



**Laima OKUNEVIČIŪTĖ NEVERAUSKIENĖ**

**THE EVALUATION OF SOCIAL ECONOMIC  
CONSEQUENCES OF YOUTH UNEMPLOYMENT  
AND ITS REDUCTION IN LITHUANIA**

**Summary of Doctoral Dissertation  
Social Sciences, Economics (04S)**

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**Vilnius** LEIDYKLA **TECHNIKA** 2006

VILNIUS GEDIMINAS TECHNICAL UNIVERSITY

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VILNIAUS GEDIMINO TECHNIKOS UNIVERSITETAS

**Laima OKUNEVIČIŪTĖ NEVERAUSKIENĖ**

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## 1. General Characteristic of the Dissertation

*Thematic relevance.* Relations of market economy, which have changed relations of planned economy in Lithuania, had ambiguous influence for youth position in the labour market. On one hand, sudden economical changes impelled some young people to end their studies early (accordingly, at lower education level) and enter the labour market (often illegal). On the other hand, new relations of the market determined a new social phenomenon – unemployment, which has been unknown for previous generations at the beginning of their working career.

There is seeking to increase youth employment by various measures in Lithuania, as well as in other European countries. There is stressed that youth unemployment is relevant the world over. Depending on data of the first quarter of 2006, youth unemployment was 18.1 % in the European Union; it is more than twice higher than total unemployment. In total numbers, 4.7 millions of young people (15–24 years old) are striving for employment. Actually, not small part of these young people stays “outside of the labour market”, and it is a huge waste of potential and risk for social cohesion. It was emphasised that the problem of youth employment is acknowledged on the highest political level in the European Union: in 2006 European Council has confirmed it as the main priority of labour market policy in the strategy of economical growth and establishment of work places.

Youth unemployment rate is about twice higher than total unemployment rate in Lithuania, as well as in most world countries. Although youth unemployment is decreasing in Lithuania at the moment, it remains quite high yet. Redistribution of labour force between diverse economical activities in the progress of state’s economy, significant regional differentiation in the labour market, implantation of modern technologies, expansion of foreign investments and social and economical changes in the state determine cardinal changes in the structure of youth employment; qualitative and quantitative characteristics of labour resources, employers’ requirements for labour force, and etc are changing.

Analysing the problem of Lithuanian youth unemployment in this work there was ascertained that a part of young people was not able to enter labour market because of low qualification and poor work experience. It is said that specialists, prepared by various academic institutes, have theoretic mental outfit, however, they are lacking in practical skills. On the other hand, the reasons of youth unemployment, related to attraction of the offered job (low wages, poor working conditions), increasingly are coming out because of lack in qualified labour force. Therefore, more and more young people are moving to the West in the hope to get legal or illegal job. Because of mentioned changes in the labour market ingenerated GDP is evaluated as economical loss. There is emphasised as well that it is specifically difficult to estimate the loss, while the coherence between economical growth and labour market is not set in. There has been

formed such a situation in Lithuanian labour market that the reduction of youth unemployment has not increased employment of this age bracket or this increase was very insignificant. Therefore, it is reasonably proposed that the change of unemployment rate shows up the state of the labour market only partly. There is expressed the integrated attitude towards the assessment of economical loss, and framed the calculation methodology, which includes two different components of youth position in the labour market – employment and unemployment. It enables to study the analysed problem thoroughly.

In the context of progressive integration of the state's economy into the economical and social structures of the European Union, with the intention of vouching for more rational development of human resources the exhaustive research of youth position in the labour market assumes idiosyncratic importance in order to reveal the reasons of formation of this problematic submarket, determine the specific factors, influencing youth unemployment, and offer measures for the solution of analysed problem.

***Scientific problem of the study, its investigation.*** In the context of market economy, unemployment has become one of the most important areas of economical, social and psychological researches in Lithuania. The reasons of unemployment in general are often analysed in scientific literature, there are accomplished quite many specific researches of unemployment (A. Šileika, 1993–2006; B. Gruževskis, 1995–2006; V. Gavelis, 1999; A. Dobravolskis, 2001; D. Beržinskienė, B. Martinkus, 2001; E. Šarkinienė, 2005; V. Kvainauskienė, 2005). Nevertheless, the problem of youth unemployment is much less analysed in both theoretical and practical levels. The specific reasons of youth unemployment are mentioned only in few studies of economists; there should be noted such authors as D. G. Blanchflower (2000), R. B. Freeman (1979), D. Wise (1982), J. Medoff (1980), R. Layard (1982), K. B. Clark, L. H. Summers (1982), N. O'Higgins (2001), B. Gruževskis (2001), E. Kocai (2004), A. Pocius (2005). There is attempting to explain the reasons of youth formation as a problematic group in the labour market making reference to labour market theories, which deny the assumptions of homogeneity of labour force. These reasons were scrutinised by H. Schmid (1996), L. Kulmiz (1999), K. Arrow (1972), E. Phelps (1972), D. Snower (1999), K. Offe (1977), K. Hinrichs (1977), R. Matiušaitytė (2001, 2005), M. Valentinaitė (2001).

Assessing youth position in the labour market, there are important studies, accomplished by the Department of Statistics and Lithuanian Labour Exchange. Nonetheless, traditional labour force studies, accomplished by the Department of Statistics, and researches implementing in labour exchanges usually restrict to the presentation of statistical data, which is determined by the aims of those researches (without deeper theoretical analysis). As a result, there arises the problem of lack in systematic information in various aspects of youth unemployment. Youth unemployment is not enough analysed in theoretical level as well: there are usually investigated only isolated aspects of youth position in

the labour market, little attention is given to methodological validity of the assessment of youth position, there is lack in systematic studies, which generalise youth position in the labour market. In addition to this, there is noted that the studies of youth unemployment give more attention to the analysis of particular problems. Although such researches are necessary, there is emphasised that the organisation of researches suffer, the advantages of youth unemployment, as the whole, analysis are lost, there is difficult to identify causative–resultant relations of youth unemployment in such a way.

The consequences of youth unemployment is especially poorly explored problematic area in Lithuania. There is lack in assessment of economical social consequences and economical loss caused by youth unemployment.

These problems are systematically scrutinised in this dissertation by reasoning theoretical methodological assumption of youth unemployment formation, accomplishing the complex analysis of youth position in the labour market, offering the original assessment methodology of economical loss caused by the changes of youth position (unemployment and employment) in the labour market, and presenting concrete calculation results, their impact for the social economic development of the state, and offering measures, which systematically increase possibilities of youth integration into the labour market.

***Subject matter of the research:*** youth unemployment and the assessment of its social economical consequences.

***Research aim*** – complex analysis of youth position in the state’s labour market, assessment of social economical consequences of unemployment of this age bracket labour resources, including economical loss, and offering suggestions for increasing youth employment.

#### ***Tasks of the research***

1. To analyse labour market questions in economic literature in debatable way, and specify the concept of labour resources.

2. To identify youth as specific labour submarket by accomplishing critical comparative analysis of theoretical economic literature.

3. To research and assess the position of this submarket in the state’s labour market thoroughly by using the original system of indices, which has been based by the author.

4. To base the original methodology of evaluation of economical loss caused by the changes (employment and unemployment) of youth position in the labour market, and evaluate economical loss caused by these changes in the state’s labour market according to this methodology.

5. To assess social consequences of youth unemployment in Lithuania referring to special research, accomplished by the author.

6. To offer suggestions, and base the measures, systematically increasing the possibilities of youth integration into the labour market according to accomplished theoretical and engineering scientific researches.



**Methods of the research.** There are used methods of scientific literature analysis and generalisation (induction, deduction) in order to base the essence of concepts of labour resources and other concepts related with it, discuss the specificity of youth as labour resources, and identify the factors influencing the formation of youth unemployment.

In order to assess youth position in the labour market, there were used: comparative and balanced calculations, estimations of the experts, analytical grouping, comparative analysis, questionnaires (inquiries of young unemployed people and employers), quantitative analysis of data (methods of mathematical statistical processing) enabling to identify the correlation between separate phenomena and processes of the labour market. In the context of evaluating economical loss caused by youth position changes in the labour market, there was used the methodology, based by the author, which enables to assess two different components influencing youth position in the labour market – loss caused by employment and unemployment. This enables to research the problem thoroughly, and show up the possibilities of its solution. In order to explain the gap between economical loss caused by youth employment and economical loss caused by unemployment, there was used balanced method.

***Scientific novelty and practical results of the study***

1. First of all, scientific novelty is defined by the originality of research methodology and data sources – there was accomplished the systematic analysis of youth unemployment problems (as the whole) in Lithuania by using the results of special studies and researches, which the author participated proximately in.

2. After the analysis of labour market questions in scientific economic literature of Lithuania and other countries in debatable way:

- the concept of labour resources was specified;
- the criterions of distinguishing youth as the part of labour resources and their place in the labour market structure were based;
- theoretical analysis of youth unemployment was accomplished by basing the reasons of youth as problematical group formation and revealing the influencing factors of youth unemployment and activity in the labour market.

3. The problems of methodological and methodical assessment of youth position in the labour market were studied and reasoned, and according to it there was accomplished the systematic analysis of youth position in the state's labour market (by using the original system of indices, based by the author).

4. According to the original assessment methodology of economical loss, which is met by the economy because of irregular change of youth employment and unemployment, there were evaluated economical consequences of youth unemployment of the state and its influence for social economical development.

5. Social consequences of youth unemployment in Lithuania were assessed.

6. There were based trends of improving youth situation in the state's labour market and its implementation measures, which make the preconditions for development of effective scientifically based social policy.

7. Being no other analogous researches, conclusions and recommendations of this work are important because of its novelty, and it was represented not only in an academic sphere, but also in the institutions of the state governance. The results of research, accomplished by the author, are the basis of the part 4.2.1 "Improving employability skills for youth, starting working activity" of Employment Increase Programme 2001–2004 of the Republic of Lithuania. On the basis of accomplished research there were prepared suggestions for macro economy and fiscal policy questions for the Government, and there is being prepared "The strategy of youth possibilities development" and its implementation plan, which will be implemented during the period of 2006–2008. During the period of 1997–2006 the author has participated in various working groups of the Ministry of Social Affairs and Labour, Lithuanian Labour Exchange, Lithuanian Labour Market Training Authority solving youth unemployment and other questions of labour market policy, took part in preparation of National Lisbon strategy implementation programme (overall the author has participated in more than 50 ordered researches, which most results were used in the dissertation). Suggestion of the author – "solve the questions of labour relations' legitimating during the practise and students' insurance in case of an accident" – was implemented in the law of the change of the State social insurance law, Social insurance law of accidents at work and industrial diseases of the Republic of Lithuania (inured from January 1, 2006); the suggestion – "employability skills maintenance for people starting working activity according to speciality in order to provide with missing working skills in work place..." – was implemented in the law of employment maintenance of the Republic of Lithuania (inured from August 1, 2006).

***Approval and publication of the scientific work.*** Main problems, analysed in the dissertation, were introduces in 31 scientific publications of the author, 9 of them were presented in prestigious review scientific publications. More than 25 reports about youth integration into the labour market, unemployment in Lithuania were delivered in scientific conferences and theoretical seminars, practical seminar in Germany.

***Scope and structure of the work.*** The dissertation is constructed of introduction, three chapters, bibliographical entry (394 sources), appendixes (29 appendixes). Main part of the work (including introduction and conclusions) contains 111 pages.

## **2. Theoretical Questions of Youth Labour Market**

The content and aims of the analysed subject and chosen methods of the research determined the structure of the work.

In the section 1.1 of the first chapter of dissertation implementing the methodological principle that at the beginning of analysing youth unemployment problems the analysis of social economical processes has to move from abstract to concrete, first of all, there are disputed some discursive questions of labour resources, including youth submarket, which are important for the analysis. On the other hand, not restricting to the characterisation of youth as labour resources, section 1.2 analyses youth age period from social demographical viewpoint. There is widely discussed about the specificity of youth age period and the criterions of transition from youth period to social maturity; the margins of youth age period are analysed from discursive aspect. Section 1.3 pays attention to the researches of unemployment problems, especially taking notice of revealing and assessing specific reasons of youth unemployment (in theoretical level).

## **3. The Analysis and Assessment of the Reasons and Consequences of Youth Unemployment**

The second chapter of the thesis reveals the methodological problems of youth position assessment, accomplishes the complex comparative analysis of youth position in the labour market; on the base of systematic analysis of special sociological youth unemployment research, statistical data and the range of other empirical surveys, there are revealed the problems of youth position in the labour market and specific reasons of youth unemployment; after the accomplishment of special survey there are assessed social consequences of youth unemployment; there is also based an original evaluating methodology of economical loss caused by the changes of youth position in the labour market (employment and unemployment), and on the base of this methodology there is evaluated economical loss caused by these changes in the state's labour market.

Section 2.1 gives the methodological assumptions of the assessment youth position in the labour market. Section 2.2 switches to concrete analysis and assessment of youth position in the labour market. The analysis of youth position in the labour market is bases on the assumption, formulated in chapter first, that youth employment is complex, multifunctional system, depending on economical, demographical and social factors. Therefore, assessing youth position in the labour market there are divided different levels of the analysis: economical, demographical processes, education and vocational training and so forth. In order to assess youth position in the labour market and identify which indicators influences youth unemployment rate mostly, there was accomplished regression analysis of these indicators, where dependant variable was youth

unemployment rate, and independent variables were chosen indicators (factors), which are divided into indicators, characterising position in the labour market, and the indicators of labour market policy results. In the second part of the dissertation there is paid much attention not only for complex comparative analysis of youth position in the labour market, but also for the assessment of unemployment consequences (section 2.3). There is emphasised that the consequences of youth unemployment are analysed thoroughly, dividing different dimensions of this problem. In the dissertation unemployment is analysed as a social problem, which solution affects many other social phenomena – living standards, delinquency, mental health of the population and so forth. Another problematical aspect of analysis is unemployment influence for the family, interactions, communication, in other words, it means contacts with the closest social environment of the individuals, which develop in small social groups. In the individual dimension unemployment is linked to psychological unemployment consequences as well as psychological assumptions of the activity of job search. There is analysed what affect is made for self feeling, emotional feelings, interpersonal contacts and communication by unemployment; there is also researching the significance of individual characteristics of a person (competences, skills, individual features and so forth) and social environment for negotiation of emotional feelings, realistic assessment of a situation, professional possibilities, and the influence of these features for the person's activity in the job search.

There is emphasised that there is paid much attention in the dissertation for the evaluation of national economic loss caused by the changes of population, especially youth, position in the labour market (migration, unequal changes of employment and unemployment). There is accented that usually in economic theory there is analysed the loss caused by unemployment. According to the analysis, accomplished in the section 2.1, during the period of 1997–2005 there has been formed such a situation in Lithuanian labour market that reduction of youth unemployment has not increased employment of this age bracket or this increase was very insignificant. Therefore, there is reasonably proposed that the change of unemployment rate shows up the state of labour market only partly. There has been based the idea that in evaluating economical loss it would be advisable to link it to the decrease of employment, because only employed individuals are the creators of material goods. However, in this work economical loss is evaluated according to both youth employment and unemployment. It enables to analyse the problem thoroughly.

There is suggested the methodology for the evaluation of economical loss caused by employment changes, which appeals to the principles of applying of indices theory. Doing the calculations GDP changes were divided into components, where one of them reflects the change caused by employment dynamics, and another one reflects the change caused by labour productivity. The first factor enables to evaluate the extent of economical loss caused by the

decrease of employment. When the cohesion between economical growth and labour market is unstable, it is difficult to evaluate such loss. Therefore, the analysis of factorial indices, which are used in measuring the influence of labour productivity and employment for GDP, enabled to simplify the survey.

The index of GDP change is calculated according to such formula:

$$I_y = \frac{L_1 w_1}{L_0 w_0} = \frac{L_1 w_0}{L_0 w_0} \times \frac{w_1 L_1}{w_0 L_1}, \quad (1)$$

where:  $I_y$  is the index of GDP change in comparative prices,  $L$  – the number of employed population,  $w$  – labour productivity. The indicators of basic period are denoted to 0, and the indicators of comparative period are denoted to 1.

Hence, the index of GDP change is the product of factorial indices:  $I_y = I_L \times I_w$ , where  $I_L$  is the index of the number of employed population and  $I_w$  is the index of labour productivity. Applying the index of GDP change and factorial indices, GDP change is depicted in this way:

$$\Delta Y = w_0 \Delta L + L_1 \Delta w, \quad (2)$$

where:  $w_0$  – labour productivity of basic period,  $\Delta L$  – the change of employed number,  $L_1$  – the employed number of comparative period,  $\Delta w$  – the change of labour productivity. The first component of the equation  $w_0 \Delta L$  shows the employed number, the second component  $L_1 \Delta w$  – the influence of labour productivity for GDP.

In order to evaluate economical loss caused by youth unemployment there is suggested applying formula, which includes the indicator of unemployed number:

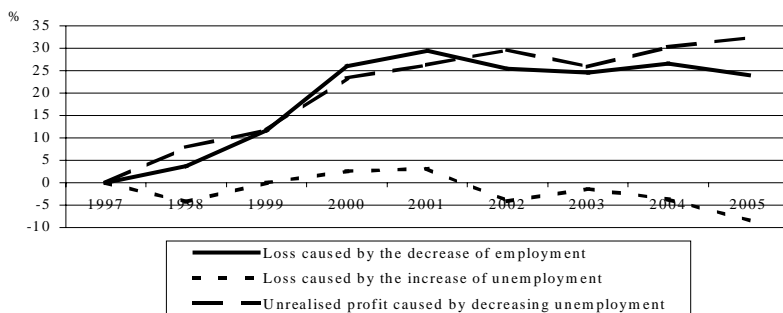
$$\Delta Y = w(B_1 - U_n F) = \lambda w \Delta B + (1 - \lambda) w \Delta B, \quad (3)$$

where:  $\Delta Y$  – economical loss;  $B$  – factual unemployed number;  $U_n$  – natural unemployment rate;  $F$  – labour force;  $w$  – labour productivity;  $\Delta B$  – the change of unemployed number, estimated by the comparison of factual and conditional unemployed number, which parallels with natural unemployment rate ( $B_n = U_n F$ );  $\lambda$  – the portion of unemployed number, registered in the labour exchange, in comparison with total unemployed number;  $(1 - \lambda)$  – the portion of unemployed number, not registered in the labour exchange, in comparison with total unemployed number. Moreover, there are made such

assumptions: labour productivity of employed previous unemployed population is equal to total labour productivity (to the ratio of GDP and employed number); there is not loss caused by natural unemployment; natural unemployment rate is stable from time viewpoint.

In order to explain the gap between economical loss caused by youth employment changes and economical loss caused by unemployment there is suggested applying balanced method. The gap explains not used possibilities of decreasing economical loss by decreasing unemployment, in other words, it is unrealised profit. According to the suggested method, economical loss caused by employment decrease is the sum of loss caused by unemployment and not made profit due to unemployment decrease.

As the accomplished calculations have shown, during the period of 1997–2005 Lithuanian economy has lost about 1.6 billions of Litas, which aggregated 24.0 % of potential GDP (see Fig 1). However, decreasing youth unemployment additionally generated GDP aggregated 553 millions of Litas. Therefore, not made profit aggregated 2.15 billions of Litas, and ingenerated GDP – 1.6 billions of Litas ( $-0.553 + 2.15$ ).



**Fig 1.** The change of economical loss caused by youth employment and unemployment (% , in comparison with generated potential GDP)

#### 4. Trends and Measures of Youth Position Development in the Labour Market

According to the accomplished researches and long-range experience of foreign countries, the final third part of this work shows the possibilities and measures of the development of youth position in the labour market. Well-timed estimation and research of youth unemployment problems and the most important their reasons gave the possibility to offer the principal model of youth unemployment decrease and provide for the measures for youth unemployment decrease, searching the potential possibilities of development of existent position (see Fig 2).

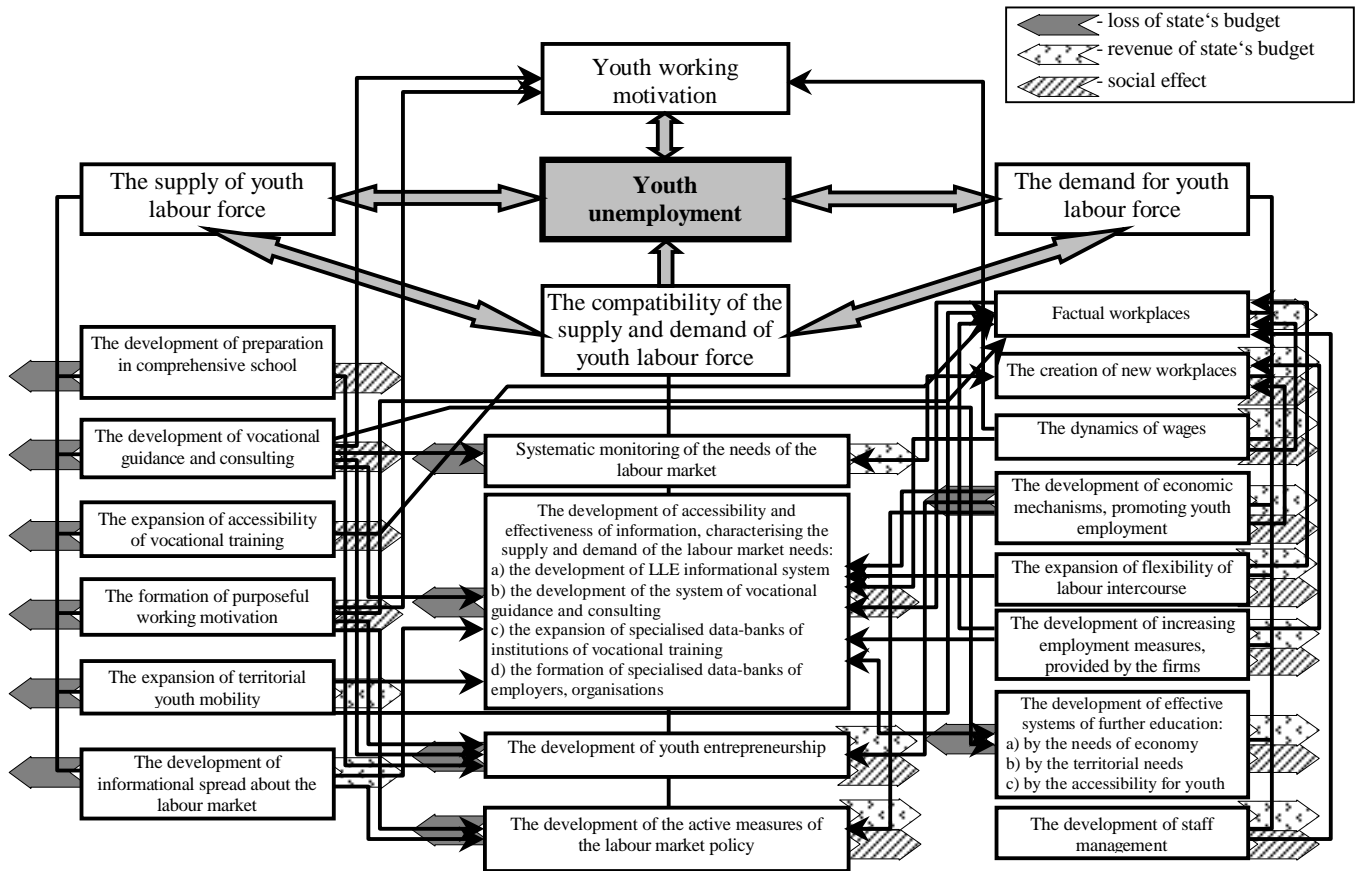


Fig 2. The principle model for youth unemployment decrease

## 5. General Conclusions

1. The accomplished analysis of the concepts, that are operated by the author, and theoretical conceptions revealed that at present in social economic theory emerged such a situation, when in order to describe people as one of the production factors there are used very similar by its meaning categories – “labour resources”, “labour force”, “labour potentiality” and so forth. In classification of labour resources, given in this work, it is suggested using the concept of *total labour resources*, which would contain active and potential labour recourses. The author motivates that determining the bottom margin of the concept of *total labour resources* there cannot be ignored those household members, who are involved into the production of agriculture episodically though. The top margin of it would be reached by the officially fixed retirement age, including actually working retirement aged or disabled members of the society as well. Such attitude towards the conception of labour resources would satisfy historically formed position in the state.

2. Researching youth employment and unemployment it is necessary to define the concept of youth as particular social group (submarket). This is required not only by methodological attitudes, but also the indetermination of youth age stage, because of which there emerge scientific and practical discusses. The complexity of this question increases due to the fact that the margins of youth age are constantly changing influenced by the economic, political, cultural, educational, demographical and other public factors. On the basis of accomplished research author demonstrates that even though the concept of youth is different in diverse countries, the bottom margin of youth age in most states is linked to the age which is fixed by the laws, till the end of compulsory education, whereas, the top margin of youth age in different states is fixed according to quite diverse criterions. The author motivates that according to labour market attitude the criterion of the top margin of youth age is the *economic activity* of this age bracket. Till the age of 25 most young people end their studies and integrate into the labour market. According this youth in this work is considered as the population of 15–24 years age.

3. There is no theory, which explains the reasons of formation of youth as problematic group in the labour market thoroughly. Both neoclassic and Keynesian theories are not able to explain many processes proceeding in the labour market. The labour market in these theories as a rule is homogeneous; therefore, they cannot explain the distinct segments of the labour market, singularities of processes proceeding in them including regularities of youth submarket formation and development. The author predicates that the homogeneous labour market is an abstraction in its essence, whereas, in real life it is structured of many submarkets differing in various aspects – territorial, demographical, professional, qualifying and others. Such methodological attitude permitted to separate youth as an independent research subject and analyse it by



invoking such theories as human resources, discrimination, segmentation and others. According to accomplished analysis, youth unemployment as social economic phenomenon is the result of interaction between exogenous and endogenous factors.

4. In scientific literature we can detect contrasting quantitative meanings of factors conveying the same labour market concepts (i.e., youth employment, total labour force and others). It is the consequence of not only statistic in proper meaning, but also unsolved methodological problems. There is motivated that youth unemployment rate, expressed by percentage proportion of young unemployed people with labour force of this age bracket, does not reflect the real situation in the labour market, when there is speaking about youth as the whole (all age bracket) unemployment. In 2005 youth labour force covered only about 30 % of the state's youth. Hence, the official indicator of unemployment rate reflects the position of only 30 % of youth, and the rest 70 % stays outside of the evaluation. According to the author's opinion, that is the reason why this usual unemployment rate indicator cannot be the basic indicator, generalising youth position in the labour market. There is based that it is necessary to use indicator of *youth proportion* between unemployed people and *demographical* youth unemployment rate beside the traditional unemployment rate. In those cases, when labour force quantity of researching age bracket is very unstable, it would be worth to depend upon the *analysis of changes* in young unemployed people number. Moreover, a new *harmonised* indicator of youth unemployment rate is based in this work, which according to the author reflects the degree of youth submarket, as the total exploring unit, unemployment. In addition to this, there is motivated that the combination of different indicators (including absolute ones) during the researching process should become more and more important evaluating element of youth unemployment dynamics trends.

5. The author is basing that there is tight cohesion between total employment rate and youth employment rate (there is seen strong positive correlation between mentioned dimensions –  $(r=0.716, p=0.046)$ ). The research has revealed that during the period of 1997–2005 youth employment decreased (from 36.3 % in 1997 to 21.1 % in 2005) as well as total employment (from 63.9 % in 1997 to 62.6 % in 2005). However, as revealed more detailed analysis of statistical data, diverse demographical groups were influenced by proceeding changes in the labour market unequally – the biggest impact of decreased employment was fixed in young people group. The regression analysis of factors, influencing youth unemployment rate, revealed that youth unemployment is more influenced by vacant workplaces in the regions than the measures of labour market policy (i.e., youth participation in the labour market vocational training).

6. According to the original methodology, based by the author, there was evaluated economical loss caused by the youth position changes in the labour

market, which is measured by ingenerated GDP. In economic theory the loss caused by unemployment is usually evaluated by comparing the indicators of real and natural unemployment rate. Evaluating these losses in this work, there are separated two different influencing components of youth position in the labour market – employment and unemployment. It enables to analyse the problem thoroughly and reveal contradictions, emerged during the research. Evaluating the influence of youth position changes in the state's labour market for GDP under the mentioned methodology, there were separated three periods. The calculation has showed that the rise of labour productivity overweighed negative impact of youth employment decrease for GDP during the period of 1997–1998. During the period of 1998–2001 labour productivity has been increasing slower than youth employment has been decreasing, that was the reason, why GDP, created by youth, has decreased. Since 2002 youth employment and created GDP has begun increasing. Nonetheless, GDP increase has not covered economical loss, which was created by disadvantageous youth position changes in the labour market in previous period. Furthermore, it is emphasised that in the period of 2002–2005 youth employment changes were insignificant, therefore, a new clear positive trend of youth employment influence for GDP has not formed yet. During the period of 1997–2005 national economy has lost about 1.6 billions of Litas because of youth employment changes. Due to decreasing youth unemployment there could be created GDP of 553 millions of Litas additionally (potential profit). Large, not received potential profit shows that possibilities of unemployment reduction were not availed in the economy of the state. Although youth unemployment increase should mean higher employment, but instead of expanding working people group, part of young people joined economically inactive population during the analysed period.

7. The calculations, made in this study, revealed that increasing *youth emigration* had influence to economical loss caused by employment decrease. During the period of 1997–2005 ingenerated GDP due to population migration has increased from 3.5 % to 7.1 %, and in youth age bracket it has increased from 4.0 % to 9.1 %. Hence, migration of young people is the important factor slowing Lithuanian economic growth.

8. Special research of social and psychological aspects of youth unemployment, accomplished by the author (by using factorial analysis), revealed that the evaluation of unemployment influence for material position correlates with interpersonal relations stronger than activity in other areas of public life. Results of the research give the opportunity to analyse wider social consequences of unemployment – 68.6 % of respondents, participated in the survey, pointed out that youth delinquency is the result of life circumstances, and even 72.8 % indicated that youth employment is the main factor decreasing delinquency.

9. The accomplished research has revealed that youth unemployment is the result of insufficiently effective education, vocational training (in a broad sense), social affairs, labour market and economic policy. There is motivated that the most important thing is to ensure systematic and complex solutions by improving measures for both formation of youth labour potential and its integration into the labour market – flexible complex system of youth unemployment prevention and its reduction should start at comprehensive school and end with tax concessions for employers, hiring youth of the appropriate groups.

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**In the science periodical review publications**

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### **About the Author**

1991–1997 Master studies at Vilnius University, Faculty of Natural Sciences (Master’s degree of Environmental studies).

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# JAUNIMO NEDARBO SOCIALINIŲ EKONOMINIŲ PASEKMIŲ VERTINIMAS BEI JO MAŽINIMAS LIETUVOJE

*Temos aktualumas.* Rinkos ekonomikos santykiai, Lietuvoje pakeitę planinės ekonomikos santykius, turėjo nevienareikšmę įtaką jaunimo padėčiai darbo rinkoje. Iš vienos pusės, staigūs pokyčiai ekonomikoje paskatino dalį jaunuolių anksti (atitinkamai ir žemesniame išsimokslinimo lygyje) baigti mokytis ir įsijungti į darbo rinką (neretai nelegaliai). Iš kitos pusės, naujai susiklostę rinkos santykiai sąlygojo naują socialinį reiškinį – nedarbą, kurio įtakos ankstesnės kartos, iš esmės pradėdamos darbinę karjerą, nebuvo patyrusios.

Lietuvoje, kaip ir kitose Europos šalyse, siekiama įvairiomis priemonėmis didinti jaunimo užimtumą. Pažymėtina, jog jaunimo nedarbo problema aktuali visame pasaulyje. 2006 metų I ketvirčio duomenimis, jaunimo nedarbas Europos Sąjungoje buvo 18,1 %, t. y. daugiau nei dvigubai didesnis negu bendras nedarbas. Pabrėžtina, jog jaunimo užimtumo problema pripažinta aukščiausiam Europos Sąjungos politiniame lygmenyje: 2006 metais patvirtinta kaip pagrindinis darbo rinkos politikos prioritetas ekonomikos augimo ir darbo vietų kūrimo strategijoje.

Lietuvoje, kaip ir daugelyje pasaulio šalių, jaunimo nedarbo lygis yra apie du kartus aukštesnis už bendrą nedarbo lygį. Analizuojant Lietuvos jaunimo nedarbo problemą šiame darbe nustatyta, kad dalis jaunų žmonių nesugeba įsitvirtinti darbo rinkoje dėl žemos kvalifikacijos ir nedidelės darbo patirties. Atvirai kalbama, kad įvairių mokslo institucijų rengiami specialistai turi teorinių žinių bagažą, bet jiems trūksta praktinių įgūdžių. Kita vertus, trūkstant kvalifikuotos darbo jėgos, vis labiau atsiskleidžia jaunimo nedarbo priežastys, susijusios su siūlomo darbo patrauklumu (mažas darbo užmokestis, prastos darbo sąlygos ir pan.). Todėl vis daugiau jaunų žmonių išvažiuoja į Vakarų šalis, tikėdamiesi legaliai arba nelegaliai įsidarbinti. Dėl minėtų darbo rinkos pokyčių nesukuriamas BVP vertintinas kaip ekonominis nuostolis. Kartu būtina pabrėžti ir tai, jog kai ekonomikos augimo ir darbo rinkos ryšys nenusistovėjęs, nuostolį įvertinti ypač sudėtinga. Lietuvos darbo rinkoje susiformavo situacija, kai jaunimo nedarbo sumažėjimas nepadidino šios amžiaus grupės asmenų užimtumo arba teigiamas užimtumo pokytis buvo labai nežymus. Todėl pagrįstai galima teigti, kad nedarbo lygio kitimas atskleidžia darbo rinkos būklę tik iš dalies. Disertacijoje išreikštas kompleksinis požiūris į ekonominio nuostolio vertinimą bei parengta skaičiavimų metodika, kuri apima du skirtingus jaunimo padėtį darbo rinkoje charakterizuojančius komponentus – užimtumą ir nedarbą.

Socialinių ekonominių nedarbo aspektų tyrimai ypač svarbūs kuriant ir tobulinant priemones, kurios padeda jaunimui integruotis į darbo rinką pradedant

darbinę veiklą bei padėti darbo netekusių jaunų žmonių reintegracijai į darbo rinką.

**Mokslinė darbo problema, jos ištyrimas.** Rinkos ekonomikos sąlygomis nedarbas Lietuvoje tapo viena iš svarbiausių ekonominių, socialinių, psichologinių tyrinėjimų sričių. Mokslinėje literatūroje dažnai nagrinėjamos nedarbo bendrosios atsiradimo priežastys, atlikta gana daug nedarbo specialiųjų mokslinių tyrimų. Tačiau jaunimo nedarbo problema tiek teoriniame, tiek praktiniame lygmenyje yra žymiai mažiau nagrinėta. Ypatingai mažai nagrinėta problematika Lietuvoje – jaunimo nedarbo pasekmės. Pasiğendama konkrečių ekonominių socialinių pasekmių, ekonominio nuostolio dėl jaunimo nedarbo įvertinimo. Disertacijoje šios problemos tiriamos sistemiškai, pagrindžiant jaunimo nedarbo formavimosi teorines prielaidas, atliekant kompleksinę jaunimo padėties darbo rinkoje analizę, pasiūlant originalią ekonominių nuostolių dėl jaunimo padėties darbo rinkoje pokyčių (nedarbo ir užimtumo) vertinimo metodiką bei pateikiant konkrečius skaičiavimų rezultatus, jų įtaką šalies socialinei ekonominei raidai bei pasiūlant priemones, sistemiškai didinančias jaunimo integracijos į darbo rinką galimybes.

**Tyrimo objektas** – jaunimo nedarbas bei jo socialinių ekonominių pasekmių vertinimas.

**Tyrimo tikslas** – teorinių darbo rinkos koncepcijų lyginamosios analizės, statistinių duomenų bei autorės atliktų specialiųjų tyrimų analizės pagalba atlikti kompleksinę jaunimo padėties darbo rinkoje analizę šalyje, įvertinti šios amžiaus grupės darbo išteklių nedarbo socialines ekonomines pasekmes, įskaitant ekonominius nuostolius, bei pateikti pasiūlymus jaunimo užimtumui didinti.

**Tyrimo metodai.** Darbe taikomi mokslinės literatūros analizės bei apibendrinimo (indukcija, dedukcija) metodai, pagrindžiant darbo išteklių ir su jais susijusių sąvokų esmę bei aptariant jaunimo kaip darbo išteklių specifiškumą, identifikuojant veiksnius, įtakojančius jaunimo nedarbo atsiradimą. Vertinant jaunimo padėtį darbo rinkoje, naudojami: palyginamieji bei balansiniai skaičiavimai, ekspertiniai vertinimai, analitiniai grupavimai, lyginamoji analizė, anketavimas (jaunų bedarbių, darbdavių apklaupos), kiekybinė duomenų analizė (matematinio statistinio apdoravimo metodai), leidžianti nustatyti priklausomybes tarp atskirų darbo rinkos reiškinių ir procesų. Vertinant ekonominį nuostolį dėl padėties darbo rinkoje pokyčių jaunimo amžiaus grupėje, disertacijoje pagrindžiama kompleksinė ekonominio nuostolio vertinimo metodika, pagal kurią ekonominis nuostolis vertinamas atsižvelgiant tiek į jaunimo užimtumą, tiek į nedarbą. Tai leidžia visapusiškai išnagrinėti problemą ir atskleisti jos sprendimo galimybes. Ekonominio nuostolio dėl jaunimo užimtumo ir ekonominio nuostolio dėl nedarbo atotrūkiui paaiškinti (įvertinti) taikytas balansinis metodas. Disertacijoje plačiai panaudoti atliktų specialiųjų tyrimų bei visos eilės kitų taikomųjų mokslinių tyrimų (atliktų betarpiškai dalyvaujant autorei) rezultatai.

**Disertacinio darbo struktūra bei turinys.** Darbo struktūrą nulėmė tiriamo objekto turinys, tikslai ir pasirinkti tyrimo metodai.

Pirmajame darbo skyriuje „Teoriniai jaunimo darbo rinkos klausimai“ realizuojant metodologinį principą, kad socialinių ekonominių procesų analizė turi judėti nuo abstraktaus prie konkretaus, pradedant tyrinėti jaunimo nedarbo problemas, pirmiausia aptariami kai kurie darbo išteklių diskusiniai klausimai, betarpiškai apimantys jaunimo subrinką ir reikšmingi jos analizei, nagrinėjami perėjimo iš jaunystės tarpsnio į socialinę brandą kriterijai bei jaunimo amžiaus tarpsnio specifiškumas, diskusiniu aspektu aptariamos jaunimo amžiaus intervalo nustatymo ribos, pagrindžiamos jaunimo nedarbo formavimosi teorinės prielaidos.

Antrajame darbo skyriuje „Jaunimo nedarbo priežasčių bei pasekmių analizė ir vertinimas“ atskleidžiamos metodologinės jaunimo padėties vertinimo problemos, atliekama kompleksinė lyginamoji jaunimo padėties darbo rinkoje analizė, atlikto specialaus nedarbo jaunimo sociologinio tyrimo, statistinių duomenų bei eilės kitų empirinių tyrimų sisteminės analizės pagrindu, išskiriamos jaunimo padėties darbo rinkoje problemos bei specifinės jaunimo nedarbo priežastys, atlikus specialų tyrimą, įvertinamos jaunimo nedarbo socialinės pasekmės, pagrindžiama ekonominio nuostolio dėl jaunimo padėties darbo rinkoje pokyčių (užimtumo bei nedarbo) originali vertinimo metodika bei jos pagrindu įvertinami ekonominiai nuostoliai dėl šių pokyčių šalies darbo rinkoje.

Trečiajame darbo skyriuje „Jaunimo padėties darbo rinkoje gerinimo kryptys ir priemonės“ remiantis disertacijoje atliktais tyrimais bei panaudojus ilgalaikę užsienio šalių patirtį, grindžiamos jaunimo padėties šalies darbo rinkoje gerinimo kryptys ir priemonės. Savalaikiškas jaunimo nedarbo problemų bei svarbiausių jas įtakojančių priežasčių nustatymas ir ištyrimas sudarė galimybę darbo baigiamajame skyriuje pateikti jaunimo nedarbo mažinimo principinį modelį bei numatyti jaunimo nedarbo mažinimo priemones, ieškant potencialių esamos padėties tobulinimo galimybių.

Disertacinį darbą sudaro įvadas, 3 darbo skyriai, išvados, bibliografinis sąrašas (394 šaltiniai), priedai (29 priedai). Pagrindinę darbo dalį (su įvadu ir išvadomis) sudaro 111 puslapių.

### ***Mokslinis darbo naujumas ir praktiniai rezultatai***

1. Mokslinį naujumą, pirmiausia, apibūdina tyrimo metodologijos ir informacijos šaltinių originalumas – disertacijoje atlikta sisteminė jaunimo nedarbo Lietuvoje problemų (jų kaip visumos) analizė, panaudojant autorės atliktų specialių tyrimų bei tyrimų, vykdytų jai betarpiškai dalyvaujant, medžiagą.

2. Diskusiniu aspektu išnagrinėjus Lietuvos ir kitų šalių mokslinę ekonominę literatūrą darbo rinkos klausimais:

- patikslinta darbo išteklių sąvoka;



- pagrįsti jaunimo kaip darbo išteklių dalies išskyrimo kriterijai bei vieta darbo rinkos sistemoje;
- atlikta teorinė jaunimo nedarbo analizė, pagrindžiant jaunimo kaip probleminės grupės susidarymo priežastis bei išskiriant jaunimo nedarbą bei aktyvumą darbo rinkoje sąlygojančius veiksnius.

3. Išnagrinėtos ir pagrįstos jaunimo padėties darbo rinkoje metodologinės ir metodinės įvertinimo problemos, ir šiuo pagrindu atlikta sisteminė jaunimo padėties šalies darbo rinkoje analizė (naudojant originalią autorės pagrįstą rodiklių sistemą).

4. Remiantis autorės pagrįsta ekonominio nuostolio, kurį patiria šalies ūkis dėl nevienodo jaunimo užimtumo ir nedarbo kitimo, vertinimo originalia metodika, įvertintos šalies jaunimo nedarbo ekonominės pasekmės, jų įtaką socialinei ekonominei raidai.

5. Įvertintos jaunimo nedarbo socialinės pasekmės Lietuvoje.

6. Pagrįstos jaunimo situacijos šalies darbo rinkoje gerinimo kryptys bei jų realizavimo priemonės, sudarančios prielaidas efektyvios, moksliskai pagrįstos socialinės politikos vystymui.

7. Nesant kitų analogiškų tyrimų, šio darbo išvados ir rekomendacijos yra reikšmingos savo naujumu ir buvo pristatytos ne tik akademinėje aplinkoje, bet ir valstybės valdymo institucijose. Autorės atlikto tyrimo rezultatai sudaro Lietuvos Respublikos užimtumo didinimo programos 2001–2004 m. 4.2.1 dalies „Užimtumo gebėjimų didinimas jaunimui, pradedančiam darbinę veiklą“ pagrindą. 1997–2005 m. autorė dalyvavo įvairiose Socialinės apsaugos ir darbo ministerijos, Lietuvos darbo biržos, Lietuvos darbo rinkos mokymo tarnybos darbo grupėse, sprendžiančiose jaunimo nedarbo bei kitus darbo rinkos politikos klausimus, dalyvavo Nacionalinės Lisabonos strategijos įgyvendinimo programos rengime (iš viso autorė betarpiškai dalyvavo vykdant daugiau nei 50 užsakomojo pobūdžio taikomųjų mokslinių tyrimų, kurių rezultatus žymia dalimi panaudojo disertaciniame tyrime).

***Mokslinio darbo rezultatų aprobavimas ir skelbimas.*** Pagrindinės disertacijoje nagrinėjamos problemos pateiktos 31 autorės mokslinėje publikacijoje, iš jų 9 prestižiniuose recenzuojamuose mokslo leidiniuose. Jaunimo integracijos į darbo rinką, nedarbo Lietuvoje klausimais disertantės perskaityti daugiau kaip 25 pranešimai mokslinėse konferencijose ir teoriniuose seminaruose, praktiniame seminare Vokietijoje.

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**Summary of doctoral dissertation  
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VERTINIMAS BEI JO MAŽINIMAS LIETUVOJE**

**Daktaro disertacijos santrauka  
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