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Social and Labor Mobility of Youth as a Strategic Resource for the Development of the Socio-economic System

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ABSTRACT

Social and labor mobility of young people as a strategic resource for the development of the socio-economic system is a key element influencing the competitiveness and sustainability of the economy. Young people who are flexible and willing to change become the bearers of innovation and active participants in economic transformations. The introduction of best practices and adaptation of successful experiences of foreign countries can help improve the competitiveness and sustainability of the economy at the national level. The purpose of the study is to analyze and identify factors that contribute to the social and labor mobility of young people, assess its impact on economic development and social stability, and develop recommendations for using this resource to improve the competitiveness and sustainability of the socio-economic system. The hypothesis of the study is that social and labor mobility of young people is a key factor contributing to the development and sustainability of the socio-economic system. Improving the conditions for youth mobility leads to increased competitiveness of the economy, accelerated innovative development and improved social well-being. Based on the obtained research results, recommendations can be developed for state and non-state organizations on managing labor processes in conditions of uncertainty in the labor market, including recommendations on developing flexible forms of employment, supporting labor mobility, and developing adaptation and social protection programs. The study of the social and labor mobility of young people in the labor market, in particular, in the context of the development of freelancing of self-employed youth, allows us to better understand modern trends in labor relations and prepare for the challenges and opportunities that this dynamically developing sector of the economy represents.

INTRODUCTION

The policy towards young people is formed at the level of society and the state, aimed at creating legal, economic and organizational conditions and guarantees for the self-realization of the personality of a young person and the development of youth associations, movements and initiatives. The understanding of their importance in the affairs of society is clearly expressed among young people. The desire of most young people to independently solve their problems and build a life perspective is reflected in their increased desire for education, mastering prestigious professions.

Young people, as the most mobile and receptive social group, are of great importance for the development of any state and society, the vector of their development in the future directly depends on them. But the efforts of government bodies often do not achieve their goals. Social and labor mobility of young people is a key factor for the sustainable development of the socio-economic system of any state. In the context of globalization and technological changes that can significantly transform the labor market, the younger generation is becoming the main bearer of innovative knowledge and skills, as well as flexibility and readiness for change.

Social and labor mobility of young people contributes to increasing the competitiveness and sustainability of the country's socio-economic system, due to the ability to adapt to changes and implement innovative solutions. Research on this topic is relevant for developing strategies aimed at maintaining and stimulating the mobility of young professionals, which, in turn, contributes to the sustainable development and prosperity of the country. The practical significance of this study lies in its ability to contribute to improving the country's socio-economic system through supporting and developing youth mobility, which, in turn, contributes to economic growth, reducing unemployment and improving the quality of life of the population.

1. LITERATURE REVIEW

Global experience of recent decades shows that in a rapidly changing world, those countries that can intensively develop, effectively accumulate and productively implement human capital and innovative potential, the main bearer of which is youth (Stoppe, 2022) will have a strategic advantage. Human capital formation is the process of searching, updating and improving the qualitative, productive characteristics of people with whom they act in social production. The practice of recent decades convincingly proves that in a rapidly changing world, those societies that are able to effectively accumulate and productively use human capital, as well as the potential for innovative development, the main bearer of which is youth, will gain a strategic advantage (Kosyh, 2020).

One of the most vulnerable categories of youth are students. The presence of material, housing, social and psychological problems seriously affect the acquisition of education and the realization of their potential (Eskindarov et al., 2018). Youth is a transitional period, open to the future and opportunities. However, today's youth face high unemployment, underemployment, flexible working conditions, poor governance, persistent gender inequality, social exclusion and climate change, migration processes, which have a multivariate and ambiguous impact on the demographic situation in countries. This leads to significant changes in the composition of the population, expressed in differences between migrants and natives by gender, age, nationality, family, professional and religious affiliation.

Migration affects various complex social processes, such as population reproduction, fertility, mortality, reproductive behavior, morbidity and health, as well as life expectancy. The demographic transition occurs at different times and speeds (Kashnitsky et al., 2021). While rapid population growth and high fertility rates remain problems in the least developed countries (Bloom, 2011), governments in developed countries are more concerned about rapid population ageing (Wolfgang et al., 2008), (Bloom et al., 2015) and the associated social and economic challenges for future generations. Population ageing has become a central theme in the demographic debate as the demographic dividend, the period of least burden on the working-age population, has passed in most developed countries (Lloyd-Sherlock, 2000), (Skirbekk, 2008)]. Regional paths of economic (Ballas et al., 2017) and demographic (Wolff and Wiechmann, 2018), (Gurrutxaga, 2020) development are becoming increasingly heterogeneous, as shown by

Danko and Hanink (2018). Understanding potential trends in future population levels is essential for forecasting and planning for change. Changes in population size and age structure can have major economic, social and geopolitical consequences for many countries (Vollset et al., 2020).

In addition to demographic, individual, social and structural conditions that can increase the risk of unemployment for young people, there is also a lack of adequate or effective public institutions. This applies to many aspects, such as the more or less flexible regulation of labour markets, worker protection and the prevalence of temporary contracts. The situation of young people in the labour market is disappointing in most countries of the world, as evidenced by generally poor labour market indicators: high unemployment and NEET rates, as well as low activity and employment rates (Caroleo et al., 2018). It is noteworthy that the world's youth population (estimated by the ILO, International Labour Organization, at 1.2 billion) is mostly employed in education or training (42%) or in the labour force (36%), but a significant proportion are NEETs (22%). There is an additional problem: even when young people do acquire a profession, they often occupy precarious positions, such as in the informal labour market or on temporary contracts, often in low-paid and low-skilled jobs.

The employment of young people is certainly influenced by such an indicator as the level of education.

In the new economy, structural policies, including active labor market policies, as well as industrial and innovation policies, are central, especially for the creation of “good jobs” in the right sectors (Rodrik & Stancheva, 2021). According to R. Sabirova, et al. (2021), vocational training and retraining of young specialists, advanced training, informing young people about vacancies in institutions, and improving the digitalization of the labor market are necessary to ensure youth employment and reduce youth unemployment. The modern world is changing rapidly in almost all areas of life, modern conditions dictate new rules of conduct in the labor market, which means that even more attention is paid to the creation of competitive youth. These conditions of society and the labor market determine not only what skills need to be developed, but also show what specialists will be in demand today and tomorrow. In many countries, in addition to demographic, individual, social and structural conditions that can increase the risk of unemployment for young people, there is also a lack of adequate or effective public institutions. This applies to many aspects, such as more or less flexible regulation of labor markets, protection of workers and the spread of temporary contracts.

2. RESEARCH METHODS

The research methods allow for a comprehensive study of the social and labor mobility of young people, identification of key factors and trends, and development of recommendations for improving the competitiveness and sustainability of the country's socio-economic system using:

A) Statistical analysis:

- collection and processing of statistical data on demographic indicators, employment, levels of education and professional mobility of young people;
- analysis of data on socio-economic indicators affecting youth mobility.

B) Comparative analysis:

- comparison of data on social and labor mobility of young people in different countries to identify best practices and successful strategies;
- comparison of trends and structural shifts in the labor market affecting youth mobility.

C) Econometric modeling:

- development of models for forecasting the impact of various factors on the social and labor mobility of young people.
- modeling the relationship between youth mobility and socio-economic indicators.

3. EVALUATION OF THE EFFECTIVENESS OF MANAGEMENT OF TARGETED STATE PROGRAMS IN THE FIELD OF YOUTH POLICY

Social and labor mobility of young people, including their professional and educational development, as well as geographic and economic mobility, plays a key role in the development of the socio-economic system. Young people who are able to adapt to changes in the labor market, actively participate in economic activity and move between regions and countries contribute to increased productivity, innovation and sustainability of the economy. It is possible to objectively assess the effectiveness, efficiency and efficiency of measures, actions and steps taken in the field of youth only if there are uniform criteria, indicators and indicators in this area. Until recently, there was no uniform approach to their definition in assessing the effectiveness of the youth policy. This made it possible to assess the effectiveness of youth policy through the prism of a subjective understanding of the appropriateness of a particular activity, both at the national level and at the level of regions (subjects) by their leaders and bodies responsible for work in this area.

Changes in population structure are particularly important compared to the overall decline in population size. The trend towards negative population growth in some countries is leading to a rapid increase in the proportion of elderly people and a corresponding decline in the working-age and youth populations. Such a sharp decline in population size may upset the balance between the elderly and the future youth population, which will affect socio-economic development (Figure 2).

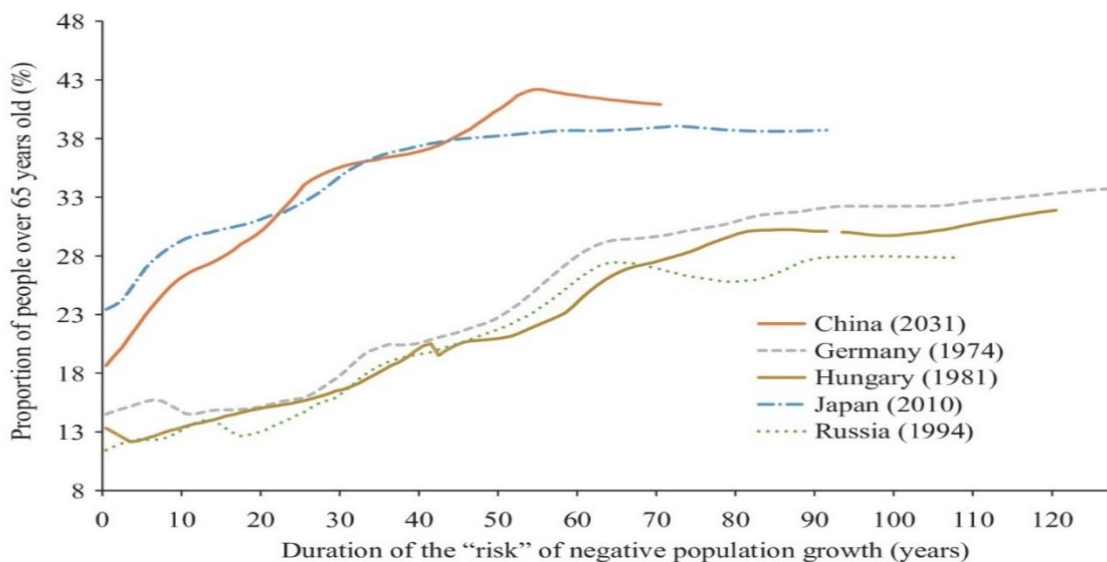


Figure 1. Trends in the share of ageing population in selected countries with negative population growth

Source: compiled by the authors according to https://www.un.org/development/desa/pd/sites/www.un.org.development.desa.pd/files/wpp2022_summary_of_results.pdf

The shrinking demographic dividend is exacerbating labor market imbalances. Several factors, such as the rate of growth of human capital, the savings rate, the rate of return on capital, and the efficiency of resource allocation, may limit the potential for economic growth due to demographic changes. The 2022 UN report highlights a significant decline in the global population growth rate (PGR), which has reached its lowest level since 1950 at less than 1%. It is projected to decline further to 0.5% by 2050, leading to negative growth in more than 60 countries and exacerbating the problem of population aging. China, for example, is facing a shrinking working-age population and an increasing proportion of elderly people, exacerbating the demographic situation. By the end of 2022, China's population was approximately 1.412 billion, reflecting a decrease of 850,000 compared to 2021 and a natural population growth rate of -0.06%. This negative growth, the first in China since the 1960s, indicates that China's population peaked in 2021 and has been in negative growth since 2022.

An analysis of the population structure between 2010 and 2022 showed that the working-age population (15-64 years) in China decreased from 74.5% to 68.2%, and the proportion of those over 65 increased from 8.87% to 14.9%, while there was little change in the under-15 age group. This scenario highlights the increasing trend of population aging in China, driven by persistently low fertility rates.

Evidence from developed countries suggests that as economic development reaches a certain threshold, there is usually a decline in population growth, which may even become negative. The demographic transition theory, along with the dual economic development theory (Lewis, 1954), provides a deeper understanding of the relationship between economic progress and demographic change. In the early stages of a society's development, resource scarcity and inadequate sanitation contribute to higher birth and death rates. As socioeconomic conditions improve, living standards rise, technology and health care advance, the death rate declines, leading to rapid population growth. As the social status of women improves and fertility prospects change, birth rates begin to decline and overall population growth gradually slows. Consequently, as per capita gross domestic product (GDP) continues to rise, fertility and mortality rates worldwide move from an initial high level to a final low equilibrium. Figure 2 shows that high-income countries have seen a decline in fertility (from 4‰ to 2‰) and mortality (from 10‰ to less than 8‰) since 1960, resulting in almost zero net population growth. At the same time, per capita GDP has steadily increased, reaching approximately 50 000 dollars USD by 2020.

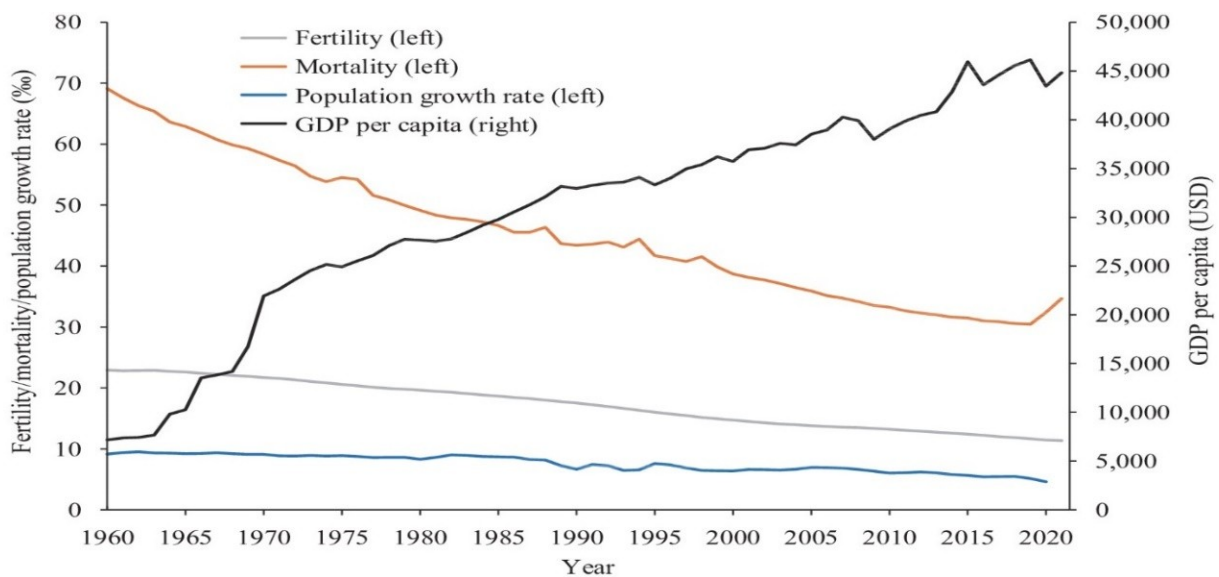


Figure 2. Correlation between GDP per capita and net population growth rate in high-income countries

Source: compiled by the authors according to https://www.gov.cn/xinwen/2023-02/28/content_5743623.htm

Since its establishment, China has seen rapid growth in GDP per capita, while net PGR has declined to -0.6‰. Although the decline in net PGR is in line with that of developed countries, the level of GDP per capita is strikingly different. This is due to the long-term prosperity of developed countries, which has contributed to the accumulation of wealth and extensive distribution systems. These factors have led to a slowdown in demographic dynamics and an increase in the average level of GDP. Despite China's significant economic success, significant inequality remains compared to developed countries. At the same time, the rapid demographic transition from high to low growth rates indicates that the problem of population aging will become more acute before a comparable level of development is achieved. However, the onset of negative population growth in China should not cause panic, as it is an inevitable milestone in the development of the economy and marks a new stage.

Figure 3 shows the dynamics of China's population and economic growth.

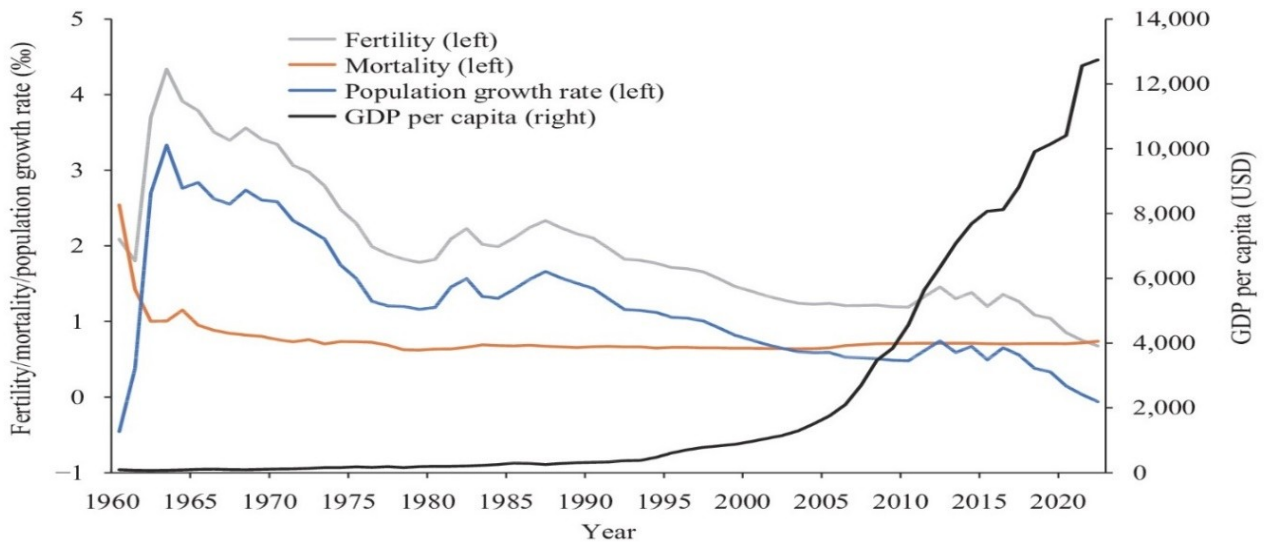


Figure 3. Relationship between GDP per capita and population trends in China

Source: compiled by the authors according to https://www.gov.cn/xinwen/2023-02/28/content_5743623.htm.

The decline in population will inevitably change society's expectations for the future, the signs of which will gradually become apparent. This transition may manifest itself in structural changes, such as the end of the period of intensive growth in the housing market, a reduction in the population in need of education, a decline in demand for goods for young children, and an increase in the need for care for the elderly. These structural shifts have the potential to lead to a significant change in the structure of demand in the labor market (Dang, 2015). Looking at the Chinese labor market, we note that the main challenges include:

- first, the structural shortage will intensify due to a possible mismatch between the demand and supply of skilled labor, and industries such as elderly care will face staff shortages;
- second, the growing share of older workers in the labor force may find it difficult to adapt to the rapidly changing industrial landscape, which may lead to an increase in structural and frictional unemployment (Figure 4) (Yuan&Fan, 2023).

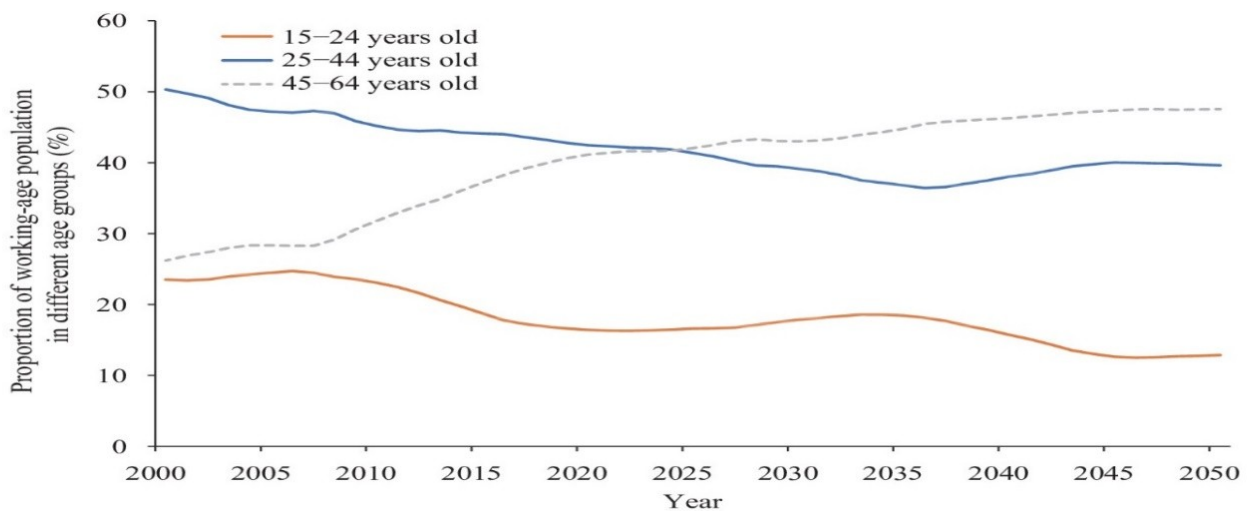


Figure 4. Changes in the composition of the working-age population in China

Source: compiled by the authors according to <http://www.zgtsshzy.net/CN/Y2023/V5/I2/28>

Social and labor mobility of young people and structural shifts in foreign countries contribute to the development of new economic and social trends, adaptation of labor markets to modern requirements

and creation of a global competitive workforce. If the problem of shortage of qualified personnel is not solved in a timely manner, the economy will lose about 8.5 trillion dollars in profits. Using detailed data analysis, the level of shortage of specialists was predicted in 20 countries in developed and developing regions of the world: North America (Brazil, Mexico, USA), EMEA (France, Germany, Netherlands, Russia, Saudi Arabia, South Africa, UAE, UK) and Asia-Pacific region (Australia, China, Hong Kong, India, Indonesia, Japan, Malaysia, Singapore, Thailand). Some predicted data by country are presented as follows (Figure 5).

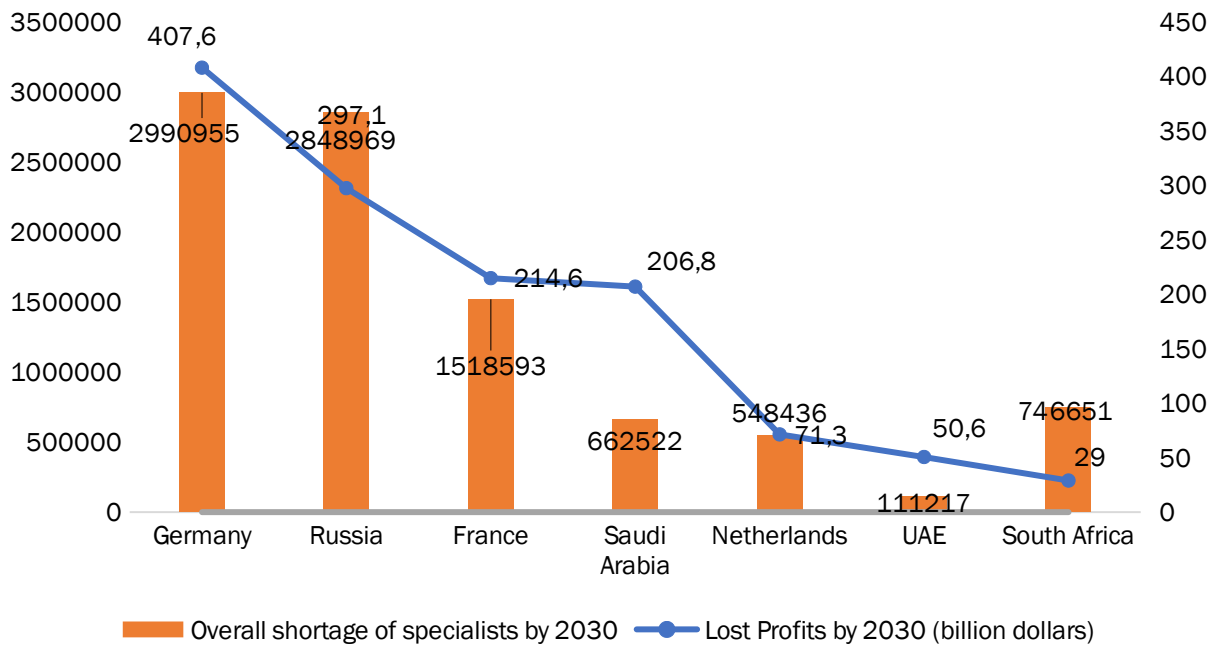


Figure 5. Business losses due to lack of qualified personnel
Source: compiled by the authors according to www.forbes

The concept of resettlement and proportional distribution of labor force through the provision of educational subsidies certainly has a certain place in the public administration system:

- provides open access for young people living in rural areas;
- provides open access to educational grants;
- helps to stop the migration of young people to domestic megacities and abroad, both for education and for employment;
- the process of resettlement of people from the south to the north, having a balance between the national and linguistic interests of different groups;
- reducing the population density. This is due to the fact that the northern regions should be brought out of the demographic crisis by reducing the population density in the southern regions and resettling newcomers from the southern regions. Therefore, regional policy is necessary to increase the level of employment of the population and equalize the conditions for the development of regions, applying new approaches to the use of regional factors and the study of interregional relations in order to develop specific development strategies.

An analysis of the current state and prospects for the development of labor mobility allows us to identify the following main goals for regulating these processes:

- Meeting the needs of the economy for the necessary labor force, priority direction of migration to achieve medium- and long-term goals of the country's socio-economic development.
- Creating an optimal population distribution system.

- Ensuring the country's national security, especially in the context of threats associated with migration.

The main countries from which labor migrants arrive are China - 3,500, India - 1,731, Turkey - 1,642, Uzbekistan - 1,344, Great Britain - 1,112 people.

4. RESULTS

The United States has the highest rate of youth labor mobility. According to Figure 10, we can see that the share of freelance professionals has grown to nearly 64 million Americans, representing 38% of the U.S. labor force.

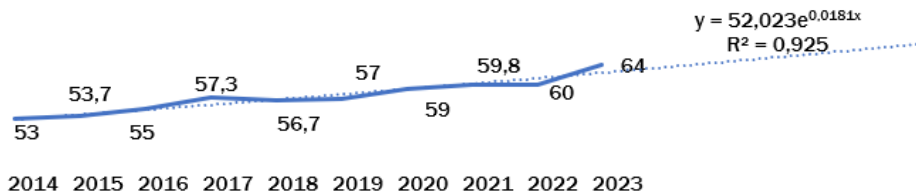


Figure 6. Number of freelancers in the US from 2014 to 2023, million.
Source: compiled by the authors according to <https://www.statista.com/>

As a result of forecasting the number of freelancers in the United States for 2024-2026, the following trend was noted (Figure 7).

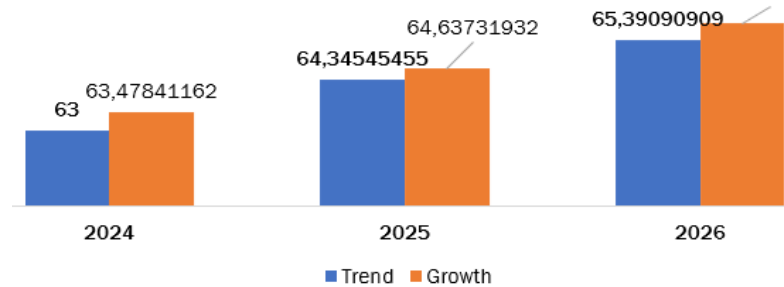


Figure 7. Forecast of calculations made by freelancers in the USA for 2024-2026, million
Source: compiled by the authors

Table 8. Results

Regression statistics								
MultipleR	0,981155452							
R- square	0,96266602							
Normal R- square	0,959272022							
Standard error	0,785943804							
Observations	13							
Analysis of variance								
	df	SS	MS	F	Value F			
Regression	1	175,2052	175,2052	283,6378	3,35E-09			
Remainder	11	6,794784	0,617708					
Total	12	182						
	Coefficients	Standard error	t-Statistic	P-Value	Min 95%	Max 95%	Min 95,0%	Max 95,0%
Y-conflux	1965,563329	3,239626	606,7254	3,06E-26	1958,433	1972,694	1958,433	1972,694

Variable				3,35E-			0,80047	
X 1	0,920810976	0,054675	16,84155	09	0,800472	1,04115	2	1,04115

Source: compiled by the authors

This can be explained by a number of factors:

- Economic environment. The United States has a developed economy that provides ample employment opportunities for young people. The diversity of industries and the high-tech sector contribute to job creation and stimulate youth mobility.
- Education and training. A high level of education and availability of vocational training allow young people to quickly adapt to changing labor market conditions and easily move between different sectors of the economy.
- Labor market flexibility. Flexible labor standards and the widespread use of contract and temporary work allow young people to easily change jobs and accumulate diverse experience.
- Migration policy. The United States has traditionally attracted highly qualified specialists from different countries, contributing to an increase in the level of competition and mobility in the domestic labor market.
- Technological innovation. The widespread use of new technologies and a start-up culture encourage young people to actively seek out new opportunities and implement innovative solutions, facilitating their labor mobility.

These factors create favorable conditions for high labor mobility among young people in the United States, which in turn contributes to the development of the economy and maintaining the country's competitiveness in the global market.

Thus, in combination with the development of technology and the need for flexibility in work, the leadership of young people in the freelance sphere is a natural phenomenon, confirmed by the results of the study.

Social and labor mobility of young people is a strategic resource that can significantly mitigate the negative effects of demographic changes, such as population aging and a decrease in the working-age population. Effective management of this resource requires an integrated approach that includes educational, economic and social measures, as well as international cooperation.

CONCLUSION

The study of youth social and labor mobility as a strategic resource for the development of the socio-economic system has revealed several key aspects that contribute to increasing the competitiveness and sustainability of the country's socio-economic system. The analysis showed that:

A. Increased competitiveness:

- youth social and labor mobility contributes to improving the adaptability and flexibility of the workforce, being an important factor in increasing competitiveness in the global market;
- highly mobile youth actively implement innovative solutions and technologies, contributing to accelerated economic growth and the development of new industries.

B. Sustainability of the socio-economic system:

- youth mobility helps to mitigate the negative effects of demographic changes, such as population aging, by increasing the share of active and able-bodied citizens;
- social protection and support systems for youth aimed at increasing their mobility contribute to social stability and reducing youth unemployment.

C. The need for an integrated approach:

- effective use of youth social and labor mobility requires an integrated approach, including improving educational programs, developing infrastructure, supporting entrepreneurship and innovation;
- it is important to take into account international experience and adapt best practices to local conditions in order to create favorable conditions for the development and realization of youth potential.

D. The role of public policy:

- state programs and strategies aimed at supporting youth mobility play a key role in creating favorable conditions for the development of the socio-economic system;
- the implementation of measures aimed at improving the quality and accessibility of education, developing career guidance and supporting youth entrepreneurship contributes to sustainable economic development.

Social and labor mobility of young people is an important strategic resource that, if properly managed and supported, can significantly increase the competitiveness and sustainability of the country's socio-economic system. A comprehensive and targeted approach to the development and support of youth mobility will create conditions for their active participation in economic life and achieving sustainable development.

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