. Social rejection thus indicates strain social norms. Thus, failure to state individual rights to life, fulfillment capabilities, public order and social justice are indicators of disparity of social relations and social institutions needs and interests atomic entities.

The problem of lack of employment and youth unemployment has both sociological and ethical and legal aspects as negative consequences both for youth and for society. Analysis of youth unemployment in terms of analyzing the causes and consequences can be considered traditional approach to study the proposed topic, which is associated a large number of interesting scientific developments.

In understanding the problems presented in the study, we will rely on three basic approaches:

- a) Legal and philosophical and axiological approach;
- b) Economic approach;
- c) Sociological approach.

In the context of philosophical and legal approach to the problem of lack of employment and youth unemployment can be analyzed from the perspective of the consequences of the mentioned social phenomena to value consciousness and legal behavior patterns (spread of knowledge no perception and legal nihilism in the field of regulation of labor).

The problem of youth employment can be seen from the philosophical and legal point of view as the willingness of young people to self-employment in professional activities. In this approach, the young unemployed are not seen as passive victims of recession, but as "active agents that influence their behavior and affect how long and painful and they shall have a period of unemployment" (Batkaeva & Mitrofanov, 1996).

The approach to understanding youth as a subject of development requires, first of all, consideration of it as the epicenter of social activity, which is capable of producing individual



meanings that are associated both with other people and with the social world as a whole. Youth as a social entity characterized by the ability to self-determination that is, choosing from the variety of options of their own and finally, the ability to self-realization, self-realization - the embodiment of his powers and abilities in the forms of which are positively sanctioned by society.

Subjectivity youth is associated with qualities such as freedom, creativity, responsibility and education of young people as free and creative individuals is needed post-industrial civilization. For a young person who has adequate self-esteem and has the installation of self-realization, the realization of its "self-concept" is more responsible for their choices will be more competitive and mobile labor market. In a situation of loss of young people should be ready for active behavioral strategies in the labor market have the ability prediction and prevention of socially adverse situations. "Norm" behavior of the young man on the labor market is its psychological readiness for professional development, relying both on their own strength and resources, and the resources of the state and society.

In the context of the economic approach to the problem of lack of employment and youth unemployment is analyzed mainly through the prism assess the impact of underproduction of gross domestic product, lower living standards, waste of productive resources, increase social spending, reducing the size of tax revenue. In sociology youth studied as a specific social group of the unemployed, from the perspective of its relations with social institutions and in the context of generation by unemployment related social deviations. The massive release of young workers and the impossibility of their employment in the recession lead to the formation of social groups of the unemployed and their resocialization.

Resocialization youth or social strain as part of the population in terms of unemployment, young convert to exclusivities can find their refractive index in the following terms:

1) A significant reduction can be occurred intellectual and professional qualification potential of young workers;

2) High possible is loss of motivation and job search motivation to the creation of social and behavioral dispositions repertoires rider behavior, increase the criminalization, marginalization and lumpenization of youth;

3) Expansion of social anomie, that is, non-normative functioning social institutions and behavior, which may result high possible social instability and political radicalization of young people.

According to the US yearbook "Youth Unemployment", about 630,000 young people aged 16-24 years were unemployed in November 2015- January 2016, which are 113,000 less compared to the base year (2015). Unemployment rate (percentage of economically active population are unemployed) for 16-24-year-old was 13.7%, compared with 16.2% in the base year (Rofe, 1996).

With the exception of young people involved in the segment of full-time study, 412,000 people aged 16-24 g. Were unemployed in November 2015 - January 2016, which is 84,000 less compared to the same period of the previous (base) year. The unemployment rate among 16-24-year distance learning was 12.2%, compared with 14.3% of the base year (Smelzer, 1994).

N.Smelzer cites data according to which rising unemployment by just 1% if its preservation for 6-year period leading to the next growth rates of social pathologies: -the total mortality 2%, statistics of suicides - by 4%, the number of murders - by 5.7% increase in the number of inmates in prisons - by 4%, the number of patients being treated in psychiatric hospitals – 4% (Smelzer, 1994).

Unemployment, therefore, is a specific form of antisocial personality disorder, manifested in massive violations of mechanisms of social adaptation of youth. Although youth might be considered a social group flexible and prone to accelerated development of new adaptive

mechanisms of social behavior and interaction, the starting point of unemployment this condition may be associated with emotional stress as well as the disintegration of a social group.

The negative consequences of youth unemployment can be detected in the following ways. First, it is the deformation of social and psychological condition and behavior of young people. Empirical studies A. Rofe and N. Fedotova conducted to examine the condition of the unemployed indicate a high level of anxiety, worry, and fear. Thus, a group of youth unemployment, which has a negative emotional state in connection with the dismissal, characterized by a predominance of emotional instability, low level of self-control, high frustration (Rofe, 1996; Smelzer, 1994).

The emotional state in a situation of loss of or failure described by the term "syndrome uselessness" and is a measure of the importance of unmet needs in work, communication. Denying the public rights of youth in productive employment is (although in a small percentage of) young defensive reaction in a pathological self-affirmation and self-realization in the forms of crime and suicide. Youth may also initiate the establishment, in parallel with the traditional culture of generally accepted norms and values, its youth subculture and counterculture, within which the sometimes painful understanding of life, its values, and often the proclamation of his stupidity.

Secondly, a particular danger to the social and psychological state of the young unemployed phase is institutionalized unemployment, which is characterized by increased anxiety and depression, hopelessness, lower social status and loss of social ties. During the test, socio-economic transformation, lack of moral and psychological communication, isolation (forced and voluntary) of society leads to serious nervous breakdowns that rotate deepening social tension.

The negative effects of unemployment of young people, especially teenagers and minors serving criminal behavior, which tends to expand its scope. According to the American Sociological Yearbook "youth unemployment", the number of offenders among minors has increased over the past 6 years by 24% (from 50.2 to 74.2%). About 30% of crimes committed by young people are who never work and do not study (Youth Sociology, 1996).

### **The main material research and justification of scientific results**

The reason for significant concern is the falling value of labor in the life orientation of youth. Many young people work loses social significance and is seen mainly as a means of personal needs. According to a survey conducted in the late 90's. Under the direction of V. Lisovskyy, one in five young people said that provided enough security, it would not work. Only about 20% of young people felt the need to work regardless of wage and standard of living that it guarantees (Youth Sociology, 1996).

The liberalization of employment can legitimize the forced idleness, which affects the formation of motivation of young people. The lack of need for labor dependency, infantilism is acquired those qualities that are also a consequence of social anomie.

The negative effects of these processes in the area of youth employment are the irreversible loss of intellectual potential of society. Unclaimed labor market, not interested in the results of their work, young professionals and skilled workers are in the criminal structure or traveling abroad. People with higher education are one of the least protected social groups both in wages and opportunities for employment.

Youth unemployment has for reducing social problem professional employment potential of human resources, which will demand in the future. Much of the youth chooses not in favor of education and the acquisition of qualified professionals, and focuses on the primitive occupations that generate more revenue. Such changes in the Ukrainian economy are the contrasts sharply with trends observed in Western countries.

The experience of developed industrial countries, a new mode of production is increasingly based on information, knowledge and culture. The proportion of unskilled labor in developed countries economic tends to decrease. Therefore, employees who have appropriate qualifications or are low-skilled, have problems with obtaining the necessary specialization and social mobility.

## **Conclusion**

For bringing the values of young people in line with the needs of the labor market, the formation of productive employment of young people achieves their full integration into society should be regulatory policy youth employment. The term regulation means bringing something into line with the norm. If a society is no regulatory basis for its functioning as a social system or regulating the behavior of certain social groups, the problem of social regulation becomes impossible. Meaning youth employment regulation is to bring it to normal, and ideally – to an optimal state, that is, meet the needs of young people in employment, realize their creative potential.

Youth employment as a social process involves certain stages and forms. In the context of our study is the appropriate allocation of three stages of employment: 1) preparatory phase; 2) stage of learning activities; 3) the stage of industrial activity.

At the preparatory stage of employment are professional orientation, professional self-determination, and choice of profession. At this stage the "primary" is included in the labor force – the acquisition of skills, knowledge of the world, other people and himself, the formation of motivation. The first stage corresponds to the general training of young people.

In the second stage, the targeted acquisition of professional knowledge, skills and abilities, that is, training, formation of professional readiness to implement production activities. The first two stages are related and training activities carried out within social institutions such as family, school (first stage), and professional schools: elementary, middle education and higher education (the second stage).

The third stage substantially coincides with the direct combination of skills and capabilities worker with tools, workplace that is employment. At all three stages are possible following forms of employment: 1) permanent or part-time; 2) temporary or partial employment and unemployment.

If the first stage of employment available to young people and carried out the training in schools and labor education in the family, after graduation, the young man finds himself alone in the space of social uncertainty and interacts with less favorable to its social factors: market constitution on, social institutions – schools, social services and enterprises. The second and third stages of youth employment are quite problematic and indicate or integrate it into the social system and the further socialization or resocialization and rejection, marginalization.

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