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PROFESSIONAL MOBILITY OF YOUTH: TRENDS, PROBLEMS AND PROSPECTS

In the article, the analyses of existing definitions of the category “professional mobility” has been conducted. The approaches to the study of professional mobility have been analyzed. Statistical data about professional mobility of the youth has been analyzed, peculiarities of the migration of workers abroad by age groups have been determined. Problems in the sphere of youth employment in Ukraine have been defined.
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Introduction

In today's conditions of labour market demand and supply, the concept of “professional mobility” is becoming more widespread. It is absolutely certain that the employee is always looking for the best job. But, because of their psychological features, not everyone is able to change their usual place of work. It is easier for young people to change their place, character or mode of activity. Researchers, when considering the movement of the population, focus on its causes, consequences, measurements in numbers, but do not define the subject of discussion. But there is a need for a clear definition and it becomes more urgent when we consider that the mobility of young people in the labour market occupies an important and rather poorly researched niche.

The purpose of the article is to clarify the essence of professional mobility of youth, determine its trends and problems.

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To achieve the goal, the following tasks were solved:

- to consider existing approaches to defining the concept of “professional mobility”;
- to monitor statistical data about youth employment;
- determine existing problems in the sphere of youth employment;
- find the ways of solving existing problems.

To solve the tasks in the article, the following research methods have been used: theoretical generalization, systematic analysis and scientific classification – to determine the essence and structural content of the concepts of “professional mobility”, statistical analysis – to assess the state of youth mobility in Ukraine and abroad, content analysis – to define the approaches to the study of professional mobility; graphic method – for a visual representation of the stated provisions of the article.

1. Literature Review

The essence of mobility is sufficiently covered in the works of leading foreign and domestic scientists such as: Cairns D., Dabasi-Halász S., Jennissen R., Manafi I., Malaj V., Mayda A. M., Neubecker N., Roman M., Yechina L., Ponomarenko B., Nazarova G., Khomyuk I., Kovalisko N., Ivanchenko E., Kugel S., Igoshev B., Zayonchkovska J., Vitkovskaya G., who in their writings reveal the essence, role and importance of managing the mobility of personnel for organizations and enterprises as a whole. In works (Echina, 2010; Ivanisov, 2008; Vitkovskaya, 2005; Chomuk, 2011) have been found out that stable tendencies of increasing attention to qualitative characteristics of employees are formed at the labour market. However, the problem remains urgent and requires new and improved approaches to the formation of an effective occupational mobility system at the micro and macro level.

2. Findings

Professional mobility is a form of social mobility and became very important for shaping and updating the structure of society. The key role in this process is played by young people, as it belongs to social groups whose activity is most oriented towards the future, has relatively high innovative potential and, in the presence of appropriate conditions, can determine the prospect of social development.

Definitions of the category “professional mobility” are presented in Table 1.

Table 1

Defining the concept of the category “professional mobility”

Author	Definition
L. V. Echina	level of generalized professional displacement or readiness for prompt movement for realization of professional and optimal ways of performing various tasks in the field of a certain profession (Echina, 2010).
Ivanisov O. V.	Aggregate characteristics of personal and group professional and production character movements of the staff, that effectively fulfil their professional responsibilities in order to fulfil the strategic goals of the organization (Ivanisov, 2008).
Chomuk I. V.	Result of the interaction of economic, social, socio-psychological, demographic and other factors that form the movement of labour resources (Chomuk, 2011).
Kovalysko N. V.	Employee’s ability to having a system of generic professional techniques and the ability to effectively apply them to perform any task in related industries and relatively easy to move from one activity to another (Kovalysko, 1999).
Ivanchenko E. A.	available resources and potential opportunities (reserves) for employment in society (Ivanchenko, 2004)
Kugel S. A.	generalizing characterization of measure and quality high level of generalized professional knowledge, readiness for prompt selection and realization of optimal ways of performing various tasks in the field of certain profession (Kugel, 1983)
Igoshev B. M.	predicted intellectual, professional and human resource relocation (Igoshev, 2008)
Vitkovskaya G. S.	one of the forms of socio-economic mobility, which is the process of changing the place of employment of workers, which changes the place of the worker in the system of social division of labour (Vitkovskaya, 2005)

Source: Research result, 2019.

Professional mobility has two main functions:

- economic, that is, assisting in providing the economy with labour and improving production efficiency;
- social, is realized through improving the social structure of society, the most complete satisfaction of the needs of the employee in the labour sphere, as well as by creating conditions for self-realization and development of the individual.

Professional mobility of employees can be characterized by groups of factors as follow (Chomuk, 2011):

1. Factors that strongly recommend changes in labour mobility (changes in the current situation, opportunities to improve working conditions, life).
2. Factors, reflecting the desirability of mobility, due to changes that may occur due to socio-economic circumstances (the status of the employee in a new place, the possibility of career advancement).

3. Factors, by which mobility can be assessed based on a system of characteristics that either contribute to or interfere with it (objective and subjective characteristics, degree of change, costs of movement).
4. Factors, reflecting human awareness of possible optionsmobility (information on job vacancies, cost and reliability of information).

Of course, professional mobility can occur at the initiative of the employee (in this case, there is a non-organizational form of mobility), andalso at the initiative of the organization, that is, the organizational form of labour mobility. Thus the organizational form can be carried out either by the process of professional, qualification, job advancement – «career planning», or transferred in time, or by transfer of the employee to another workplace within the framework of one company – personnel rotation.

It is worth to mention that professional mobility is most common among the younger generation. This is primarily due to the fact that young people want to build a successful professional career and are not tied to one company.

The young population is the most mobile, and if something does not work in one place, it is easy to move to another company. But also, in most cases, young people are afraid to take the initiative and to take responsibility, the youth labour mobility is aimed at implementing new ideas and developing new equipment. At present, the most mobile are labour migrants (the type of migration according to which territorial displacement of the population for the purpose of employment occurs).

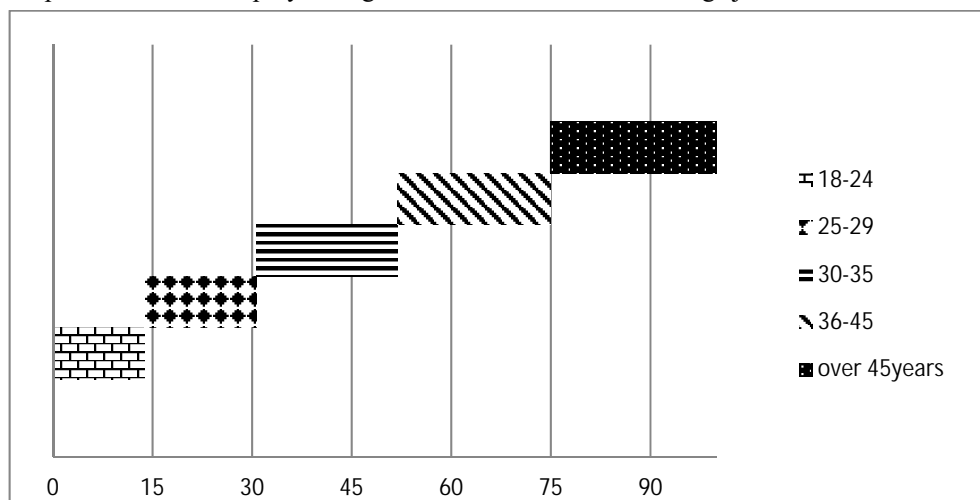
In a market economy, the employee must, throughout the entire period of employment, develop and realize the ability and willingness to change the place of work, position and function in the field of work. The employee has many changes during his working life – in the midst of 40 years of work (average). According to the data provided by the State Statistics Service of Ukraine, an employee under 20 years of age changes his or her job more willingly than at a more mature age (Figure1).

Consequently, professional mobility is most common among the younger generation. This is primarily due to the fact that young people want to build a successful professional career and not be tied to one company. If something does not suit you at one place of work, you can easily move to another company.

Young people, having been educated, integrate into the socio-professional structure. This process is related to the acquisition of certain economic freedom, the formation of their professional career strategy. An important point here is the opportunity for the society to provide young people with the conditions to realize their career aspirations, achieve the desired economic, educational and professional status.

The inconsistency of professional mobility of young people with its subjective harassment leads to destabilization of social relations at the level of society, and at the level of individuals to disappointment and endless search for themselves, which can be expressed in the form of destructive behaviour, illegal activity, self-destruction. In this regard, the study of the processes related to the professional mobility of young people in modern society is extremely relevant.

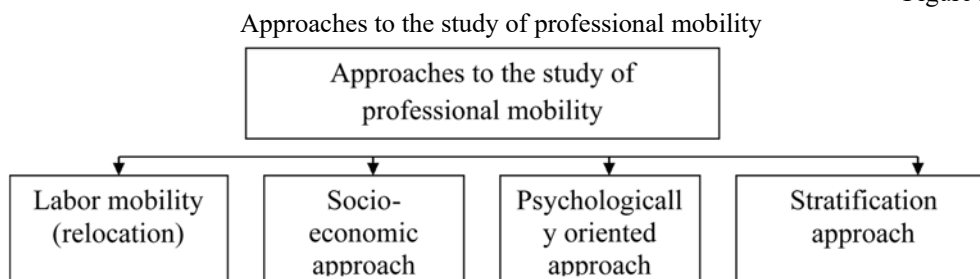
Figure 1
Dependence of the employee's age and his/her readiness to change jobs in the world in 2019



Source: State Statistics Service of Ukraine, 2019.

The professional mobility of young people could be analyzed on the basis of the following approaches, which are presented in Figure 2.

Figure 2



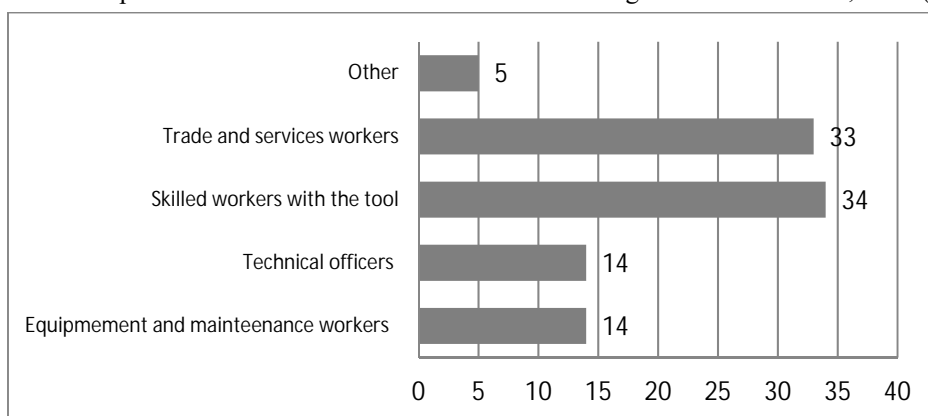
Source: Systematized on the basis of Echina, 2010; Vitkovskaya, 2005; Chomuk, 2011; Kovalysko, 1999.

The first approach is labour mobility or relocation. Labour mobility (relocation) is one of the types of social mobility that is manifested in the change of place of work and, accordingly, of the place of the worker in the system of the social division of labour. Labour mobility is the ability of an employee to meet the demands of society, the level of development of science, technology, and the willingness to change or move.

The labour mobility as a form of social mobility, says K. Mikulsky, is a prerequisite for the success of state programs to combat unemployment and implies a willingness and ability of the population to change their place of work, profession, position, residence and even lifestyle

in general. The process of labour mobility for each individual employee is realized in the form of a working career (working life of a person) or career mobility, which reflects the movement of a person in the space of organizational positions, which, in turn, imply a consistent change of status functions, socially-economic status (Ivanisov, 2008). The beginning of a career depends on the choice of profession and graduation from a vocational or higher education institution (Figure 3 and Figure 4).

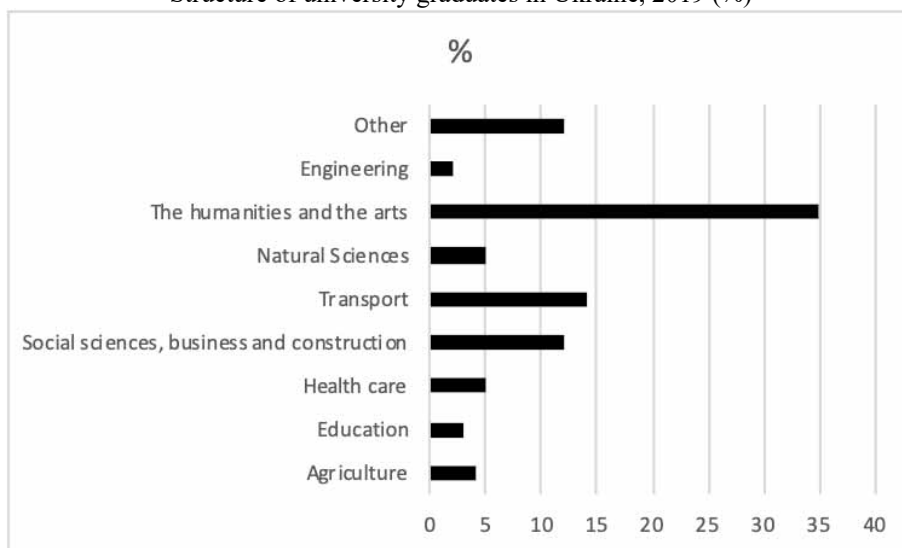
Figure 3
Structure of professional-technical educational institution's graduates in Ukraine, 2019 (%)



Source: State Employment Service, 2019.

Figure 4

Structure of university graduates in Ukraine, 2019 (%)



Source: State Employment Service, 2019.

Analyzing the latest data from the State Employment Service of Ukraine for 2019, we can identify the following trends: one-third of university graduates studied in the field of social sciences, business and law, 13% had an engineering degree, 12% – studied health and 11% – in the field of humanities, arts, among graduates of professional-technical educational institution, 34% are skilled workers with the tool, 33% – workers in the field of trade and services.

In addition, according to the data of the State Employment Service of Ukraine, this service provided activities to the population (young people under 35) in accordance with Table 2.

Table 2

Information on the provision of services by the State Youth Employment Service of Ukraine under the age of 35(thousand)

Indicator	January-March 2018	January-March 2019	Deviation	
			Relative,%	Absolute, thousand people
Had the status of unemployed	186,9	164,5	88,0	-22,4
Got a job (including before becoming unemployed)	68,8	70,1	101,9	1,3
Employed for new jobs with cost-effective employer compensation	1,1	1,9	y 1,7 p.	0,8
Have undergone professional training	18,1	18,9	104,4	0,8
Participated in community and other temporary work	13,9	14,0	100,7	0,1
Number of unemployed covered by guidance services	170,0	147,9	87,0	-22,1
<u>As of:</u>				
Indicato	01.04.2018	01.04.2019	Deviation	
			Relative,%	Absolute, people
Had the status of unemployed	122,6	103,3	84,3	-19,3
of these, persons under the age of 18 years	66	103	1,6	37
They received unemployment benefits	93,9	80,3	85,5	-13,6

Source: State Statistics Service of Ukraine, 2019.

Analyzing the data of Table 2, we can see that almost 19 000 people after graduation received vocational training for retraining, that is, they became participants of labour mobility as one of the approaches.

At the same time, it is worth noting that young people in most cases are afraid to take the initiative, as well as take responsibility, but the labour mobility of young people is aimed at implementing new ideas, developing new equipment, introducing innovations and finding

new ways to solve old problems. Currently, the most mobile are labour migrants (a type of migration according to which there is a territorial movement of the population for the purpose of employment).

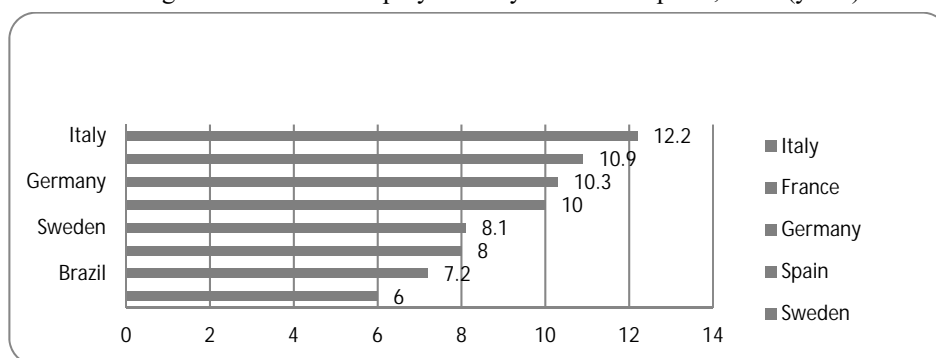
The connection between labour mobility and labour migration cannot be neglected either, as these are both displacements in order to realize their own work opportunities, skills and knowledge.

According to the analysis of statistical data, mobility among young people is heterogeneous in different European countries. 60% of unemployed Italians aged 20 to 34 do not agree to move for work. The situation is similar for Malta's youth – 73%, the Netherlands – 69% and Cyprus – 68%. It is worth noting that the European average reaches 50% versus 65% in Ukraine. The youth of Europe are staggering: almost 90% of them find jobs at their place of residence. The variation reaches 98% of young people in Italy and 60% in Ireland (EuropeanStatisticsService, 2019).

As can be seen from Figure 5, the workers in European countries are more likely to be permanent. This article does not present any post-socialist country, but as noted by a well-known search site in Ukraine, workers are boldly changing jobs in 1-2 years. All this leads to a high turnover rate, especially in the field of services and catering (the most popular areas due to the opportunity to realize themselves and gain the first experience). It is worth paying attention to the positive aspects of such mobility in young people, because due to a comprehensive study of the profession in different companies, the value and value of the employee as a specialist increases significantly. Of course, there are downsides – frequent changes in the employer's place of work raise the question of what is wrong with the applicant, how reliable he is, whether it is worth the cost of his adaptation and training. Therefore, it is possible to reveal yourself as an active member of the team, to achieve success in mastering the profession, and becoming a highly productive specialist in a period of 2 to 5 years, because over these years there you will develop a clear vision of problems and their solutions and have experience working with different employers.

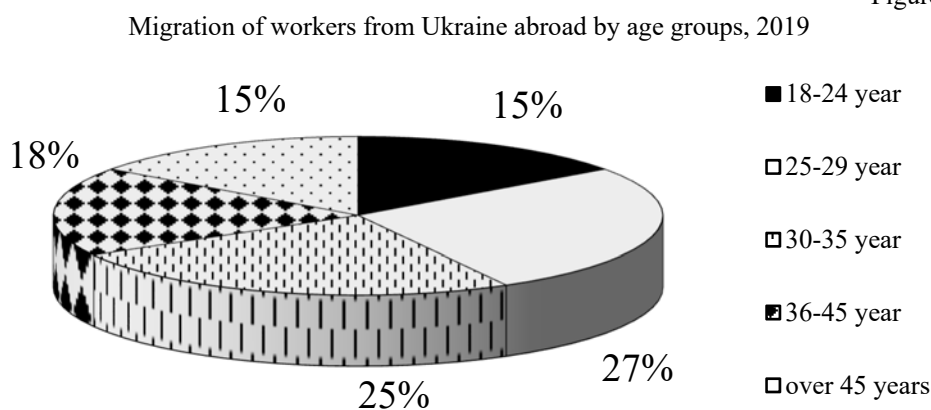
Figure 5

Average duration of an employee's stay in one workplace, 2018 (years)



The most negative trend that has been identified in the study is that, among all Ukrainian workers that migrated abroad, the largest proportion amount young people aged 25-35 (Figure 6).

Figure 6



Source: Ptoukha Institute for Demography and Social Studies, 2019.

Studies of various statistical sites have made it possible to conclude that the most popular countries for working with Ukrainians are (Top 5 countries where Ukrainians go to work, 2019):

Poland is one-third of the total labour market abroad;

Czech Republic – 1000 dollars for handymen, bakers, packers, machinists, forklifts;

Germany – a maximum of 41 000 UAH for a handyman, sorter, driver;

Slovakia – 25 000 UAH for a handyman, sorter, driver, welder and cook;

Hungary – similarly, but for 18 000 UAH;

Israel – 55 000 UAH for a cleaner, packer or handyman;

Canada – 97 000 UAH, but the opportunity to find a job there is scanty.

Bulgaria and Turkey offer wages to Ukrainians at the Ukrainian level – about UAH 15,000, but demand has been increasing since the second half of 2018.

For young people, there is another area of seasonal mobility abroad – the Scandinavian countries, namely the collection of berries (cranberries, blueberries and cloudberries). Earnings here reach about 1500 euros per month.

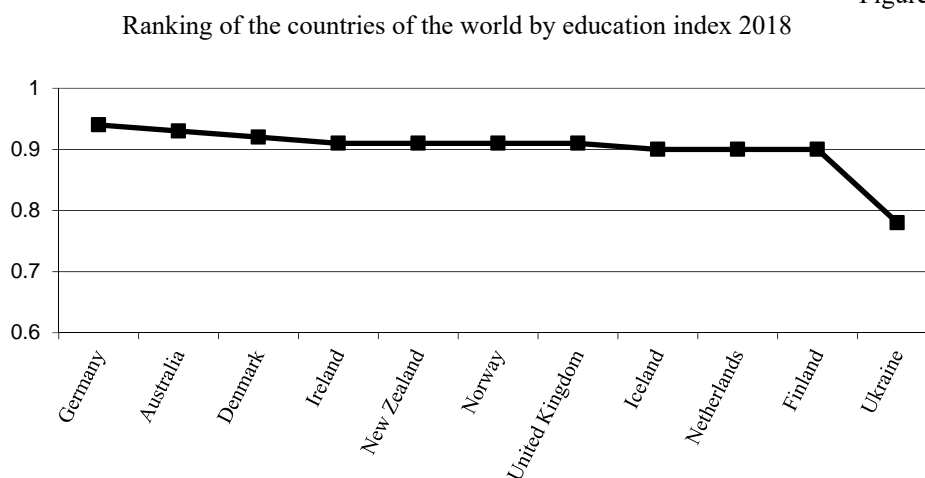
Speaking of more prestigious work, this is the UK. There you can practice yourself in the field of IT or jurisprudence under the mandatory condition of perfect command of English.

It is argued that the higher the level of education, the more willing the population is to migrate. In Italy, according to Eurostat, 13% of young people with tertiary education, 6%

with secondary education and 4% after school are ready to move for new jobs (European Statistics Service, 2019).

The socio-economic approach examines the impact on youth displacement by the impact of various social institutions, in particular, the labour market and education. According to UNDP 2018, Ukraine ranks 44th in the World Education Index (Rating of the countries of the world in terms of education, 2019). At Figure 7 has been presented the most educated countries, so it can be concluded that the above statement holds.

Figure 7



The young man chooses a future profession by the vocation and necessity of the labour market, but the latter is unstable and changes the lists of the most needed and high paying professions within four years. At Figure 8 respectively presented the TOP-5 professions in 2015 (The rating of the most prestigious among the Ukrainian professions, 2015).

At Figure 9 respectively presented the TOP-5 professions in 2019 (The most prestigious professions, 2019).

The aforementioned studies make it possible to conclude that the Internet-related areas are becoming popular now: site development, new content, social media promotion, advertising and online sales. Maximum development of the service sector stimulates the country's actual potential and helps it contribute to the talent rating. Alongside the virtual service sector, there are also services for people with real problems. In 2019, the working professions were also lagging behind, and they are popular even abroad.

Figure 8

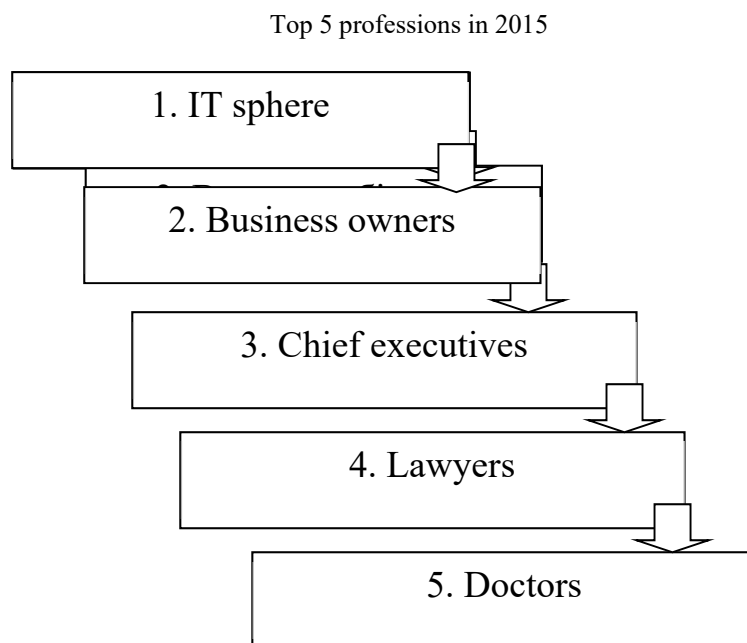
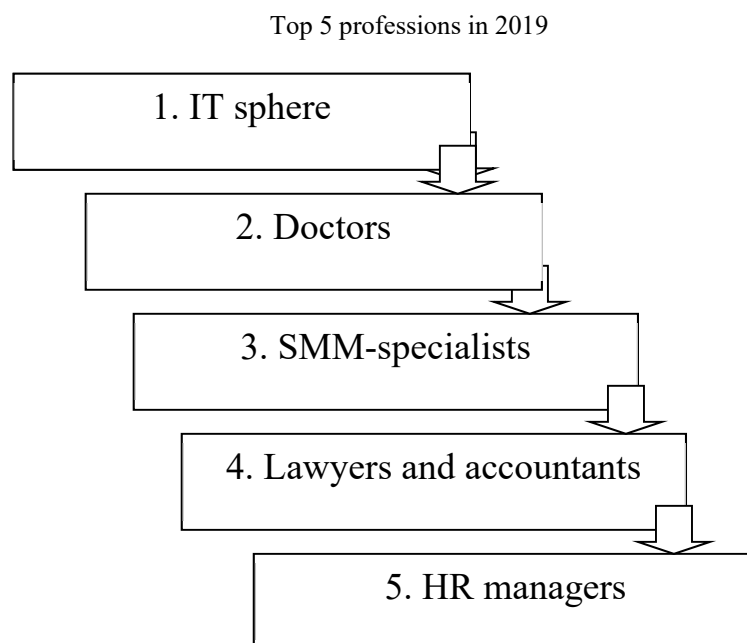


Figure 9

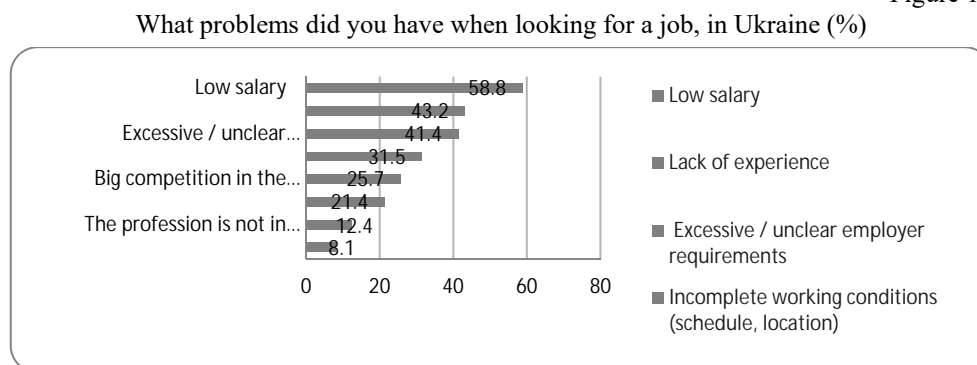


However, in 2020, COVID-19 had a significant impact on the labour market and all its main indicators. Since March, the number of unemployed has grown in Ukraine steadily, from 349 thousand people in the third month of the year to 517 thousand people in June. Since July, there has been some stabilization, but as the figure of more than 500,000 patients in November shows, the lockdown is approaching. One of the striking characteristics of the labour market is the median average wage according to vacancies and resumes. The main search sites Work.ua and Rabota.ua provide approximately the same figures, on average about 12 000 UAH (Job site of Ukraine, 2020). Are wage expectations of applicants, and employers are willing to provide such wages in March – July, but in August, appetites grow, but companies are not ready to provide a higher salary.

At the same time, there was a reorientation to young professionals, such as ambitious owners of “soft skills”, which are cheaper but ready to develop their own ideas and learn something new. “soft skills” include: independence in decision-making and responsibility for them, independence of opinion, adequacy and clarity of assessment, ability to work in a team and others.

The main problem, according to the authors, is the inflated expectations of young professionals for their evaluation in monetary terms. 72% of employees want to get more, without being able to soberly assess their knowledge, skills, abilities that they can invest in the company. An interesting study was conducted by the website Rabota.ua: in the article “Lack of experience, age and low salary: Ukrainians said that prevents them from finding a job” (Job site of Ukraine, 2020). The table shows the answers of respondents to the question: what problems do you have during the search? (Figure 10).

Figure 10



The main problem is the level of wages, then the lack of experience and unclear requirements, i.e. lack of communication between the recruiter and the customer.

The stratification approach is unequal access to resources of different social groups, because low or high resource groups reach different heights when moving in a vertical move (ie career ladder). The main criteria for population stratification are: income, power, education, prestige.

The system of values that prevails in society will determine the dominant in the ratio of four criteria. In most closed societies, including totalitarian (Soviet) societies, proximity to power was crucial, with access to decision-making that made it possible to rise to the top of the social pyramid by all indicators. Modern society is focused on financial success, the achievement of which opens great prospects in the acquisition of power. Revenue, power, prestige and education determine the aggregate social status of the individual, that is, its position and role in society, socio-stratification structure. Each privileged execution objectively seeks to consolidate and redeem from its heirs a prestigious status, to convert their own acquired status into a descriptive one for posterity, or at least to facilitate their process of obtaining a privileged status. At the same time, the more influential is the execution, the more it has such opportunities, for example, through the transfer of the accumulated wealth inheritance, through the creation of conditions for better education, etc. (Chomuk, 2011).

Quite an unpleasant fact, but only a few young professionals who look at old problems from a new perspective can succeed without the influence of influential acquaintances (remember 35 cases out of 100). The statistics are still not on the side of youth: only 28% of job seekers were able to convince employers of their need for the company even without experience, while 72% simply spent their time and increased the company's costs to find staff, because even with a quality recruitment system one review costs about 1 dollar USA.

The psychologically-oriented approach consists in the employee motivation, ambition, ability to self-development. The motivational and volitional processes in this approach ensure success. The main motives are high salaries, recognition in the workforce, good relations with the management, the ability to make decisions and be responsible for their results. To do this, young people go for advanced training, gain additional skills, improve their language skills, which in general will help them reach new heights.

Professional mobility of young people in conditions of instability is a very important element of development, because the ability to acquire new skills, quickly apply them, change their home to something less comfortable, but more profitable, provides the employee with confidence in the future. Although the current trend shows the consequences of COVID-19: employees are looking for the most reliable job, the statement that "people need to eat always" with the introduction of the "weekend" quarantine has ceased to be an axiom.

Occupational mobility of young people in conditions of instability is a very important element of development, because the ability to acquire new skills, to apply them quickly, to change a seat to something less comfortable, but more profitable, provides the employee with confidence in the future.

The current labour market for young people now has quite negative trends: a significant decrease in employment rates in the 25-29 age group; an increase in youth unemployment; an increase in the number of young people pursuing their own economic activity in the shadow economy; the presence of more promising areas of work abroad.

As a result, it is necessary to say that the decisive expediency of youth work in a certain company is the inability to self-develop, moving on the career ladder, as well as the inability

to raise their own social status. Young workers are ready to leave the company if their contribution to employment is not proven by decent and fair pay.

Studying the professional mobility of young people in the context of the process of their professional self-determination, selection and formation of their own trajectory of development will allow to understand the specifics, because it is the motive for choosing the future profession and status that are the most significant factors of development.

Labour mobility contributes to the optimal allocation of economic resources and provides regulation of the labour market. By far, the most mobile are labour migrants, namely the younger generation.

However, the question of the inability of the state to respond to the demands of the ever-evolving, flexible labour market is becoming more and more relevant in Ukraine. S. Prilipko and O. Yaroshenko write: “The current situation on the Ukrainian market is a consequence of the ineffective combination of economic reforms and state employment policy. The measures are taken to improve the economy, create the conditions for productive work and jobs are not adequate to the real situation. Employment policy is formed without the idea of a holistic model that needs to be achieved in the long run, but rather lacking in-depth mechanisms and levers of influence on the labour market. As a consequence, the latter is full of people who do not find a use of their professional potential”(Prilipko, 2018).

There is no doubt that the youth segment of the labour market in Ukraine is the most problematic part of the national labour market. Searching for the first job, the lack of level and quality of education received, professional responsibilities, lack of work experience, the inconsistency of youth inquiries and employers’ proposals add to the strain on the labour market. Insufficient state attention to such problems, lack of a systematic regulatory program, and outdated legislation can be grounds for social and economic upheavals in the country.

The problem of young people in a job search is that the employer wants to get a ready-made employee who will come and immediately begin to perform the amount of work that they will be given, performing all the tasks and responsibilities that will be assigned to them. This situation is complicated by the situation on the labour market because the amount of free labour is significant and the employer can choose. This was the case before the quarantine was introduced and until August 2020, when employees are ready to work for work. After the labour market recovered, a large number of not only applicants but also vacancies appeared. On average, as on November 9, 2020, there are 5.6 applicants per vacancy on the Rabota.ua website (Job site of Ukraine, 2020).

The first major step in solving youth employment problems in Ukraine is to improve employment legislation. According to the Law of Ukraine “On Employment”, which came into force on January 1, 2018, orphans, children deprived of parental care, as well as persons under the age of 15 who, with the consent of one of the parents or their parent replaces, may, exceptionally, be employed, belong to persons who have additional guarantees in favour of employment (Lazor, 2015). Persons with additional job placement guarantees include young people who have completed or stopped their education in general, vocational, technical and higher education institutions, have been released from full-time military or alternative (non-military) service (within six months of graduation) and services) and first hired (Prilipko,

2018). For their employment, enterprises, institutions and organizations with more than 20 employees are assigned a quota of 5% of the average number of full-time employees for the previous calendar year.

This rule protects the most vulnerable category of young people. A similar rule existed in the previous Law, and its preservation in the labour legislation is extremely important for the promotion of youth employment. However, at present, this job reservation rule is not able to reach its full potential.

Many small businesses and private entrepreneurs are now hiding the real numbers of their employees and not properly arranging employment relationships with them. Because of this, many employers avoid booking jobs. Therefore, there is a catastrophic lack of jobs available for booking today. This situation poses one of the many problems for the employment of Ukrainian youth. In order to address this problem, we consider it necessary to significantly increase control over the use of hired labour. Regular checks on employers in the private sector for the actual number of employees should be introduced in Ukraine. As a result of such inspections, employers should be obliged to formalize their employment relationship with their employees. This will improve the booking system for youth employment. These actions be implemented by the State Employment Center, which, in accordance with current legislation in Ukraine, is the main executing and controlling entity in this area.

According to the Law of Ukraine “On Employment of Population” a young employee – a citizen of Ukraine under 35 years, a graduate of a vocational or higher educational institution, who within six months after graduation, employed independently or under the direction of an educational institution or a territorial body of a central body, executive body which implements the state employment and labour migration policies and continues to work for three years according to the qualification he acquired during his studies, including regardless of the place of employment of the first (On employment of the population: Law of Ukraine, 2015).

The current legislation stipulates conditions for engaging young workers to work in villages and towns. A young worker who has signed an employment contract for at least three years with enterprises, institutions and organizations located in such settlements is provided housing for his term of work and one-time targeted assistance at ten times the minimum wage at the expense of the State Budget of Ukraine in order and according to the list of professions (specialities) approved by the Cabinet of Ministers of Ukraine. If a young employee has been employed in such a settlement for at least ten years, the housing shall be transferred to the property. These perspectives have a positive impact both in demographic and socio-economic terms, since in recent years, it has become difficult, almost impossible, to involve a young specialist (doctor, teacher) in rural work.

At the same time, the legislator provides enhanced opportunities for youth competitiveness. The Law states that students of higher education and students of vocational schools who have completed the initial cycle of education in such institutions and have obtained qualification at the educational-qualification level “skilled worker”, “junior specialist”, “bachelor”, “specialist” have the right to undergo internships at enterprises, institutions and organizations, regardless of ownership, type of activity and management, natural persons

using hired labour, including on the terms of fixed-term employment contract (On employment of the population: Law of Ukraine, 2015).

The aforementioned is of positive importance for the student, who, during the course of study, may undergo an internship in order to master the peculiarities of his chosen profession. It is very important that the trainee's employment record should be recorded on the internship. Thus, after graduation, having obtained an educational qualification level, the young specialist will already have a certain length of service, which is a strong argument for the employer. Such specialists are competitive in the labour market as they have not only theoretical but also practical skills in a particular field. However, in today's marketplace, employers are not interested in organizing an internship: first, there is an additional cost to pay for the internship manager's services – at least 5% of the basic salary; second, the employer must develop an individual internship program for the trainee; third, in the performance of the trainee certain professional functions, he should be paid wages.

Domestic legislation should further stimulate employers to promote young workers' acquisition of practical professional skills. Some tax breaks should be provided to encourage employers to organize an internship. In this way, it is possible to ensure the implementation of additional guarantees for youth employment.

Particular attention should be paid to the ways of stimulating employment of citizens, who are not competitive in the labour market (On employment of the population: Law of Ukraine, 2015), envisaged by the Law of Ukraine on employment of the population, which include certain categories of young people (minors and persons who have completed vocational training and have no work experience). In order to encourage employers to employ underserved citizens in the labour market, including youth representatives, the Law provides for state compensation for the actual costs of a single compulsory state social insurance contribution for the persons concerned for each month for which this contribution is paid. With regard to youth representatives, such compensation is paid at the expense of the State Budget of Ukraine for providing young people who have received vocational or higher education, the first workplace by profession (speciality).

The obligatory conditions for receiving by the employer the specified compensation of actual expenses in the amount of a single contribution to the compulsory state social insurance are: – previous presence of the status of an unemployed person by the employed person and referral of the territorial body implementing the state policy in the field of employment; – Employment should last at least two years (On employment of the population: Law of Ukraine, 2015).

It should also be noted that in accordance with the Law of Ukraine “On Promoting the Social Development and Development of Youth in Ukraine”, the state guarantees able-bodied youth with equal rights with other citizens the right to work. The state shall provide to able-bodied youth the first job for at least two years after graduation or termination of education in general, vocational-technical and higher educational establishments, completion of vocational training and retraining, as well as after dismissal from military or alternative (non-military) military service. The two-year term of the first job is calculated taking into account the time of work of the young citizen prior to the conscription for military or alternative (non-military) service.

Young citizens who have applied to the state employment service in search of work receive free information and professional advice to choose their type of activity, profession, place of work and, if necessary, undergo vocational training and retraining.

The state promotes the creation of youth centres of work, as well as youth public organizations (agencies, exchanges, bureaus, etc.) to ensure youth employment, implementation of vocational training programs for young people and improvement of their professional skills. The typical provision for youth centres of work is approved by the Cabinet of Ministers of Ukraine.

In case of refusal to employ young citizens within the established quota, enterprises, institutions and organizations shall be fined fifty times the non-taxable minimum income of citizens for each such refusal. These funds go to the Compulsory State Social Insurance Fund of Ukraine in case of unemployment and are used to provide employers with grants to create additional jobs for young people and their vocational training and retraining.

The state promotes the activity of youth labour units, the founders of which are the executive authorities, local self-government bodies, youth public organizations, general educational, vocational and higher educational institutions, youth labour centres. The typical provision for youth labour units is approved by the Cabinet of Ministers of Ukraine.

6. Conclusions

Today, the employment system of both young people in general and graduates of higher education has significant disadvantages. The legislation provides for a number of guarantees for young people and university graduates seeking employment, but they are often faced with a lack of interest on the part of employers to provide employment for young people, especially those with little or no education and work experience. Thus, the legislation of Ukraine can stimulate employers to encourage young workers. This is a positive trend towards additional employment for young people. On the other hand, without finding a job in a speciality, a young person begins to look for other ways to earn a living, thereby losing their qualifications and skills acquired during their studies. After all, some young people lose the desire to formally work in general, contributing to the growing shadow economy, corruption and crisis. Given that labour market conditions are currently dictated by the rigid requirements of a market economy, which is usually favourable to professionals with experience, it is very difficult for young workers to get a job.

The only possible way out of the mentioned social crisis is to bring the current regulatory framework in line with the provisions of the Basic Law of Ukraine and the leading world social practice, as well as to provide quality state supervision of maintaining the mechanism of employment of youth and university graduates in Ukraine.

Modern trends are increasingly ingrained in the consciousness of the impossibility of decent development in one's own country. The lack of jobs that really correspond to the capabilities of applicants, the inability to carry out a qualitative assessment of their work both in material and non-material terms leads to an "outflow of brains" from the country.

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