

RESEARCH ARTICLE

The Relatively Low Level of Education and Training Problem of Youth Unemployment Macedonia

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Abstract

The modern system of higher education in today's world is different from country to country and that is based on knowledge, not only of the instrument reproduction - young students are only able to re recounts everything that is in course material and that He told the professor, i.e. Macedonian traditional education, not an interactive activity that students and teacher. Does not exist in today's world of education, knowledge relevant factor achieved by the acquisition of skills, qualifications and competence on, so must our educational institutions to promote a greater degree of level of socialization and more adequate adaptation to the modern world. The modern world is changing quickly, because it is too dynamic. This activity causes changes that occur in the population, especially among young people.

Keywords: *Higher education, Knowledge, Training, Competence on, Unemployment.*

Introduction

Traditionally, in many definitions, the concept of education plays a role in the formation of intelligence [1]. "Education - a process of initiation into the culture of individual literacy in their own language and orientation in the article. Education - process and result of the formation, establishment and development of concepts, ideas about the world, allowing it to be managed.

Today, the education system, as it exists in our country in the world has long been outdated. Essential before construction of new modern methods of efficient and effective study. The old approach where a professor or teacher thinks and the students performed, remained a thing of the past. Hence everyone, teachers and students need to understand that the status quo should be abandoned. People who learn continuously changed and improved to be open and ready for radical change.

During this period, the Macedonian educational system represented many changes, short-sighted reforms that de facto have a negative impact on the complete transfer of knowledge for future generations.

"In our country is destroyed before our eyes the best system of education and training in the world, scientific schools, in public awareness was presented foreign immorality" [2]. The personality of the young man is transformed into a person of steady consumer of natural and social benefits, and it does not try to preserve for future generations material - cultural potential.

In this sense, the educational process becomes a foreign way of Macedonia's educational tradition, which, in turn, implies a moral crisis in society. Macedonian state and with Macedonian educational system at this time faced with a choice: either to continue to monitor the borrowed educational standards, or to return to the idea of public education.

So, Macedonia requires the best conditions for development. Higher education institutions, based on the importance of the human factor, and it takes a lot of activities on social responsibility.

In Macedonia, we must understand that we do not want all higher education institutions to be of the same type, which, on the other

hand, the greater educational diversity is so much better, which means, do not allow diversity within certain limits.

Problems of Moral Education of Young People

Professor's staff in our country Macedonia devotes its attention and deals with maintenance of theoretical training, not education. The evaluation of educational activities in quantitative terms actually given in universities by covering education from a theoretical perspective without practice, increasing the percentage of academic titles - without proper methodological knowledge, prestige for admission in educational institutions of vocational education, "educational events" - led to what is taken for granted in such a state vanished objective basis for educating in knowledge and also adverse changes have occurred in the educational system.

When we are asking why students are achieved mediocre or poor results, the reasons teachers usually explained by the hypothesis that the students covered sloth. Students, while justify their failures due to weight of the educational material, such as the existence of thousands of terms, definitions, divisions, numbering, and this is the formula that simply does not fit into their head. Too much information, so they feel disoriented. All this creates discomfort, so the result is a delay of study or students begin with/for unfortunately, a campaign study.

Teachers do not encourage our students because of laziness, nor the weight of the material, so the problem occurs studying that exists because we have not learned how to learn or study. At present create a gap between the verbal reproduction of knowledge and ability of the students to relate and think a sign of formalism in knowledge.

The assimilating process of actual knowledge of the student can not be in a situation of isolation and so thereby revoke and his own statement in which he will be interactive, but to create a situation of teachers and students by conducting a monologue i.e. passively to gain knowledge.

In the presentation of the material and the facts presented by the professor it must

require students to commit and invest personal attention, memory, creative work and create in your own mind images of the phenomenon described.

The result of systematic assimilation of knowledge, skills, experience, creativity, emotional attitude toward the value of the world - it is a traditional Macedonian education [3].

Education, in accordance with N.I. Mikarova, is "the process of developing and improving the existing system of knowledge and attitude to / through life, the absolute form of endless, continuous acquisition of new knowledge, skills and abilities" [4]. Education serves as a set of social institutions that provide socialization of the individual.

For example, *S.M. Kagan* with respect to the direction of the current values of the learning process is exclusively great importance that training is considered "human value by establishing specific content and hierarchical structure", "method of converting the value of a person to the company" [5].

At the same time, the socialization of the individual is hard to imagine without training. Training - work that requires value betting stakeholders of all stakeholders - students, teachers, parents. Education can be treated as an exchange of experiences - a way of thinking, moral, aesthetic, the rule of law - in short, to be created in the process of historical development of the spiritual heritage of society.

Interact based on experience, but in exchange lacked deeper meaning in the wider dimension of the general increase in awareness of the activities and expectations of social consciousness inspired by the dynamic development, mainly by electronic media.

Training and Competences in the Labor Market

The higher education system for years seen as a "refuge of knowledge," and thus be treated as undisputed monopoly of educational activities that are obvious, and that they have always been. Rising social expectations concerning the established social knowledge through teaching young

people and creating innovation through scientific research.

The labor market is one of the toughest markets that exist and can not work. Unlike other markets, the specific characteristics of this market is that here the object of the agreement is for the benefit of man and his ability to work. The labor market is a system of social relations, reflecting the level of development and progress during the balance of interests among those present on the market forces: employers, workers and the state.

Flows in the labor market are closely related developments, both technically and in the Macedonian educational system. The main reason hindering the modernization of the Macedonian economy is relatively low level of training necessary to promote rapid economic growth model and implementation of advanced strategies.

System favoritism inefficient functioning of training and retraining whilst providing uneven supply and demand in the labor market, leading to an unenviable situation for the availability of jobs for the profession and the excess supply of labor. This is due primarily to the termination of the relationship between education and production, commercialization and reform of higher education, the lack of information on the needs of trained staff and ineffective supervision of the labor market.

Expertly trained staff qualified by the process of higher education will be possible if quality reforms in educational institutions with better monitoring, better planning and forecasting structures with professional qualification and mandatory changes in the system of state orders for the training of experts.

Traditional educational methodologies and technologies through high educational process of studying training led to constantly preserve the dynamics of structural unemployment at a younger age.

Competence

Over 50 years, began studying the various aspects of individual activities in the context of a professional service, which is the term competence on". To date sufficiently developed, and it examines the

responsibilities of certain character traits necessary for efficient and effective professional activity.

In parallel to the direction of governance evolved and proper guidance of a competent approach to the higher education system - teaching competence and access to organizational development.

In 1959, in an article entitled "Motivation review: The concept of competence" (White, 1959), *Robert White*, perhaps for the first time defines the term "competence on" how effective interaction with the environment ("effective interaction with the environment, within the general idea competence")[6]. Following the analysis and the results of large amounts of data *R. Boyatzis* allocated by such competence on - the "expert knowledge" and "memory" [7]. *J. Klempe* 1980: "Working competencies - basic facial features, consequently it is an effective and/or superior performance to work".

In other words, the essence of competence occurs only when we are on the right time and the right place, which is formed by combining:

- Knowledge;
- Skills;
- Habits;
- Motivational factors;
- Personal qualities;
- Situational intentions.

Unemployment

Unemployment - is not merely the absence from work. Youth unemployment - it is a social problem that has the most direct and profound effect on every person. Problems of this nature arise from the economic instability of the country is unable to provide enough jobs, and the reluctance of employers of low-skilled and inexperienced staff. Young people are looking for work because they have no means of livelihood, but can not find it?

Present in the current high barriers to enter the Macedonian labor market for young trained personnel trained as a result of the low level of skills, lack of experience, not in a position to use contemporary and modern technology, and without the help of global

and local resources information, wander when they seek their first job. Macedonian control mechanism of the current structure of the labor force with the participation of public and private educational institutions must provide better meet industry demand for work in the national economy.

Private universities in Macedonia are of a higher level of flexibility and mobility to bring engagement and getting funds, creating the structure of the supply of skilled personnel in various professional and trained groups, and thus to ensure effective coverage of the labor market.

Macedonian private universities in the mission of the national education system must necessarily satisfy domestic demand for professionally trained staff and by preparing qualified small and medium enterprises, services and other activities that do not require a large amount of investment funds and basic scientific training.

In Macedonia currently has a dynamic development of private universities and is increasingly expanding, so it comes in a relatively short period of time to training the most sought after professional qualifications of the group through the process of classical education, which led to the development and complexity of the separation of labor market. Macedonian private universities are moving towards achieving commercial goals in their educational activity, in which case it may worsen and so poor imbalance of expert and professional qualification of youth. Of course we must provide the activities of private educational institutions to be flexible to the existing Macedonian government regulation, which must be based on expert analysis of the structural imbalance in the labor market, taking into account regional interests and globalization through the migration of young man.

Important roles in the evaluation of educational services play a segmentation of the labor market. The market for young people is an indicator of the efficiency of the education system in the country, which reveals the role of university training system development. Development of new professional groups, the ability to actively contribute to spreading the positive

dynamics of the labor market of young people compared with other segments of relatively stable due to the use of flexible forms of employment and self-employment. Access to quality education for young people, create conditions to reduce structural and long-term unemployment, the educational process of new age groups.

Education is a prerequisite for the formation of intellectual rent as the dominant source of national income of the country and creation of innovative models of development of the national economy [8]. World experience shows that the creativity of the workforce is the main source of national wealth, and deformation leads to irreversible loss of national income.

The creative potential of the workforce is determined by level of education and professional qualifications and moral health of the nation's spiritual values. For the realization of these values should be a model of education that allows you to link these values to personal and group interests through active development of the educational environment of high school, taking into account the motivations of economic behavior of other market players. A presented value in the modern distance education model is realized through personal and group form in the formation of an active culture of professional specialists.

Martin Seligman [9], focuses on three main areas:

- Positive experiences - like happiness, satisfaction, joy and fulfillment,
- Positive individual characteristics - character, ability or interest,
- Positive institutions - family, school, business, local communities and society.

On these positive indications and aspects must concentrate mainly by positive aspects, processes and characteristics of the organization and its members that focus on the dynamics of positive human resources: perfect, prosperity, abundance, and obeying the law.

In the area of staff motivation are: generosity, altruism, stock based on the welfare of others. Planning the work and

goals, however, it is given by: vitality, high-quality human relations or joyful excitement.

Unemployment in Macedonia

Although worldwide phenomenon is present, unemployment in Macedonia is an unquoted problem that often arises as a note related to the integration process of the country. Hence the activity of the institutions aimed at solving the problem of unemployment, represented by plans and strategies, and their concrete implementation in practice.

Looking at the data on the unemployment rate in Macedonia before its independence, it should be noted that there is considerable

unemployment since the period 1976-1985 year (from 04.20% to 23.55%). This situation rapidly deteriorated in the 1990-1995 year (from 23.55% to 35,69%), as a logical consequence of the effects of the transition. In fact, employment in Macedonia is largely dependent on the industry - so that as a result of the transition process marks a significant decline. This situation becomes a major factor for the above increase in the unemployment rate during this period.

Review

of unemployed persons registered with the Employment Agency of the Republic of Macedonia registered unemployed people.

Month	01	02	03	04	05	06	07	08	09	10	11	12
2011	322053	323947	323183	319275	315472	311374	307057	303906	295427	287153	283236	281144
2012	280618	279727	276715	272392	266832	261322	256949	251817	248509	246841	245122	243403

Conclusion

When we are in the process of EU accession, Macedonia needs to modernize its educational system, and that system to prepare vocational education staff to successfully meet the more complex demands of the global labor market. The size of the challenge is even greater for Macedonia, which has lower indicators of educational attainment and greater inequality in the EU and the new member states. In addition, we shorten the size of the workforce, which raises even greater demands for increasing the productivity of labor - consequently, to more advanced skills - a major cause for the increase.

Because creating a workforce with relevant skills can not be done in a day, this analysis shows that Macedonia and must immediately take significant steps forward. The analysis aims to make a contribution to the current discussion in the country by identifying key challenges facing Macedonia, offering a roadmap for accelerating the pace of the necessary reforms. Accession to the European Union justified as the imperative of change and the possibility of obtaining significant resources that could support the reforms. What is needed now is political commitment and a clear strategy for building consensus and its implementation.

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