

LEGAL REGULATION OF YOUTH EMPLOYMENT IN UKRAINE

There are various factors influencing youth transition to work. They include external factors, such as the state of the country's economy, structural factors, such as skills mismatch with the labour market, and personal factors, such as disability and health problems, alcohol, drugs and crime, alongside other issues that can disadvantage young people.

Ukraine continues to face challenges in the areas of employment creation and working conditions for those who are currently employed. These challenges have been exacerbated by the ongoing military conflict in East Ukraine. The decline in production and the slowdown in economic restructuring have triggered a lack of good quality jobs with decent conditions and wages, especially for young people.

Job creation occurs predominantly in the informal and low-productivity sectors (the less knowledgeintensive services and medium- or low-technology sectors with pollution externalities). The structure of the available jobs for waged employees in the formal sector has changed from high-technology manufacturing and knowledge-intensive services towards less knowledge-intensive services (such as retail trade) and basic manufacturing jobs. Being predominantly 'survival jobs', they can hardly contribute to long-term development, rather they have a potentially detrimental effect on the future quality of the labour force. [1, c. 102-111]

The main areas of concern regarding the working conditions facing young workers relate to noncompliance with employment regulations, high levels of informal employment, low salary and violations regarding work safety. In general, the average national salary is low, currently standing, which makes Ukraine one of the lowest salary countries in Europe.

The low level of wages has a negative impact on employees' motivation and hinders any potential increase in labour performance and progressive structural changes in employment. It also extends the length of time it takes the unemployed to find work, aggravates poverty and the problems associated with low incomes, and facilitates the spread of illegal practices and a range of anti-social phenomena among young people. [2, c. 23-45]

Bribery and other forms of corruption are widespread in the Ukrainian labour market; in order to secure a lucrative job in the public sector one must pay a sizeable bribe or trade in favours.

The mismatch between skills demand and supply remains substantial. First, the labour market is facing a sizable qualifications mismatch, characterised by an oversupply of higher education graduates in relation to the number of graduate-level jobs, forcing many to work in roles for which they are highly over-qualified.

Second, the structure of youth education, in terms of the fields of study, remains unbalanced with regard to both current and anticipated needs in the labour market. There is a growing disparity between the proportion of young students focusing their studies on the social sciences, business and law and those opting to study the natural

and technical sciences. Many graduates who follow the former fields of study have to accept jobs below their level of qualification. [3, с. 65-89]

Third, there are shortages in the labour market, as there is a persistent need for skilled workers such as drivers, cooks, garment industry workers and construction workers.

Fourth, the mismatch between skills supply and the requirements of modern jobs is widening.

Youth employment is a complex issue, particularly as it is linked to external factors that countries have little say about, such as the general political and economic situation in their geographical region, as well as global or internal factors, such as changes in the structure of the economy and the labour market, and the demographic profile of the country.

Nevertheless, the impact of such major forces on the labour-market situation, there remains scope for governments to improve the circumstances of young people who are already in the labour market or to support their smoother transition into it. It is important that governments have policies in place that accompany young people in their transition into the world of work and help them to realise their full potential.

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