



**Mapping youth unemployment
in the border regions of the Baltic Sea and Barents Regions**

NORTH-WEST REGION OF THE RUSSIAN FEDERATION

National report

Nadezhda Efimova

Igor Ilyinskiy

Sergey Spitskiy

St. Petersburg University of Technology and Design (SUTD)

2013

Table of Contents

Introduction	3
1. Murmansk region	4
1.1. <i>Overview of the labour market of the Murmansk region in January-September 2013</i>	4
1.2. <i>The youth labour market</i>	4
1.3. <i>Vocational guidance in the labour market</i>	6
1.4. <i>Measures to reduce unemployment in the labour market</i>	6
2. Arkhangelsk region.....	7
2.1. <i>Supply and demand on the registered labour market</i>	7
2.2. <i>Measures to reduce unemployment</i>	7
3. The Republic of Karelia.....	8
3.1. <i>An overview of the registered labour market of the Republic of Karelia</i>	8
4. Leningrad region	10
4.1. <i>Major trends of the registered labour market of the Leningrad region in 2012.....</i>	10
5. Kaliningrad region	14
5.1. <i>Overview of the labour market of the Kaliningrad region on October 1, 2013.....</i>	14
6. Pskov region.....	17
6.1. <i>Overview of the labour market of the Pskov region</i>	17
General conclusions and recommendations.....	20
Bibliography	21

Introduction

The labour market is one of the most important economic and social tools that provide macro and micro economic equilibrium and economic growth in the national economy. Its state has great influence on all the other markets as well as the social environment on a regional and national level.

One of the most important goals of labour market is to form and develop human capital, and meeting the needs of the regional economy. The role of human capital grows at ever increasing speed in the development of scientific, technological, economic, and social progress on all the levels. The quality and competitiveness of human capital, which is formed primarily by the education system, are the principal prerequisites for an effective labour market functioning, and their role is the most important when it comes to youth employment.

One of the features of the present situation is the impact of the global economic crisis and its consequences on the Russian economy in general, and on the labour market in particular. In the long-term perspective, zero growth and economic stagnation in Russia in the first half of 2013 may lead to new risks and imbalances on the labour market, and in the situation with youth employment. Budget deficits on all levels also complicate the future situation in many ways.

Under these conditions the need for, and the value of an efficient and permanent monitoring system of regional labour markets situation increases. Such monitoring systems can create a strong basis for the state to take preventive actions and thus stimulate the development of youth employment.

1. Murmansk region

1.1. Overview of the labour market of the Murmansk region in January-September 2013

The labour market of the Murmansk region retains a positive trend. This can be seen by the 49,870 citizens to whom the employment centres of the Murmansk region provided public services in January-September 2013. 24,025 of them required assistance in employment, which is 14% less than in the corresponding period in 2012.

Compared with the beginning of 2013:

- The unemployment rate fell from 1.7% to 1.3% among the economically active population;
- The number of unemployed persons decreased by 24%;
- The number of vacancies increased by 1.5 times;
- Factor of tension in the labour market (the share of the unemployed per vacancy) decreased from 1.3 to 0.7.

On October 1, 2013 the employment service registered 6,146 unemployed and 12,069 available vacancies (see figure 1 and 2).

1.2. The youth labour market

In the first half of 2013, 7,038 people aged 14-29 (45% of the total number of applicants) requested assistance from the regional employment service in finding jobs; 4,479 of them were employed (64% of them were young people).

According to the monitoring data in the reporting period (first half of 2013), 273 graduates of elementary, secondary, and higher education made a request to the employment service of the Murmansk region. These graduates included:

- 80 graduates from primary vocational education; the main specialties (professions) were: barber, mechanic, house painter, welder, electrician, cook, salesman, and carpenter;
- 73 graduates from secondary vocational education; the main specialties (professions) were: technician, accountant, engineer, and manager;
- 120 graduates from higher education; the main specialties (professions) were: economist, psychologist, social worker, engineer, teacher, lawyer, and manager.

With the assistance of the employment services, 185 people found a job. That is 68% of the total number of graduates who applied, including 52 graduates from primary vocational education (65% of the total number of graduates of primary vocational education who applied), 48 graduates of secondary vocational education (66% of the number of secondary vocational education graduates who applied), and 85 graduates of higher education (71% of the number of graduates of higher

education who applied). Public services, to promote self-employment, were provided for 50 graduates. One graduate of primary vocational education has received a one-time financial support in the amount of 58.8 thousand roubles from the regional budget in order to organise his own business.

To provide unemployed graduates the professional knowledge and practical skills, and to expand employment opportunities, the departmental target programme “Promotion of employment of the Murmansk region” for the years 2012-2016 was put into action. It includes the following sub-categories:

- “First Job” - the programme is designed to provide temporary employment for unemployed graduates of primary and secondary vocational education aged 18-20 who are seeking employment for the first time. The participants for this programme have to be specialised in the following occupations: welder, cook, hairdresser, electrician to repair and maintenance electrical appliances, electrician, cashier, dresser, locksmith, shopkeeper for food markets, accountant, clerk, etc.
- “Youth practice” - the programme is designed to provide temporary employment for unemployed graduates of higher, secondary, and primary education under the age of 30. The participants for this programme have to be specialised in the following occupations: accountant, journalist, designer, technician, engineer for transport management, manager, economist, legal counsellor, staff inspector, accountant, estimator, millwright, painter, designer, engineer excavator, driller, etc.

The employment service of the Murmansk region also organises temporary employment for minors in their free time (aged 14-18). The purpose of organising temporary employment for teenagers is to gather minors together to work, acquire skills, get additional income, and to receive information about labour relations. In addition, the minors will get work experience and preparation for the future professional work, as well as foster a sense of patriotism and respect for his/her native town (village).

Orphans, children who are left without parental care, children who are under preventive supervision by the police and municipal commissions for minors, children of families, where the caretaker is unemployed, children from low-income, single-parent, and large families have the priority right for employment.

293 contracts for organising new jobs for the employment of minors were signed on July 1, 2013. These contracts are conducted with 265 enterprises and offer different forms of partnerships, it included the creation of 3,693 new jobs, out of which 1,572 jobs were in the education system, 272 in housing and communal services, and 210 in health care and social services.

2,745 minors aged 14-18 turned to the employment service, 2,348 of them were employed, this also included students of educational institutions, who totalled to 2,252 people.

Teenagers are kept busy by cleaning the school grounds and playing fields, landscaping, cleaning cities and suburban areas, planting trees and gardens around the city, clearing up lakesides and springs, tidying military graves; they are also assisting in construction firms, in kindergartens, and in schools, libraries, and post offices. In addition, they provide social services for veterans, etc.

1.3. Vocational guidance in the labour market

Career guidance and psychological support for the unemployed at the employment service

From January - August 2013 the public service of vocational guidance was provided for 13,156 people. Services were provided for 61% of the total number of people who applied for employment assistance.

Orphans, graduates of secondary schools, students of classes 9 and 11, women with underage children, young people aged 15-30, and the citizens who were seeking for a job for the first time, are the ones who generally used this service.

The effectiveness of the above-mentioned public services was measured immediately after these services were provided by a written evaluation of the level of output services. It appeared that 89% of the citizens who received services in the organisation of vocational guidance, made a decision about a career choice (skills).

83% percent of the unemployed people receiving support with psychological problems noted a significant improvement in their psychological state.

1.4. Measures to reduce unemployment in the labour market

Vocational training of unemployed persons in January-July 2013

Vocational training is one of the most effective measures of active employment policies. Such training can improve the competitiveness of the unemployed in the labour market, help reduce the imbalance between supply and demand in the labour force, and help fill the vacancies in the enterprises and organisations of the region.

1,298 people did vocational training from January - July 2013, including 649 young people in the age of 15-30.

Professions, specialties

Vocational training of unemployed persons was carried out in 39 professions and specialties, of which 59% were blue-collar jobs; these were considered as the most promising in terms of potential employment. The largest number of unemployed people was trained in the following professions: accountant, driver, clerk, staff inspector, storekeeper, manicurist, office manager, secretary, computer operator, cook, salesman, welder, and electrician.

The training requirements took into account the workers' skills, as well as the professional experience of the people taking part in the training. Therefore, retraining and skills development were generally preferred in different types of trainings. During the period of 7 months in 2013, about 75% of the total amount of educated people were trained and their skills improved.

The initial level of education of unemployed persons

Among the unemployed taking part in vocational training:

- 23.9% had acquired higher professional education;
- 13.9% were graduates of secondary vocational education;
- 19.9% had received initial vocational education;
- 26.2% had upper secondary education;
- 16.1% had not completed high school.

Usually, the training was quite short and intense. Its duration was established by professional educational programmes and on average it lasted for 1.6 months.

2. Arkhangelsk region

The municipality “Arkhangelsk city”, municipality “Primorsky municipal district”, municipality “New Land”

2.1. Supply and demand on the registered labour market

In January-July 2013, the state fiscal agency of the Arkhangelsk region “Employment Centre of Arkhangelsk” was aware of 16,100 job vacancies.

The greatest demand appeared to be for specialists - they accounted for 68.5% of the vacancies. The need for workers to perform low-paid and unskilled work (cleaners in shops, janitors, dishwashers, maintenance workers, etc.) amounted to 3,500 jobs - 31% of the total number of vacant jobs. In addition, the demand for workers in industry, construction, health care, trade, and education continued to be in high demand.

Over the period of January-July 2013, 5,700 people were looking for work through the “Employment Centre of Arkhangelsk”; this included people who:

- Had previously worked in trade – 3,100 thousand people (54.1%). Citizens, who had worked as cleaners in the sales business, street cleaners, dishwashers, assistant workers, etc. constituted 23.2% of the applicants;
- Had previously worked at the post office - 1,400 people (24.6%);
- Had not worked, were first-time job seekers and, others. This number amounted to 1,200 people (21.3%) of which 605 people were students looking to work in their free time.

Workers were more often laid off from industrial, trade, transport, and construction fields.

2.2. Measures to reduce unemployment

Mayor of Arkhangelsk, together with the Employment Centre of the city, consistently implemented a set of measures to reduce the level of unemployment:

The city has created new jobs and provided important support to small businesses and individual entrepreneurs; public works were also organised. The unemployment situation in Arkhangelsk is currently quite stable – the rate of unemployment is only 0.5%, compared with the 1.4% in the whole area.

Most of the jobs on the market are aimed at experts with a 1 to 3-year experience (59%). The share of vacancies for professionals without experience accounted for 26% of the overall available jobs, and the average age of candidates was 26-35. Therefore, youth employment is the most important topic for Arkhangelsk as more than a third of the population of the regional centre consists of young people under the age of 30.

When it comes to introducing different careers to pupils, the municipality uses traditional methods: presentations are held about professions and businesses in grades 7-11, visits to the enterprises are organised, familiarising pupils with the place of production, and meeting people who have done a particular job the pupils have been introduced.

Young people actively attend various training seminars and job fairs and also enjoy consultative support. Young people wishing to start their own business can find assistance from a programme initiated by the officials of the city. In this programme, 300 000 roubles is allocated for start-up businesses.

As a result, the unemployment rate is the lowest in Arkhangelsk.

Over the past five years, the number of vacancies in the labour market of Arkhangelsk has grown nine times. Compared to the previous year, demand on the labour market of Arkhangelsk has more than tripled. This data is from a study conducted by HeadHunter's (HeadHunter is one of the largest Russian companies involved in the selection of personnel).

The largest increase in vacancies was observed for employees (16 times), travelling/hotels/restaurants (14 times), transportation/logistics and construction/real estate (8 times for each professional field). The growth in all areas was at least 65%.

The main demand was in the field of trade - 23.2% of the total number of vacancies was in that area. Overall, the share of the top three professional fields (trade, construction/real estate, and banking/investment/leasing) amounted to 42.7 % of the total demand for work.

3. The Republic of Karelia

3.1. An overview of the registered labour market of the Republic of Karelia

According to the statistical observations since the beginning of 2013, a slight decrease could be detected in the share of citizens in public service employment who were looking for a job.

The employment service of the population of the Republic of Karelia registered 6,206 people as unemployed on July 1, 2013, that is 8% lower than one year before (July 1, 2012 - 6,744 people). The share of unemployed young people aged 15-30 among the overall share of unemployed persons decreased from 25.3% (July 1, 2012) to 23.6% (July 1, 2013). The proportion of unemployed females fell from 48.3% (July 1, 2012) to 45.5% (July 1, 2013); in addition, the proportion of unemployed people living in rural areas decreased as well (July 1, 2012 - 34.2%, July 1, 2013 - 32.6%). At the same time, the share of unemployed citizens - residents of monotowns - rose to 27.7% (25.8% on July 1, 2012).

Since the beginning of 2013 the registered unemployment rate has decreased – on July 1, 2013 it amounted to 1.9% of the economically active population.

The number of vacancies received by the employment services over the period of January -June 2013 amounted to 22,942 units (over the period of January-June 2012 it was 18,575 units). 68.7% of the vacancies had a higher wage than the subsistence minimum. The need for workers of different qualifications made up the biggest part of demand on the labour market (82%). On July 1, 2013 there were a total of 9,323 vacancies in the employment centres (on July 1, 2012 – 8,466 jobs). Most of these vacancies (60.9%) were in the city of Petrozavodsk.

The structure of the recorded demand and supply of labour (the last place of work; this does not include citizens without work experience) on July 1, 2013 is shown on Figure 3.

Since the beginning of 2013, the number of unemployed per vacancies (factor of tension) decreased from 1.7 persons/vacancies to 0.8 persons/vacancies on July 1, 2013. In comparison with the rate in the previous year, the ratio of tension in the whole country fell by 0.1 percentage points (on July 1, 2012 it was 0.9 persons/vacancies).

Since the beginning of 2013, the employment services have helped 6,274 people find jobs; 2,837 (45.2%) of them have a permanent job. The number of unemployed persons employed for six months during 2013 amounted to 4,024 people, that included 2,096 women, and 1,352 young people aged 15-30. In rural areas, 1,027 unemployed have been employed. During the period of January-June 2012, 7,416 people were employed, including 5,143 previously unemployed citizens.

In the framework of special programmes to promote employment, specialists of the employment service in January-June 2013 provided temporary employment for 2,643 citizens (in January-June 2012 the share was 2,672 people), including employment of 1,139 young people aged 15-18 years for temporary jobs (compared to 1,210 people in January-June 2012).

During the first half of 2013, 89 job fairs and job trainings with 187 employers participating were organised, including a specialised fair “Careers 2013” aimed specifically at the youth, 68 small-scale fairs for 78 employers, and two fairs for the rest of the citizens. More than 3,700 people, including 1,300 young people aged 18-30, visited the fairs.

Since the beginning of 2013, the programmes for social adaptation of unemployed people, who had been out of a job for a longer period of time, in the labour market brought together 642 people (416 females, and 274 young people aged 15-30). From January-June 2012, 688 people took part of the programmes.

According to the employment services centre, 1,447 unemployed got professional training from January-June 2013, representing 9.4% of the total number of registered unemployed persons, including those who registered with the employment service at the beginning of the year. Among those who embarked on vocational training, 691 are female and 744 people constituted young people aged 15-30. In comparison, in the first half of 2012, 693 people went through training (9.6% of the total unemployed).

Vocational training of unemployed persons was carried out in 40 different professions in the first half of 2013; additionally, four courses and programmes were initiated: “PC User”, “Start Your Business”, “1C: Enterprise”, and “Management of the apartment building” (in comparison to the first half of

2012, where training was carried out in 49 professions, and 5 courses and programmes were executed).

Moreover, since the beginning of 2013, 93 women, who will be on maternity leave until the child reaches the age of three, have begun training.

Psychological support was provided for 648 people (a year earlier it was 675 people). Career guidance over the period January-June 2013 was provided for 12,299 citizens (a year earlier this number was 1,720 people).

On July 1, 2013 the duration of registered unemployment amounted to 4.5 months (on July 1, 2012 it was 4.8 months). Among females, the duration of unemployment was 4.8 months and among young people it was 3.9 months. The share of unemployed people with long-term unemployment (more than 8 months) was 9.3% on July 1, 2013 (compared to July 1, 2012 when the rate was 10.2%).

In the framework of the active employment policy in 2013, the provision of public services, in accordance with the signed agreements, amounts to 47.2 million roubles of the budget of the Republic of Karelia. The sum includes 21.8 million roubles for special programmes, and 25.4 million roubles for vocational training and guidance. The total of funds raised by employers was 19.3 million roubles, and the total of local budgets was 3.5 million roubles.

As part of the implementation of additional programmes aimed to reduce tension in the labour market, measures are taken to provide work for unemployed persons with disabilities (Decree of the Government of the Russian Federation № 1307 from December 15, 2012). On July 1, 2013 there were 14 organisations who had signed contracts to receive reimbursements for providing jobs for 22 unemployed persons with disabilities who had applied to the employment services. A total of 18 disabled people - 37.5% of the plan (48 persons) - have been employed.

4. Leningrad region

4.1. Major trends of the registered labour market of the Leningrad region in 2012

Leningrad was the region with the lowest unemployment level of the last 20 years in 2012. During the whole of 2012, the region was one of the few parts in the Russian Federation and the North-West federal district, which had a minimum level of registered unemployment. In early January 2013, 4,408 unemployed persons were registered with the employment service; registered unemployment was set to 0.46%. Compared with the beginning of 2012, the number of unemployed decreased by 899 persons (by 1.2 times), the registered unemployment rate fell by 0.10 percentage points.

In early January 2013, the number of people who were registered at the employment centre and applied for assistance to find a suitable job, amounted to of 6,386 people. It was 407 people fewer than at the beginning of 2012 (6,793 persons). This figure also includes women – 52.2% (in 2011 - 53.3%), and young people aged 15-30 years - 45.8% (in 2011 - 47.1%).

Table 1. The social composition of the unemployed citizens of Leningrad region

NN	Indicator name	Unit	January 1, 2012	January 1, 2013
1	2	3	4	5
1.	Registered unemployed	people	5307	4408
1.1.	By unemployment category			
	Fired on their own desire	People, % of line 1	2,118 39,9	1,817 41,2
	Fired for violation of labour discipline and other culpable actions	People, % of line 1	19 0,4	15 0,3
	Fired as a result of the liquidation of the organisation or reducing staff	People, % of line 1	1,249 23,5	920 20,9
	Fired from civil service	People, % of line 1	42 0,8	82 1,9
	Dissolution of sole proprietorship	People, % of line 1	13 0,2	19 0,4
	Graduates of institutions of higher education	People, % of line 1	26 0,6	30 0,7
	Graduates of secondary vocational education	People, % of line 1	30 0,6	30 0,7
	Graduates of vocational schools	People, % of line 1	49 0,9	40 0,9
	Other causes	People, % of line 1	1,694 31,9	1,451 32,9
1.2.	By age			
	15-17 years old	People, % of line 1	19 0,4	14 0,3
	18-19 years old	People, % of line 1	97 1,8	63 1,4
	20-24 years old	People, % of line 1	429 8,1	318 7,2
	25-30 years old	People, % of line 1	451 8,5	372 8,5

Table 2. The average duration of unemployment in the Leningrad region

Duration of unemployment	Total unemployed (people)		Young people aged 15-30 years	
	January 1, 2012	January 1, 2013	January 1, 2012	January 1, 2013
Total in the region	5,307	4,408	996	767
Less than 1 month	867	698	221	156
1-4 months	2,317	1,965	543	422
4-8 months	1,209	1,026	177	143
8-12 months	658	503	43	37
Over 12 months	256	216	12	9

In 2012, 6,993 minors aged 15-18 were provided with temporary employment in public services. Temporary employment was arranged for 6,939 teenagers, aged 15-18, to work in their free time.

Teenagers involved in temporary jobs:

- 6,847 – students in educational institutions;
- 2,150 – inhabitants of rural areas;
- 2,138 – minors from low-income families;
- 738 – registered at the police and the commission for minors;
- 342 – inhabitants of single-industry towns (monotowns);
- 98 – the category of orphans and children left without parental care;
- 98 – the children of unemployed parents;
- 32 – students of vocational schools;
- 25 – persons with disabilities;
- 1 – probation teenagers.

14,071 citizen aged 15-30 in 2012 were interested in the employment services; 10,479 (74.5%) of them were employed. Young people aged 15-30 years were offered public services to participate in active programmes for promoting employment.

Almost all unemployed persons during this period were assisted with several types of services:

- Vocational guidance – 16,338 people aged 15-30;
- Temporary employment of minors aged 15-18 in their free time – 6,993 people;
- Temporary employment of unemployed people who have difficulties finding employment – 47 people aged 15-18 years;
- Temporary employment of unemployed people aged 18-20 from the number of graduates of primary and secondary vocational education; seeking employment for the first time - 27 people;
- Social adaptation of the unemployed in the labour market - 352 persons aged 16-29;
- Promotion of self-employment - 86 people aged 18-29;
- Psychological support - 339 persons aged 15-30;
- Professional training - 793 people aged 15-30.

The employment service actively involved young people in activities to promote employment. During the summer period, all the state institutions of employment centres organised a special event for youth under the slogan “Youth summer”. This reception was on career orientation, the conditions of admission into professional schools, and about employment in temporary jobs.

Three different institutions for youth labour exchanges started their work: «St. Petersburg Agrarian University» in Pushkin city, «The State Institute of Economics, Finance, Law and Technology» in Gatchina city and «Leningrad State University named after A.S. Pushkin».

The “College of Water Transport” in the city of Shlisselburg also opened a youth labour exchange, but a one that was specialised on work related to navigation. Support and equipment for this was received from the Committee of Labour and Employment of the Leningrad region.

The state institutions of employment centres organised 25 jobs fairs, trainings and jobs for students in senior classes of secondary schools. Activities were undertaken to provide career guidance for students of the Leningrad region: to help them make the right decision when choosing the field of

profession and educational institution. In co-operation with local governments and district education authorities, regular meetings were also organised between young people and employers; also, excursions to the enterprises of the Leningrad region. Keeping track of graduates of educational institutions, on all levels of professional education and professions, was also continued.

Over the past year, 227 graduates of primary and secondary vocational education at the age of 18-20 years, seeking work for the first time, turned to the employment centre for assistance in finding a suitable job. 118 graduates from these jobseekers were employed.

Employment services used a set of measures to help improve the competitiveness and employability of the rural population. Temporary jobs for young people aged 15-30 were organised – for 2,150 people in total.

Seven specialised job fairs and mini-fairs for the inhabitants of rural areas were organised and hosted over the past year. In order to inform the public about the employment situation, experts in the employment centres visited rural settlements and organised meetings with the locals, including young people and students.

Out of all of the unemployed people registered at the employment centre on January 1, 2013, 1,418 of them were living in rural area; that is 321 people less (or in 1.2 times) than in early 2012.

During 2012, 793 young people aged 15-30 years (19.8% of the total number of young people stated at the employment service as unemployed) started vocational training.

Based on the skills and variety of the unemployed, vocational training was organised for 72 professions, which were in demand on the labour market. The most popular professions were: accountant - training (1C: accounting, 1C: salary/frames, 1C company, 1C: trade/warehouse), truck driver, driver, hairdresser, electrician, boiler operator, dealer, cook, welder, etc.

Through interaction of employment services and education authorities in 2012, career guidance and psychological support for 13,499 secondary school pupils, students, students in orphanages, and boarding schools was provided.

26 visits to secondary schools in the Leningrad region were organised with the help of the mobile career centre. As a result 1,432 students of schools, orphanages, and boarding schools received career guidance services. Another 10 visits to educational institutions in the countryside were arranged, where 417 pupils in grades 9 and 11 received consultations on the choice of professional field and specialty.

Psychological support was provided in groups and individually using modern methods of computer diagnosis of personality traits in order to identify the strengths and weaknesses of the individual. This helps strengthen the position of the search for work and further employment.

Social adaptation of the unemployed in the labour market is aimed at providing practical assistance to the unemployed citizens for developing effective behaviour on the labour market. It could be done through training and development of skills, through job search organisations, as well as by motivating people to work.

Undertakings and projects for the social adaptation of the unemployed in 2012 were attended by 352 people of which 22.3% constituted young people aged 15-30.

In 2012 the committee and the state institution of Leningrad region - the employment centre -

organised and carried out 300 job fairs in the cities and towns of the Leningrad Region, where visitors and jobseekers had a choice between 36,600 jobs in 844 organisations and companies in the region.

Some of the fairs were of specialised nature: 22 fairs were aimed at women, 17 for youth, 14 for pensioners and those approaching retirement age, 10 for disabled, 7 for the rural population, 4 for temporary and seasonal work, and 4 for community services.

5. Kaliningrad region

5.1. Overview of the labour market of the Kaliningrad region on October 1, 2013

On October 1, 2013 the number of unemployed persons registered in the state institutions of the Kaliningrad region - the employment centres - amounted to 6,043 people (on October 1, 2012 the number was 7,031 people).

As far as gender is concerned among the unemployed, women dominated with 58.8% (3,551 people). Of the total number of registered unemployed, there were 1,407 young people aged 15-30 (23.3%); 2,451 citizens living in rural areas (40.6%), 592 disabled people (9.8%), and 111 orphans (1.8%).

The biggest share of the unemployed people (by vocational qualification) were employees, who made up 62.2% (3,749 people) of the total number of unemployed.

The unemployment rate is estimated to be 1.2% of the economically active population (according to the Federal State Statistics Service of the Kaliningrad area, it was 523,600 people). The registered unemployment rate in the Russian Federation was 1.2% on September 1, 2013; in the North-West Federal District it was 0.8%.

The limit value of registered unemployment (5%), defined by the Kaliningrad Regional tripartite Agreement between the territorial organisations of trade unions, employers' associations and Government of the Kaliningrad region in 2011-2013, is exceeded in Ozerskoe area with 5.5%.

The number of vacancies amounted to 13,842 units on October 1, 2013 (on October 1, 2012 the number of vacancies totalled to 10,884 units).

The average rate of the intensity of the labour force on a registered labour market (the ratio of the number of unemployed working-age people, registered in employment, per declared vacancies) was 0.5 (it was 0.6 in the Russian Federation on September 1, 2013, and 0.4 in the North-West Federal District).

Analysis of the occupational composition of the unemployed and the vacancies in the employment centre on October 1, 2013 showed the following results:

In the category "Specialists and employees":

- The highest coefficient of tension has the qualification of lawyers - 3.5;
- The lowest coefficient was on professional development (nurse, doctor) - 0.5 .

In the category "Skilled workers":

- The highest coefficient of tension has the qualification of skilled workers (seamstress, communication operator) – 0.8;
- The lowest coefficient was on worker skills building trades - 0.04.

In the category “unskilled workers”:

- The highest coefficient of tension has got the qualification for guards (watchmen), boiler plant operator – 1.1;
- The lowest coefficient was for movers - 0.3.

Resolution № 32 of the Government of the Kaliningrad region from February 2, 2012 approved the regional target programme “Promotion of Employment of the Kaliningrad Region for the period 2012-2016”. This programme provides the implementation of measures in 11 areas in employment services.

The highest performance was achieved in the following activities:

- Psychological support for the unemployed (86.8%);
- Temporary employment of unemployed people who experience difficulties in finding a job (85.0%)
- Informing citizens and employers of the labour market situation (72.3%);
- Social integration of unemployed persons (69.6%);
- Temporary employment of minors aged 14-18 (66.8%);
- Promotion of self-employment of unemployed persons (60.9%).

Table 3. The structural composition of unemployed people registered at employment centres (2012)

№	Data	Number of persons
1.	The number of unemployed citizens during the reporting period, total Including:	8,063
1.1	Citizens aged 15-30	2,304
1.2	Women	4,384
1.3	Disabled	516
1.4	Residents of rural areas	3,212

There were 5,096 people aged 15-30 registered in the centres of employment to find a job in the first half of 2012; 2,932 of them have found jobs; 1,796 people were still registered as unemployed.

1,647 minors aged 15-17 applied for a job at the employment centres, and 1,405 were given a temporary job.

434 people among the young people aged 15-30 started retraining, including eight people in the age of 15-17.

The idea for promoting youth employment was to help them orient in the labour market, to provide options for career choices, and skills in the absence thereof, to assist in the acquisition of professional knowledge and skills in employment. Young people generally choose the profession by its prestige and social status without taking into account the needs of the labour market. Therefore, the objectives of the employment service in youth work are to guide young people who are entering the labour market about the supply and demand, advise school graduates about different careers, organise job fairs and training jobs, and increase their motivation to find a suitable occupation.

Booklets and pamphlets were used to pass on information to young people. These contained information about the list of services aimed at young people, about sought-after professions in the labour market, and vocational training institutions in the municipalities and the regional centre. All this will help young people decide on their area of specialty.

In addition, in order to gain work experience, this programme provided training for 200 graduates of educational institutions in 2012. Graduates are trained for different professions, such as: record manager, accountant, economist, manager, programmer, legal counsellor, and others.

On account of the approved quotas, 4,640 foreign nationals were hired in January-June 2012, including 4,239 people from the Commonwealth of Independent States, and 401 people from countries with visa entry.

Monitoring the migration situation in the first half of 2012 showed that the minimum target number of foreign workers (by economic activity) was recorded in the area of health care - 0.05% of the total number of employed foreign citizens in the 1st half of 2012; the maximum number was detected in construction (51.8%). The main share of foreign labour (over 90%) is placed directly in the regional centre.

A decrease of 480 people has been noted in attracting (outside) labour force. This is due to the implementation of the principle that local people have the priority right for employment; another reason is training the graduates of vocational education.

Employment centres provide a service for the training of graduates of educational institutions for them to gain expertise. This leads to temporary employment in various public organisations.

Internships are organised in order to:

- Make graduates acquire practical experience and learn new technologies, forms, and methods of work organisation at the workplace;
- Promote the employment of graduates who are experiencing difficulties in finding a job;
- Encourage different organisations and individual entrepreneurs (hereinafter - the employers) to select the right people according to demand.

The result of this internship is forming a graduate with a specific orientation, which will lead to temporary employment.

Employment centres provide public services for the organisation of temporary employment of minors (aged 14-18) in their free time. This service is aimed at familiarising minors with work, keeping teenagers away from a criminal environment, reducing crime among young people, and creating opportunities for teenagers to make money legally. It also prevents crime among juveniles and provides professional guidance for minors.

To identify a person's ability correctly and to help him/her choose the right profession is very important. It allows a person to live a fulfilled life and avoid unnecessary tragedies and disappointments, which might occur if mistaken in the choice of profession.

Motivating young people to choose the right career path, providing high-quality professional adaptation of graduates of educational institutions in the labour market, as well as reducing the level of unemployment among young people are a few of the many challenges to be faced in the employment service of the Kaliningrad region.

6. Pskov region

6.1. Overview of the labour market of the Pskov region

The labour market situation of the Pskov region has been affected by the ongoing social and economic processes. According to the territorial authority of the Federal State Statistics Service of the Pskov region, socio-economic situation in this region was characterised by the following indicators:

- According to the State Statistics Service of the Pskov region, the total population of the Pskov region amounted to 666,900 people on January 1, 2012 (on January 01, 2011 the number was 671,300).
- The decrease in population was influenced by the natural decline in population and migration processes. In January-November 2012 the natural decline in the rate per 1,000 persons decreased by 6.7% (compared to the same period in the previous year). The total fertility rate in the whole region increased by 5.7% (compared to the same period the previous year). The excess of deaths over births was 1.8 times.

According to the Federal State Statistics Service in October 2012, the average monthly nominal wage of workers in the Pskov region was the lowest among all the other regions of the North-West Federal District (18,336.8 roubles). That is 62.6% of the average wage in the Northwest Federal District (29,281.7 roubles) and 68.4% of the average for the Russian Federation (26,802.9 roubles).

At the beginning of the year a decrease in the number of registered unemployed was marked: January 1, 2013 – 4,867 people (19.6%); January 1, 2011 – 6,055 people (18.9%).

Compared with the beginning of the previous year, the changes in the structural distribution of the unemployed on January 1, 2013 are as follows:

By place of residence:

The share of unemployed people living in rural areas rose to 42.3% (on January 1, 2012 – 39.9%); in cities the share decreased to 57.7% (on January 1, 2012 – 60.1%).

By sex:

The proportion of women increased to 56.5% (on January 1, 2012 – 54.1%); the proportion of men decreased to 43.5% (on January 1, 2012 – 45.9%).

By age:

The overall proportion of citizens aged 15-30 reduced to 16.8% (on January 1, 2012 – 18.3%) due to the decline in the age range of 20 to 24-year-olds to 6.5% (on January 1, 2012 - 8.0%).

By level of education:

The proportion of the unemployed decreased as follows: people with higher education - to 14.4% (on January 1, 2012 - 14.9%); with secondary (complete) general education - to 25.4% (on January 1, 2012 - 27.5%), people with no basic general education - to 0.9% (on January 1, 2012 - 1.0%).

The share of unemployed people with average professional education increased to 21.5% (on

January 1, 2012 - 20.8%), people with the initial vocational training - to 25.8% (on January 1, 2012 - 24.8%), and people with the basic general education - to 12% (on January 1, 2012 - 11.1%).

By the duration of unemployment:

The average duration of registered unemployment in the region remained unchanged and amounted to 4.9 months.

The average period of unemployment among people living in rural area decreased to 5 months (on January 1, 2012 – 5.2 month), among the disabled - to 5.8 month (on January 1, 2012 – 5.9 month). The average period of unemployment among citizens aged 15-30 increased to 3.7 month (on January 1, 2012 – 3.6 month). The average registered unemployment remained stable for women (5 months).

The share of the unemployed who had been registered unemployed for more than a year, decreased to 8.3%, or by 403 people (on January 1, 2012 - 8.7% or 524 persons).

In the total number of unemployed persons, who had been registered with the employment services for more than a year, the largest proportion accounted for women (57.8%) and rural residents (44.2%).

By the grounds of unemployment:

The share of unemployed people voluntarily dismissed increased to 42.1% (on January 1, 2012 – 39%), the share of unemployed graduates increased to 1.2% (on January 1, 2012 - 0.9%).

The proportion of the unemployed who were fired as a result of the liquidation of the organisation or its staff reduction, decreased to 14.5% (on January 1, 2012 - 18.7%), the people fired from military service - to 0.3% (on January 1, 2012 – 0.7%), people, who became unemployed after seasonal work - to 0.2% (on January 1, 2012 - 0.3%), people dismissed for violation of labour discipline, and citizens released from prison - to 0.3% (on January 1, 2012 – 0.4%).

On January 1, 2013 unemployment rate added up to 1.3% of the economically active population. This is up to 0.4 points less than a year ago (on January 1, 2012 - 1.7% of the economically active population).

According to the Federal Service of Labour and Employment of the Russian Federation, the unemployment rate in the Russian Federation amounted to 1.4% of the economically active population on January 1, 2013; in the North-West Federal District it was 1.0%. Among the regions of the North-West Federal District, the Pskov region, by its level of registered unemployment, was 5th.

Vacancies in trades accounted for 81.6% (30,900), for engineering and technical personnel and other employees - 18.4% (7,000); in the same period last year the numbers were 82.8% and 17.2%, respectively.

From the total number of people who applied to the employment service, who were searching for a suitable job in 2012, 57% of the citizens worked for trades (11,100 people), 21% (4,100) were professionals and office workers. Thus, in 2012 the demand for blue-collar jobs exceeded the supply by 2.8 times and for professionals and employees - 1.7 times (in 2011 - 2.2 and 1.2 times, respectively).

The greatest demand for labour is experienced by enterprises of manufacturing (19.2% of all jobs), trade (12.1%), agriculture (13.1%), enterprises of other communities, social and personal services (3.7%), public administration and defence (7.3%), construction (12.3%), and transport and communications (5.0%). There is still high demand for specialists in the field of education (9.7% of all

jobs) and health care (6.2%).

In the labour market of the Pskov region, a significant number of vacancies is not filled because of the lack of the necessary expertise or qualifications of specialists (on January 1, 2013 38% of the unemployed had no vocational education, on January 1, 2012 - 39.6%).

On January 1, 2013 the factor of tension in the registered labour market (number of unemployed persons registered with the Employment Service, as per one vacancy) was an average of 0.9 across the region (on January 1, 2012 - 1.3), a minimum could be detected in the city of Pskov (0.4) and the maximum in the city of Usvyatsky (9.0).

According to the Federal Service of Labour and Employment of the Russian Federation, tensions on the labour market were as follows on January 1, 2013: 0.9 in the Russian Federation, and 0.7 in the North-West Federal District.

To resolve the situation on the labour market in a specific region, it was necessary to adopt a regional law: "On employment quotas for the employment of young people in the Pskov region". This programme was conducted at a round table, held under the initiative of the Youth Parliament at the Regional Meeting of Deputies.

Graduates of higher education institutions are the problem of employment of young professionals in the Pskov region. The chairman of the regional Youth Parliament emphasised that the high unemployment rate for youth is due to the lack of work experience, which is one of the main conditions when applying for a job. As a result, they are forced to settle with a low-paid alternative. In order to prevent the development of a negative situation, a law on employment quotas in the Pskov region was drafted. According to young parliamentarians, after a thorough public discussion, it was decided that this project should be directed to the deputies of the Pskov Regional Assembly. According to the head of the development team of the document - the chairman of the Committee of Labour and Social Policy of the regional Youth Parliament, Nikita Podpinev - the adoption of the law on employment quotas for the employment of young people will reduce social tension in society.

General conclusions and recommendations

The main approaches to enhance youth employment are:

- To create a system to monitor and predict the changes in the labour market, and combine long-term plans of educational institutions with the real needs of the market;
- To develop and promote career guidance, counselling and orientation in schools and vocational schools;
- To promote the life-long learning education concept, based on the real needs of companies, organisations, and the region as a whole, that will provide a permanent and systematic inflow and improvement of workforce;
- To organise and develop the youth labour exchange offices and human resource centres (this practice is already proved efficient in a number of Russian universities supported by the Federal Ministry of Education and Science of the Russian Federation);
- To improve the system of practical placements of the graduate year students;
- To provide trainings for women during maternity leave (having children under 3 years old), who are planning to return to work;
- To support and develop youth entrepreneurship, providing support and preferences to the companies employing young people.

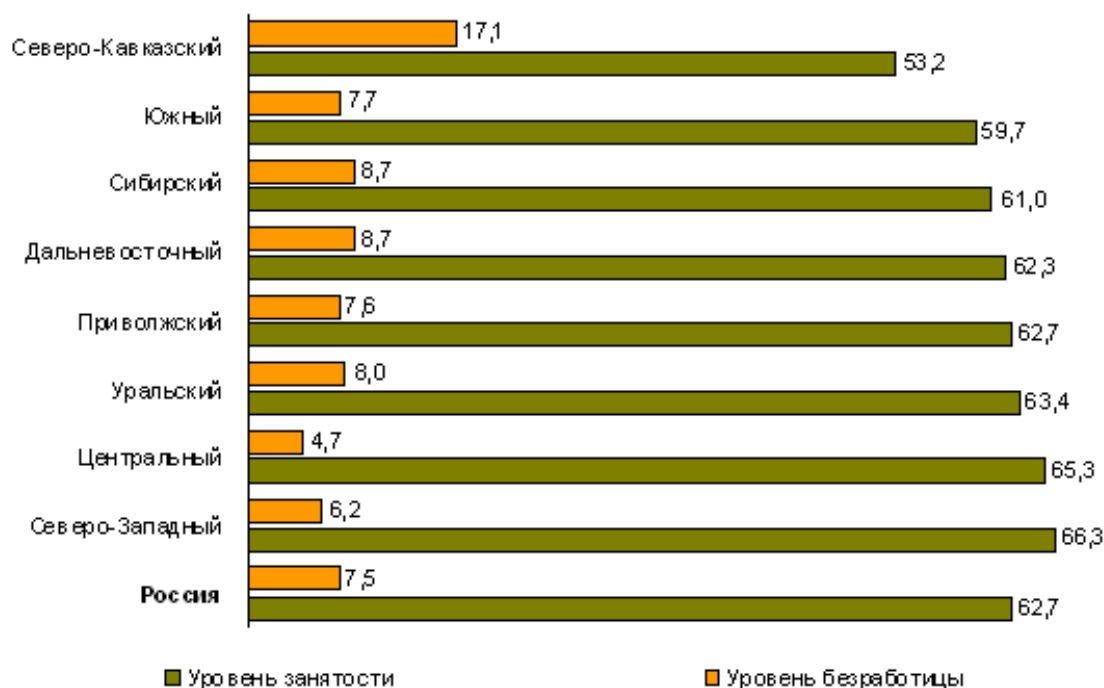
In addition, it appears useful to develop the existing good practice in the promotion of youth employment by using electronic Internet-based system for aggregation and distribution of information about vacancies and job seekers. The model of such a system developed for the EMBiT web-site could be used for further proliferation of this approach. The system itself could be further improved by adding certain criteria of differentiation of applicants for the more personalised treatment of their requests, particularly introducing the following groups of applicants:

- Poorly protected part of the population (disabled, orphans, young people with antisocial behaviour (reluctance to study and work);
- Economically active young people;
- Young people seeking for work but with some deficit of needed positions at the place of permanent residence;
- The youth received an unsolicited job market specialty;
- The youth having no desire to work on the field of received training or education;
- Youth experiencing self-doubt as a specialist;
- Youth in job search for a long period of time, because of his/her career-oriented ignorance (not knowing the compliance of their capability and capacity requirements of the profession).

Bibliography

1. Department of the active forms of employment of Murmansk city.
2. Division of labour quality development (Office of State Employment Service of the Murmansk region).
3. State official institution of the Arkhangelsk region "Employment centre of the population of Arkhangelsk city".
4. State Employment Service of the Republic of Karelia.
5. Division of labour market analysis and social support of the Republic of Karelia.
6. "The situation of the labour market of Leningrad region and the main results of the Committee of Labour and Employment of the Leningrad region in 2012". Administration of the Leningrad region, Committee of the labour and Employment of the Leningrad region.
7. www.rabotakaliningrad.ru
State Employment Service of the Kaliningrad region (Agency for Employment of the Kaliningrad Region).
8. www.rabotakaliningrad.ru
"Report on the activities of the Agency for Employment of the Kaliningrad region for the period of the 1st half of the year 2012". State Employment Service of the Kaliningrad region (Agency for Employment of the Kaliningrad Region).
9. www.rabotakaliningrad.ru
"The labor market situation of the Kaliningrad region on October 1, 2013". State Employment Service of the Kaliningrad region (Agency for Employment of the Kaliningrad Region).
10. www.trud.pskov.ru
State committee of labour and employment of the population of the Pskov region.
11. www.regions.ru
Federal Information Agency "Federation news".

**Уровень занятости и уровень безработицы
по федеральным округам
в 2010 году**
в процентах



**Экономическая активность молодежи
в 2010 году**
в % от населения соответствующего возраста

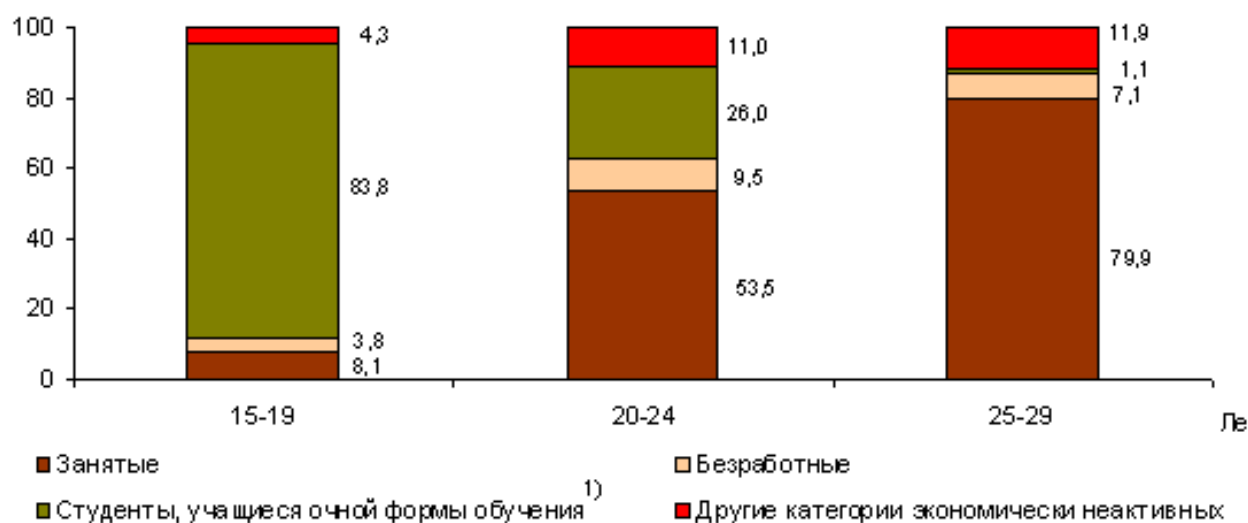


Figure 3 - The proportion of people of working age, younger working age and older working age in the total population of St. Petersburg (at the beginning of the year)

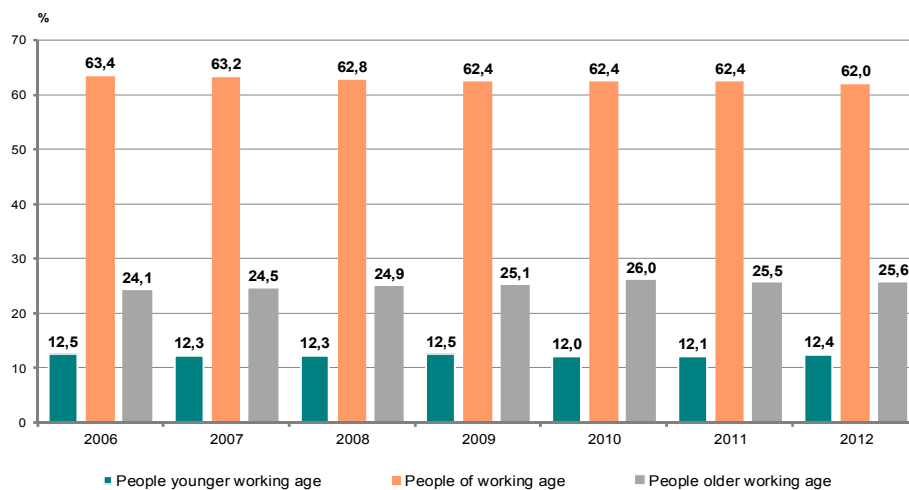
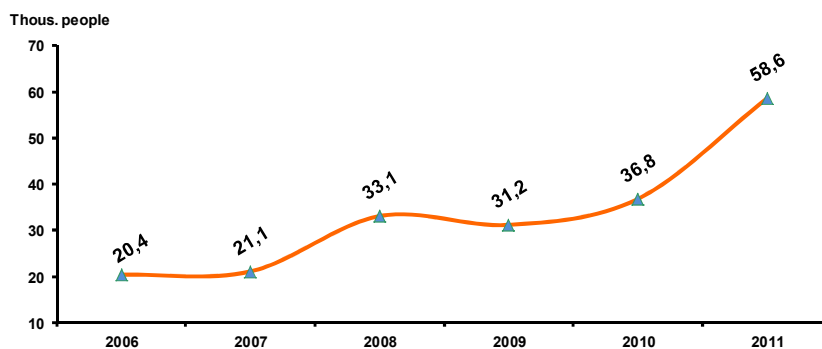


Figure 4 - Dynamics of migration in St. Petersburg



St. Petersburg has one of the highest rates of migration growth in the Russian Federation (in 2011 St. Petersburg had 18.3% of the total net migration of the Russian Federation).

In 2011 net migration was 58,632 people. Compared with 2010, it increased by 1.6 times. In this case net migration fully compensated the natural population decline (4757 people). It has exceeded it by 12.3 times.