

Exploring The Impact of Unemployment on The Development of Young Adults.

Akinwale, G.A.^{1*}, Atiri, S.O.², Olatunji, O. A.³, Akinbode, G. A.², Ojakorotu, Victor¹

¹ Department of Political Studies & International Relations, North West University, Mafikeng, South Africa

² Department of Psychology, University of Lagos, Nigeria

³ Department of Psychology, Federal University Oye Ekiti, Ekiti State

***Corresponding Author:** Akinwale, G.A.

Email: gakinwale@unilag.edu.ng

Abstract

This paper aims to comprehensively examine the influences of unemployment in young adults, across developmental, psychosocial, and cognitive domains, analyzing both immediate individual consequences and the long-term effects on interpersonal relationships. The theoretical framework integrates two fundamental perspectives: Erik Erikson's Psychosocial Developmental Theory, which highlights the stage-specific challenges unemployment poses to identity formation and social integration, and Abraham Maslow's Hierarchy of Needs, which provides insights into how unemployment disrupts basic and higher-order need fulfilment. Our findings demonstrate that while unemployment's economic implications are readily apparent, its psychological impact is equally as important, as it can alter young adults' self-perception, social relationships, and developmental milestones. The research particularly highlights the significant role of cultural context in shaping unemployment experiences, some cultural environments provide a support system that encourages and motivates them, while others socially stigmatize and exclude the individuals, intensifying the psychological burden of joblessness. The thematic analysis method was adopted in the study to identify the impacts of unemployment in various domains that provided answers to the research questions. Ethical considerations were ensured in the study to ensure that participants were not harmed. The study reveals the effect of unemployment on psychological, and developmental domains including the social consequences that extend beyond individual outcomes to influence several spheres like family dynamics, social networks, and community relationships. These findings underscore the necessity of considering cultural and social contexts when developing interventions for unemployed young adults. Future research directions should explore the longitudinal implications of early-career unemployment, the adoption of effective coping mechanisms, and a culturally adapted support system to mitigate the negative impacts of unemployment.

Keywords: Unemployment, young adults, developmental milestones, domains.

Introduction

The post-COVID-19 has come with so many challenges for individuals across the lifespan, such that many young adults are significantly affected. In the 2024 report of the International Labor Organization (ILO), it was predicted that about 212 million people would be affected by unemployment in 2024, with young people, especially a significant number of young women, affected. In Africa, unemployment rates remain critically high, especially in North Africa, and a significant number of young adults are stuck in insecure employment (International Labour Organisation, 2024)

The World Bank and Bureau of Statistics define unemployment as the share of the labour force that is, without work but available and actively searching for employment. Young adults in this stage are mostly in the transitional phase between adolescence and adulthood, and they are prone to having a lot of vulnerabilities. The transitional stage is one riddled with a lot of developmental stressors, which young adults strive to overcome whilst also having limited adaptive coping mechanisms and skills. Unemployment and job loss have been associated with a deterioration in mental health and generally increased depression, feelings of worthlessness, loss of self-identity, and increased stress, as evidenced by research done in some regions of India among youths (Wani et al., 2024)

The period of young adulthood is a crucial one in which one solidifies one's self-identity. It is also the period in which decisions about the future are taken, and youths try to plan the course of their life (Umukoro et al., 2017). Unemployment could be a severe developmental crisis because it extends far beyond not having financial freedom. Still, it also can hinder relationships and cause mental and psychological trauma through conditions like heightened stress, anxiety, and depression. Unemployment also impacts one's cognitive development because it serves as a box that keeps a person locked in, while also limiting access to opportunities for career growth and advancement. This could lead to the person questioning their capabilities and themselves in general.

Problem Statement

Major research carried out in different regions of the world evidence that unemployment is a developmental crisis that affects and impacts several domains of young adulthood, including social, psychological, and cognitive growth. This issue calls for a

more understanding of how unemployment shapes the experiences, opportunities, and developmental trajectories of young adults. The issue of unemployment then births the question, “How does unemployment affect the developmental trajectory of young adults, and what implications does it have on their psychological, social, and cognitive domains in the long term?”

Unemployment is a profound issue that threatens developmental stability, as it can negatively impact all domains of young adulthood. This paper aims to explore the importance of addressing unemployment in young adults by understanding the impact it might have on the life outcomes of individuals.

The main objective of the study is to understand the developmental crisis caused by Unemployment on Young Adults. The specific objectives are to (a) Explore the Psychological effects of Unemployment on young adults, (b) explore the developmental implications of unemployment and (c) understand the social Consequences of Unemployment in Young Adults.

Theoretical Framework

The theoretical framework aims to contextualize the topic “Unemployment in young adults”, by providing a lens through which it can be analyzed and understood from the viewpoints of different theories. This is important because theories can help bring into perspective and explain the possible impact of unemployment on young adults.

This paper shall explore two theories to help understand the topic in a broader context, which are:

- Erik Erikson’s Psychosocial Development Theory.
- Abraham Maslow’s Hierarchy of Needs.

Erik Erikson’s Psychosocial Theory

Erik Erikson’s psychosocial theory of development includes eight (8) stages of development that span from infancy to old age, suggesting that growth is continuous and happens in sequences and stages rather than in gaps (the epigenetic principle). These stages include:

- **Stage 1:** Trust vs. Mistrust (Infancy, birth - 18 months)
- **Stage 2:** Autonomy vs. Shame and Doubt (Early Childhood, 18 months - 3 years)
- **Stage 3:** Initiative vs. Guilt (Preschool age, 3 years - 5 years)
- **Stage 4:** Industry vs. Inferiority (Middle school age, 6 years - 11 years)
- **Stage 5:** Identity vs. Confusion (Adolescents, 12 years - 18 years)
- **Stage 6:** Intimacy vs. Isolation (Young adulthood, 18 years - 40 years)
- **Stage 7:** Generativity vs. Stagnation (Middle adulthood, 40 years - 65 years)
- **Stage 8:** Integrity vs. Despair (Late adulthood/ Maturity, 65 years - death)

The impacts of unemployment could particularly be observed in stage 6 (Intimacy vs. Isolation), and a bit at the latter end of stage 5 (Identity vs. Confusion); which are the young adulthood and adolescent stages respectively. According to Erik Erikson, adolescents in the fifth stage who are unable to complete the task of discovering and forming their identity would develop a case of identity confusion. This task falls within 12 - 18 years, where individuals are trying out things and experimenting to discover who they are; adolescents in the later age of 16 -18 also try to discover their paths and what they want for the future. Unemployment could interfere with this stage and process by causing self-esteem issues in which they question themselves, contributing to role confusion.

The sixth stage of Erik Erikson’s theory focuses on Intimacy vs. Isolation, which is tailored to young adults between the ages of 18 and 40 years. Young adults who do not attain intimacy in this stage, eventually grow to be very isolated and cut off from the world and people at large. Unemployment contributes greatly to this by disrupting close relationships. Prolonged joblessness could also lead to feelings of stagnation, by causing the individual to compare themselves against peers they feel are doing a lot better than they currently are, putting the individual on the path to isolation way faster.

Prolonged unemployment could have long-lasting impacts on young adults, causing psychological trauma while also affecting their abilities to form intimate relationships (Winefield et al., 2022).

Another study conducted during the coronavirus era, which was an era that came with a lot of job loss, due to systems around the world being moved online. It was found that job loss often leads to social withdrawal and heightened feelings of isolation, eventually causing psychological distress (Bulut et al., 2021)

Abraham Maslow’s hierarchy of needs

Abraham Maslow (1954) suggested that all humans have needs, and these needs could be categorized into two; deficiency needs which are the first four levels, and growth needs which is the top level. It was on this basis that he proposed Maslow’s hierarchy of needs, which is a pyramid consisting of 5 levels with physiological needs at the bottom, moving up to safety needs, then love and belonging needs, esteem needs, and finally self-actualization needs. Maslow expounded on his theory by stating that level needs / basic needs/ deficiency needs must be met first before higher needs can be fulfilled. However, only a few people reach the level of self-actualization.

How does this relate to unemployment among young adults? The bottom level of Maslow’s hierarchy of needs is “Physiological needs”, which includes the most basic needs like food, water, clothing, sleep, etc. and this is primarily threatened by unemployment, as the lack of a job has a direct relationship with one’s socioeconomic status and purchasing power, which could influence the ability of an individual to get the most basic necessities for survival.

The “Safety needs”, which include needs revolving around order and control in an individual’s life with examples like health, employment, property, and social ability. The lack of a job could leave an individual feeling a loss of control in the direction of their lives, they also have no security assured as there is no source of income or community outside of the family to which

they might belong. Prolonged unemployment therefore prevents individuals from having access to basic needs, which also in the long run could affect their self-esteem needs (the need for respect for others, achievement, or confidence) and their ability to self-actualize.

Literature Review

Global Trends in Unemployment

A study on the psychological consequences of job loss during the pandemic was conducted in 2021. The study was done to analyze the global impact COVID-19 had on people particularly focusing on job loss, unemployment, and more importantly, the psychological consequences that were suffered due to isolation and the inability to work. COVID-19 was a global pandemic that had systems locked down, and curfews imposed, with a massive retrenching of workers. A study by Shiyanbade (2023) in Osun State emphasises the importance of job creation for the youth and how remaining unemployed could affect their development. Similarly, Akinwale (2024) reported how illegal mining has made several young people unemployed and underemployed in Osun State; the study established how people in rural areas could not get decent jobs because of the unavailability of formal jobs.

The International Labor Organization (ILO) estimated the pandemic caused 25 million jobs to be lost globally, which increased the risks of depression and anxiety, exacerbated psychological distress, and significantly heightened substance abuse and family issues around the world. The global crisis positively correlated with increased suicide rates and family stress. From this study, it was concluded that the impact unemployment and job loss have on people generally, young adults included, could not be overestimated. (Bulut et al., 2021).

Method

The study covered youth unemployment in Nigeria during the post-COVID-19 pandemic period in Lagos, Nigeria. The researchers used interpretivism, which promotes adaptability and welcoming of discussion to effectively communicate participants' personal experiences as they relate to them and the meanings they ascribed to the stimuli. The central thrust of the study was to understand the various issues surrounding unemployment and how it has affected their developmental trajectories as they grow older. The choice of interpretivist research paradigm was selected in this study because it allowed the researcher to learn about the participants' socially constructed meanings directly from them. Additionally, it helps to comprehend the participants' various experiences as they navigate their developmental milestones. An explorative research design of this kind deploys a constructivist worldview, which provides an in-depth understanding of how youth unemployment impacts their development and reveals the challenges they face. This also helped the researcher to come up with effective measures for the prospective improvements of how to understand its implications on their development in the long term.

The study was carried out in Yaba Mainland Local government of Lagos State, where people reside. The study used purposeful sampling because it allowed the researchers to select young adults who are currently unemployed, as they were able to share their experiences than anybody else. The inclusion criteria utilised to select the participants could simply be described as graduate, unemployed, willing to work and have tried unsuccessfully to get a white-collar job. Ten people made up the sample size; this was to allow the researchers to choose a small number of participants to elicit comprehensive information from them. The choice of thematic analysis was also helpful to assist in emphasising, pinpointing, examining, and recording the information on youth unemployment and its impacts on their growth and development. This entailed a proper analysis, which made the researcher understand and reach conclusions about participants and produce trustworthy results.

Ethical guides were strictly adhered to such that the participants' were free will to choose to participate or stop participation in the study without any form of coercion from the researcher. The participants that participated in the study were made to understand the purpose of the study and signed the consent form in agreement. To ensure confidentiality and anonymity, participants' names were agreed to be kept confidential as alphabet codes and it will not be revealed in any course of the study. The names were coded as participant 1, participant 2, participant 3, etc.

Findings

This analysis of data on youth unemployment in Lagos and how it impacts their development. The study selected 10 (ten) participants consisting of 6 (males) and 4 (four) female young adults in Lagos. The interview process was strictly unstructured.

Biographical information young adults

The chapter presents the demographical information of all participants who took part in the study. It profiled gender, age, educational qualification, and marital status.

Participant	Age	Gender	Educational Qualification	Marital status
A	26	Female	First Degree	Single
B	27	Female	Second Degree	Married
C	31	Male	Second Degree	Single
D	29	Male	First Degree	Single
E	24	Male	Second Degree	Single
F	33	Male	Second Degree	Married
G	27	Female	First Degree	Married
H	35	Male	First Degree	Married
I	27	Female	First Degree	Single
J	24	Male	First Degree	Single

This is the tabular presentation of the demographic variables elicited from them participants, which are age, gender, educational qualifications and marital status.

Themes derived from Analysed data

Objectives/Themes	Sub-Themes	Participants
1. Explore the Psychological effects of Unemployment on young adults	<ul style="list-style-type: none"> • impacts mental health • Stress and anxiety • Learned helplessness • Depression. 	A, B, C, G, H, I, J
2. Explore developmental implications of unemployment	<ul style="list-style-type: none"> • Cognitive: Decision making, problem solving • Emotional: Identity Crisis, distress • Social: Isolation, professional career growth 	A, B, C,D,E,FG,I, J.
3. Understand the social Consequences of Unemployment in Young Adults	<ul style="list-style-type: none"> • Strain Relationships • Social isolation • Economic implications • Cultural expectations 	• A, B, C, D, E, F, G, H, I, J

The psychological Effects of Unemployment on young adults

Similarly, in cross-sectional quantitative research carried out in Vietnam on a population sample of 468 recently unemployed office workers, consisting mainly of young adults (22 - 40), it was found that unemployment significantly impacts mental health negatively and contributes to severe symptoms. In this population sample, the study found that 54.5% of people experienced depression, 50.8% of people experienced anxiety, and 38.9% of people experienced stress. The study had two major problem statements.

Participant H

"I have a university certificate even with an upper credit yet I don't have anything to show for it., I can say I am pushing hard, buy It has not been a good journey since I have to care for my wife and child without a job. I actually got a temporary job when I married, I feel miserable and worthless. and study at the same time. On the other side, I have to manage my emotions so that my wife doesn't leave me..I have had to suffer to make things work. I have missed certain job interviews because of data, I wouldn't even know for days because I may not have money to subscribed. I sometimes get worried to the extent of ending it but I just patiently waiting to see if it will get better. Things are hard".

The first was unemployment, which leads to mental health problems and the second was psychological capital (which is an individual's positive psychological state of development that helps people handle life's challenges), which affects mental health among unemployed individuals. The study had very concrete findings, one of which was that psychological capital has an impact on mental health issues, and it can predict symptoms of depression, anxiety, stress, and suicidal ideation. (Dat, 2024)

Explore developmental implications of unemployment

It is during young adulthood that unemployment proves possibly the most serious developmental challenge as it can significantly influence one's life course. Such a critical point in development occurs in the period of life between 18-29 years. It is the time during which financial independence is built, professional identities are formed, and vital skills required for gaining a career are developed. Extract from a participant on how the developmental milestones could be impeded because of lack of job.

Participant B

"I am a man at 31, and I always feel uncomfortable when I get requests from female admirers to support them with little funds. I sometimes feel bullied whenever I tell people I am still looking for a job and some even behave strangely to me like everything is my fault. As I grow older, I feel the need to have a partner and my own offspring but it is difficult to be unemployed and get a suitor. It is becoming embarrassing. This situation has made me feel traumatized. I cant imagine that I loose my parent without them seeing my children, its shameful to be requesting for money from my parents in their old age, but what can I do I am just holding in there by the mercy of God because employment is difficult to get".

Unemployment cuts right across these processes, possibly creating echoes in consequences for psychological well-being, social development, and economic security.

Social Consequences of Unemployment in Young Adults

Unemployment comes with a lot of social consequences and constraints, which include strained relationships, social isolation, and even delayed milestones like marriage, parenthood, etc. which could potentially lead to a cycle of negativity persisting over time. In the first instance, unemployment can lead to financial stress which may cause a strain on relationships. Young adults are largely considered well into the stage of independence, financially and in every other major aspect; unemployment takes away this cloak of independence as these individuals may need to rely on their parents or friends for financial support, which could lead to feelings of inadequacy or frustration, on the parents' part and the individual's part as well. These individuals could then become withdrawn or less communicative. This is an extract of the interview below:

Participant B

"I am a family woman with numerous responsibilities. I am the breadwinner in my home, and it is kind of challenging not to have a stable job even after having two degrees. Sometimes I could go alone and avoid interacting with friends because my unemployment status put me in a difficult corner even among my siblings. It's really a difficult one not to have a job, sometimes I feel suicidal".

On a much broader scale, unemployment reduces life satisfaction by limiting access to economic resources, and diminishing social networks, as work is the primary way of building social connections (Kinoti, 2024, Eckhard, 2020)

Discussion

Psychological effects of being unemployed

From a psychological standpoint, prolonged unemployment usually causes low self-esteem, high-niggling tension, and mental health problems such as anxiety or depression. This effect may strain relationships and reduce access to supportive networks. Thus, understanding these developmental implications is essential for developing intervention plans against the adverse effects of unemployment and putting young adults on the road toward realizing their fullest potential. Some psychological implications may include:

- **Stress and Anxiety:** Unemployment is the most well-known cause of both stress and anxiety, manifesting itself both immediately and in the long term. Feeling constantly apprehensive about being able to meet even minimal requirements like housing, food, and healthcare occupations is all due to direct unemployment costs, along with the indirect costs of all the social and personal pressures and therefore feelings of inadequacy that add tremendously to chronic stress. Stress usually manifests itself physiologically via elevated cortisol levels, disrupted sleep patterns, and weakened immune function, all of which led to a generalized decline in health. Over time, the psychological weight of unemployment can also produce anxiety disorders, typically defined by just excessive worry and/or irritability together with difficulty in concentrating on most tasks. This can result in difficulty in everyday functioning and, therefore, less effectiveness in job searching, perpetuating its own cycle of stress into unemployment.
- **Identity Crisis:** For many people, a stable job represents an element of core self-identity and societal status. Unemployment breaks this stability, causing questions to arise about meaning, value, and place in society. This identity crisis becomes acute in cultures that closely link professional success with personal worth. Young adults, needing their sense of identity to develop fully, are particularly susceptible to such competitive psychological tolls as unemployment pays. Such young people often find themselves torn between their expectations and their present reality, contemplating an inferior self and other failure-induced feelings, such as social alienation. The absence of professional roles may interfere with individual routines and relationships, thereby compounding this disorientation (Becker 2023). This identity crisis calls for the combination of self-reflection, social support, and counseling for individuals in the rebuilding of personal self-worth and direction.
- **Learned Helplessness:** Once an analytical construct, Seligman's concept of learned helplessness addresses the psychological problem of chronic unemployment. As repeated failures in the job market occur, an individual starts using self-talk to rationalize their lack of improvement with statements such as "I guess I can't get a job." This creates an impression of powerlessness because one has resigned oneself to the will of life and seeking jobs again is discouraged or forbidden, which also erodes self-efficacy and motivation over time. All this leads in the long run to a widespread sense of despair manifested in the belief that no individual has any power to exert control over his or her life. This psychological paradigm is especially damaging for the young adult because it hampers the person from taking initiative and trying out new things. It requires targeted intervention mainly addressing the practical barriers to employment and the psychological issues underlying the problem.

Developmental Implications of Being Unemployed

The effects of youth unemployment go well beyond immediate economic hardship and may introduce so-called "scars" that hold on into adulthood. These scars are for across several domains, such as damage to self-esteem, delayed personal milestones, or reduced lifetime earning potential. Understanding these impacts is instrumental in developing effective interventions and support systems, especially with the transforming face of the economy and labor market of today. This implication differs in diverse ways, including cognitive, social, emotional, and many others.

- **Cognitive Implications:** Unemployment has a significant impact on cognitive development, especially in young adults, since exposure will still affect them in their formative years. Such critical cognitive processes as decision-making, problem-solving, and future planning, are affected because of unemployment. There is often a lack of practice when a person is out of employment and thus does not mentally stimulate himself. This eventually leads an individual into cognitive stagnation that cannot allow the individual to think critically and creatively. Undoubtedly, unemployment consumes much of the uncertainty and lack of structure in the lives of young people and forces them into a mode of thinking like, "What do I have to do to get by today," effectively covering long-term aspirations and goals with short-term survival (Sumberg, et al 2021). Examples of their cognitive mode changes include the way thinking has become so much closer to home for them as it disrupts the development of executive functions and adaptive problem-solving. Without the application of learned skills in practice, receding previously learned information and finance becomes also possible as lost confidence in abilities to work is built.
- **Emotional development:** Equally, the effects of unemployment on human emotions result in distress, anxiety of failure, and identity crisis. Losing a job or being unable to find one shakes an individual's confidence and creates feelings of unworthiness, shame, and hopelessness. For youth still battling the early stages of emotional identity formation, this is a long-lasting effect: They may find themselves imbued with intense fear regarding their capabilities and future possibilities, leading to a general feeling of insecurity. Prolonged unemployment typically leads to even more critical problems such as

anxiety, depression, and suicidal tendencies because people are pining away their lives while feeling they have lost their purpose and are outcasted from society's light. All these emotional aspects get carried on to other parts of life, the world's scope, reducing personal relationships, and reducing their entire life scope.

- **Social development:** Unemployment disrupts social development, as it causes professional and peer interactions. Unemployment takes away this structured social environment in which one can form workplace relationships, and it typically leads to feelings of isolation and disconnection (Arena et al., 2022). Young adults particularly struggle to preserve their peer relationships, as they begin to withdraw from others due to feelings of inadequacy or financial constraint. It also takes away the daily exposure to the workspace and keeps them away from mentor-mentee scenarios, collaborative relationships, and even professional networking, important ingredients for personal and career growth amongst many people. Apart from that, unemployment can cause family conflict whereby young adults become financially dependent on their families and there consequently follows tension and possible conflict. Over time, the withdrawal of social networks can reduce an individual's ability to reintegrate into a community of professionals, further complicating the problems one faces because of unemployment.
- **Long-Term Effects:** Scarring is the long-term result of unemployment and, will lead to low self-esteem, poor career mobility, and inherent failure. Joblessness for prolonged periods of time erodes professional skills and creates a competitor that is less successful in the job market and more prone to falling into underemployment. This spiral of low-wage jobs and career stagnation creates the opportunity for financial insecurity with little prospect of upward mobility. Psychologically, these individuals develop what is termed - learned helplessness, that is, doubting their abilities and the likelihood of things getting better in the future. These chronic effects, in most cases, lead to chronic mental health problems, low resilience, and low life satisfaction. Important milestones of life would be delayed for young adults because of these long-term effects, such as starting a family, buying a house, pursuing further education, and continuing the wheel of deprivation.

Social Consequences of youth unemployment

Shaping Perspectives from Economics and Culture Unemployment creates both economic and cultural implications. Economically, it diminishes productivity and increases dependence on social welfare systems, hence income inequity and slow-down of overall economic growth. Educationally, on the other hand, unemployment can result in the erosion of cultural values around work, such as responsibility and self-reliance, while stigmatizing and excluding the jobless from major social institutions. Therefore, these give deep challenges that require comprehensive policy interventions.

Economic implications

According to Achdut (2020), One's socioeconomic status has a huge influence on how one experiences unemployment and what it entails. For a subsistence individual, unemployment tends to be accompanied by more financial insecurity and less access to basic resources such as education, healthcare, and professional networks. A poor person has a much more difficult time obtaining new skills or moving for a job, making himself even more limited economically. People from higher-income families, however, have much fewer costly safety nets in the form of financial or professional links for cushioning the impact of joblessness (Ferdous et al., 2023). On a larger scale, it also reduces income inequality due to a rise in youth unemployment, less consumer spending, and the state's burden on welfare systems. Regional differences further complicate the picture as developed countries have unemployment benefits and programs for training and the developing countries lack these support functions, leading to extreme poverty and social instabilities.

Cultural Expectations

Cultural expectations and standards of different cultures are a huge determinant of shapes on how people define and react to unemployment, especially in independent, productive self-reliant societies where unemployment provides negative connotations of shame and exclusion in the social circles. The youth in such cultures internalize these negative perceptions as unwitnessed failures instead of failures as a result of the system. In contrast to that kind of culture, a culture that has collective support or other ways to define value-added contributions would be caregiving or community service, which could mean unemployed people might find aspects within their world that still give them purpose and belonging.

Coping mechanisms and interventions for unemployed adults

In times of unemployment, it is highly imperative to plan mechanisms and interventions to address the negative effects that these situations bring and how people can cope with these effects until a solution is provided. Effective coping mechanisms, such as seeking social support, upskilling, and maintaining routines, may help people manage their stress and maintain mental health during periods of unemployment. Interventions are, on the other hand, structural or psychological support, including job training programs, career counseling, and financial aid, that reduce the burden caused by unemployment. These mechanisms would also build resilience and enhance the chances of re-entry into the world of work:

- **Personal coping strategies**

Generally, unemployed people employ a great variety of strategies to cope with the problems faced by an unemployed state: the most common is pursuing higher education or vocational education, making corresponding improvements in skill potential, and thereby making oneself more employable. Some simply go into entrepreneurship to create openings rather than wait for openings. There is also volunteering to communities: that's another good way of having an experienced purpose in life, maintaining social networks, and sometimes leading to an opportunity in employment. Others develop healthy habits, including exercise, mindfulness practices, or time management, all of which help individuals to cope with stress and keep them in a motivational state during their unemployment periods.

● Support in Community and Society

Support from family, friends, and organizations within the community is vital in alleviating the adverse effects of unemployment. Peer groups provide emotional encouragement while community programs provide tangible resources like job training programs, networking events, and mentorship. Social and non-profit organizations often serve as safety nets, providing cash and resources such as food banks and housing support. The sense of belonging these networks of support create can drastically improve psychological well-being and help people remain resilient in the face of joblessness.

● Private Intrusions / Professional interventions

Private intrusions like career counseling or mental health services can do wonders when it comes to dealing with the multifaceted problems of being unemployed. Career counseling aids one in identifying realistic goals along with one's strengths, and it helps a person know the complicated routes of the job market. The psychological aspects of this concern are best managed by a therapist specializing in unemployment issues. Here, the individual would give attention and guidance to therapy for managing stress, anxiety, and depression. Job readiness training programs will prepare the person with practical skills like resume writing and interview techniques, along with information technology skills, for real competitiveness in the job market. All these interventions taken together give one of the most comprehensive modes of addressing problems associated with being unemployed.

Policy recommendations

The policy recommendations that relate to unemployment would be meaningful for securing economic solidity and social well-being. Such a category of effective policies will always involve job creation, skills development, and access to mental health services. Wage subsidies, vocational training, and unemployment benefits would lessen the financial and psychological effects of unemployment and improve employability and resilience in the workforce, thus contributing to the propagation of long-term goals against structural unemployment and inequality in the economy.

Educational Reforms

Governments are supposed to understand bringing skills-based education in alignment with the immediate labor market needs. Secondary sections, or the third part of the educational curriculum, integrate theory with practice, where students are prepared through attaching classroom foundations and integrated outside-the-classroom vocational training, apprenticeship experience, and actual hands-on training. Institutions must develop partnerships, essentially among educational institutions themselves as well as industries, to get new apprentices in an integrated learning experience that bridges academic learning and practical job skills and will therefore reduce the skill mismatch that contributes much to unemployment. Along with lifelong learning and upskilling, policies will also prepare individuals for the inevitable transformations in the coming economic landscapes.

Job Creation Programs (JCPs)

Internships, apprenticeships, and startup incubators specifically geared toward job creation for the youth, are some of the initiatives that must have been appended under job creation programs to alleviate unemployment challenges. Public-private joint ventures have the capacity to offer incentives to businesses that collectively contribute to creating and training a young workforce for future permanent employment. Such initiatives include government projects that would include infrastructural developments, or green jobs dedicated to community needs. These programs create immediate employment opportunities and build both employability and skills experience of individuals.

Mental Counseling

Psychological counseling forms a major resource for youngsters as they tackle the effects of unemployment and its resulting emotional trauma-the state of being without work. Those without jobs experience feelings of failure, self-doubt, despair, and hopelessness, all of which are common precursors to mental health issues like anxiety, depression, and low self-worth. Such young people will need an environment where they can process their emotions and accept their psychological responses towards the contrary experience of joblessness without judgment but with support. Therapists use evidence-based approaches such as cognitive behavioral therapy to recognize and reformulate negative thought patterns as well as management of stress and resilience building. Also, the counsellor gives practical techniques for coping such as mindfulness, problem-solving strategies, and a routine that everyone desiring mental stability in prolonged uncertainty will find essential. Counsellors can do much more than just address emotional challenges; they can assist young people in defining career objectives; building in-depth confidence in their capabilities; and developing action plans for coming back to work. Mental health counseling illuminates an area of emotional and proactive effort, and it empowers unemployed youth by empowering them to give back purpose and adaptability to their lives while preparing for possible future opportunities.

Conclusion

There is more unknown than known when it comes to the issue of unemployment.

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