

Precariousness and Young People - Youth Expectations and Labour Market Needs in Times of Precarious Employment

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Abstract

Young people entering the labour market increasingly seek meaningful work, development opportunities, flexibility, and work–life balance, while employers often report a lack of competencies, work experience, and job readiness among young candidates. This paper discusses the gap between youth employment expectations and modern labour market needs, focusing on the issues of precariousness, competencies of the future, mental health of young people, and social responsibility of organisations in the integration of young people into the labour market.

It is based on an analysis of semi-structured interviews published in the journal IRDO Mozaik on the topic youth precariousness and findings from counselling work with young people within the project Through Youth Work Against Youth Precariousness – Pilot Project – IRDO Institute. The research incorporates perspectives of experts, employers, youth workers, and young people.

Preliminary findings indicate the need for stronger cooperation among stakeholders, systematic development of soft and digital competencies, improved career guidance, and measures to prevent precarious forms of employment. The paper contributes to the discussion on sustainable, inclusive, and socially responsible approaches to supporting young people's transition from education to employment and improving the alignment between youth expectations and labour market needs in Slovenia.

Keywords: youth, labour market, precariousness, competences, social responsibility, youth employment

