

THE PROBLEMS OF RURAL YOUTH EMPLOYMENT IN THE REPUBLIC OF MOLDOVA

C. Caușan, PhD

Technical University of Moldova

Today, due to the economic crisis, the employment situation of young people in rural areas has become more difficult than in urban areas. Most of them are engaged mainly in the informal sector of the agricultural activities and only a small part is occupied in the social sectors (education, health, culture).

It should be noted that the most affected are young people from rural areas, where the unemployment rate is much higher than the national average, the conditions of employment for young people in rural areas are poor, and material stimulating of employees is insufficient.

Young people represent a quarter of the population of Moldova, including in rural areas - 57.2% in urban areas - 42.8%. One of the most pressing issues was and remains the placement of young people in the labor market. The chances of

employment are quite problematic. The situation in which young people in Moldova are now, where youth unemployment is still high compared with other age groups, is troublesome.

Lack of self-affirmation and social security leads to the alienation of young people from the current processes of social and economic life of the country and therefore a high level of unemployment (Figure 1).

Major efforts to create job places should focus on youth employment, and for this it is necessary to integrate the youth employment strategy workforce, to develop a program to provide young people skills in the real economy, support sustainable development of entrepreneurship among young people through specific vocational training [1].

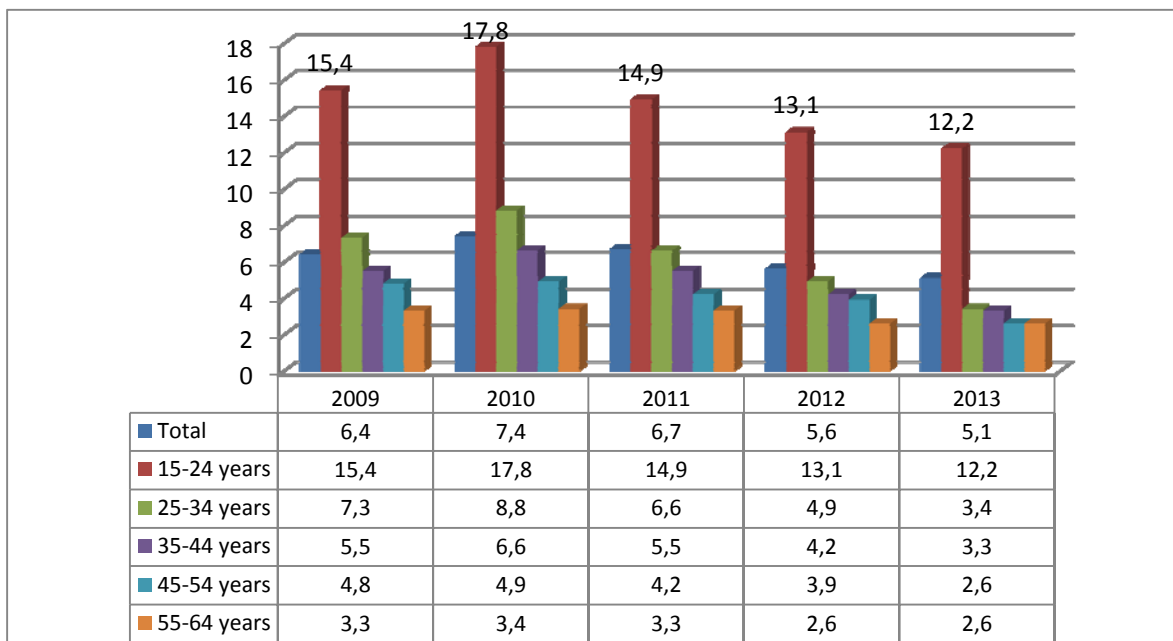


Figure 1. The evolution of the unemployment rate in the Republic of Moldova by age, %.

At present time, to support young people a number of programs are developed, both at the international and national level: educational programs, support programs for young entrepreneurs, agricultural programs, which are directly or indirectly aimed at rural youth [2].

At the present stage, after the deepening of the energy resources crisis, that has gripped most

industrialized countries, new approaches in the field of employment appeared, the so-called US "supply-side economics", which was based, in particular, on deregulation of the economy, and reduce of costs.

The current stage of the labor employment concept evolution is characterized by significant qualitative changes associated with rapid growth in the level of education in developed countries,

changing conditions of the entry of young people into the labor market, the application of the new requirements for the employment of workers in full career growth and relatively less-educated young people who compete. Currently, the European Union and other developed countries use a variety of programs and projects that support the employment of youth in the labor market.

The government is an institution whose role is to develop and implement policies for young people. The legal framework for young people and their employment in the Republic of Moldova is based on the following laws and legal acts:

* Youth Act (1999), which determines the youth policy;

* National Development Strategy of the youth sector (2014-2020), which establishes the national priorities of young people and which sets out the main directions of development of the youth sector for the coming years and is determined by a

concrete action plan. The strategy provides for the direct participation of young people in the political, economic, social and cultural life;

* Education Code of the Republic of Moldova (2014) provides a link between the education system and labor market needs;

* The National Strategy for Employment Policy workforce in 2007-2015, which is aimed at improving the situation on the labor market, an active policy, the achievement of full employment and a decline in unemployment, etc.

The mass migration of the working age population in rural areas has worsened the demographic structure of the population, creating a demographic inequality, reducing the reproductive capacity and development that leads to rural depopulation. According to NBS 2013, the number of rural young people who are working or looking for work abroad, amounted to 138 thousand (Table 1) [3].

Table 1. Population aged 15-34 years who work or are in job search technologies.

Age groups	2009			2013		
	All the population	Urban	Rural	All the population	Urban	Rural
Aged 15 - 24	69,9	12,2	57,7	69,1	11,0	58,2
Aged 25 - 34	84,1	27,1	57,0	111,7	31,9	79,8
Total	154,0	39,3	114,7	180,8	42,9	138,0

In order to avoid or to deal with the migration process it is necessary to take the following steps: motivation of specialists; temporary exchange of professionals; cooperation between professionals in the country and those living abroad; stimulation of remittances investment.

The migration of young people can have a negative impact on the long-term demographic trends. According to the forecast made by the author, in 2020, the population aged 15-29 will be 838 thousand people, or 138 thousand less (14%) than in 2009. Such a situation would be a burden for the whole labor market.

Actions that would reduce the number of emigration of young people are: a continuous organization of national campaigns for the prevention of youth illegal migration; increase of employment and reduce of unemployment through active and preventive measures; job creation through the promotion of the business sector; maintenance of small and medium-sized enterprises, improving the adaptability of workers to economic and social changes and providing the preconditions for geographical and occupational mobility of the

workforce; the formation of an educated and healthy workforce to maintain competitiveness and training throughout working life; increase of labor productivity by increasing wages; managing the impact of migration on the labor market, to mitigate negative impacts and enhance positive impacts of this phenomenon [1].

The reasons for the lack of youth employment in rural areas are: low wages, unattractive jobs, lack of professional experience, the limited supply of jobs, lack of training to the demands of the labor market, reducing the interest and motivation of young people to work in the agricultural sector. These barriers lead to increased unemployment among young people and their emigration from the country [4].

Results of the analysis and conclusions arising from the above, require the formulation of the following proposals and recommendations to improve the situation in the field of employment and stimulating economic and social activity of young people in rural areas:

1. In order to increase employment of rural youth it is necessary to attract domestic and foreign

investment needed to create better jobs for young people, diversify the structure of employment, efficient employment of young rural people and reduce emigration of labor. This recommendation calls for the development of strategic plans for socio-economic development of rural areas, which focuses on rehabilitation and further development of social infrastructure of rural areas, in particular, the construction of roads, drinking water, gasification, construction of cultural and social facilities and so on.

2. To create a mechanism for supporting young farmers in order to transform agriculture into a modern competitive and profitable sector of the economy that could withstand the demands of a market economy, focusing on infrastructure components, such as the opening of counseling centers, particularly in agronomy and animal husbandry ; the opening of rural farm shops specializing in fertilizers, seeds, etc .; initiation of collection centers of agricultural production; support of local small businesses that are engaged in processing of agricultural products; promote the establishment of machine and tractor stations; contracts for long periods of time between agricultural producers and processors of agricultural products.

3. Presentation to the local authorities of objective information about the state of rural youth correlation between supply and demand on the labor market and trends of specialization required in this market.

4. Improving the level of employment stimulation of rural youth:

- Currently the labor market in rural areas offers young people a limited range of services, trade, construction and maintenance. Diversification of jobs must be associated with the stimulation of work at home and workplaces where work timetable is flexible;

- Stimulating economic agents on youth employment in rural employment, which stipulates: state subsidies; tax incentives for employers to hire young people on part-time or flexible; sponsorship of some courses of qualification and retraining. Courses organized by the state should be developed in line with market demand, a specific industry demand, which generates most of the jobs;

- The accumulation of multiple skills of young workers in rural areas, which can provide an increased chance of finding a job.

As a result of economic and social changes, young people with high qualifications will be easier to adapt to new standards of professional

competence, transformations taking place in various sectors.

Based on the concept of critical analysis, strategies and tools of employment, it can be concluded that in the future, after the intensification of the processes of economic globalization, the emphasis in employment will be based not only on public policy, but also on industry and corporate policy, the subject of dialogue of which will be employers and trade unions, examining in this context the European practice.

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