

EFFICIENCY OF IMPLEMENTING STATE YOUTH POLICY IN BELARUS: THEORETICAL AND APPLIED ASPECTS

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In the Republic of Belarus the state youth policy is one of the main directions in state administration of the social sphere that is implemented in the context of social policy and taking specificity of the youth as a special socio-demographic group in the structure of a modern Belarusian society into account. In social constructivism the concept of «youth» means a certain socio-demographic group distinguished on the grounds for the aggregate age characteristics and features of the social status conditioned by various socio-psychological properties which are historically determined by the social system, culture and socialization laws.

But the native sociology of youth and managerial practice in the sphere of the state youth policy are more committed to the structural-functional ideas about youth than to the social-constructivist ones. It should be noted that in the methodological and applied aspects there is a great difference between the approaches, and their influence goes into far beyond the scope of scientific research as tackled by practical management.

In the structural-functional approach, its dominant idea is objectivity of the age groups; their number and social parameters are determined by peculiarities of the society's institutional organization, specificity and functional role of the socialization process in it. Accordingly, suggested is a system of indicators clear enough to determine the place of each individual in the age structure, and it is the

dominant form of an individual's activity (play, study or work), first of all.

If the traditional society was guided by two basic criteria to determine the social age – the level of the individual's physical capabilities and his rich life experience that he was supposed to possess by a certain age, in a modern society the list of criteria for achieving an adult status has been expanded.

For a modern society the instrumental interpretation of youth as the young age is functional: it is treated as a stage in the life path of an individual who by a certain age had to internalize norms and values of the society of which he is a member; develop effective forms and methods of social adaptation to the adult life; develop a model of active social behavior in various spheres of social life. In order to ensure socialization during the industrial era, a system of specialized educational institutions focused on preparing young people to perform certain role functions in a modern society is created. Introduction of a mass education system entailed not only formalization of the processes of education and upbringing in a modern society, but also legitimized the phenomenon of «long childhood» that embraces a much longer time period which is recognized by society as intended to develop the «adult» roles by young people. Accordingly, the age of attaining puberty is considered as the lower age limit for the group of young people, and social maturity understood as the ability of independent being in society is considered as the upper one. Therefore, the state of adulthood is not a biological but a cultural construct, and it comes later as it is fixed by the official recognition of the status of majority.

In the logic of the structural-functionalist approach, youth is predominantly viewed as a generation – a socio-demographic and cultural-historical community of people united by both the boundaries of their age and general conditions of formation and functioning in a particular historical period of time. In sociology and demography there are four generation groups traditionally distinguished by their inherent

social roles: children, youth, mature age and old people. Each generation has similar spiritual values, social experience, lifestyle, social, psychological, ideological, moral and other ethno-cultural features.

In the given classification, youth is an age group that completes the process of socialization in order to become a full subject of social reproduction. Accordingly, young people perform important social functions in society: they realize the reproduction of social relations, ensure the historical, cultural and socio-economic continuity of generations, initiate and implement an innovative function by generating cultural innovations. However, any failures in the process of youth socialization, if the logic of the structural-functionalist approach is meant, entail destruction of the mechanism of social reproduction and a socio-institutional crisis. It is the given aspect that actualizes the corrective function of the youth policy which makes the process of socialization return to its legal rigid standard parameters at both the individual and group levels.

Within the framework of social constructivism, based on understanding the social world as a totality of interpretations, meanings and ideas produced by thinking and acting individuals, formed is the notion of youth as a particular stage of the individual's life cycle with his own interests, subculture and social status. The given approach makes emphasis on the subjective nature of perception of social processes and phenomena that explicates the role and significance of interpretations and meanings put into them by social subjects. From the viewpoint of this logic, age groups and cultural characteristics attributed to them are the product of classification procedures that are initiated by society and social groups. Accordingly, assignment of an individual to a particular age group is possible on the basis of both external identification and self-identification.

Social constructivism actually denies existence of an «objective» reality and affirms the subjective reality of individual interpretations instead. But here the problem of sources and nature of individual interpretations, their dependence on various discourses and socio-cultural context is entailed. The given epistemological attitude that presupposes consideration of age groups as social constructs actualizes the problem of self-identification as the main principle of assigning an individual to a particular age group. Accordingly, constructing the youth policy in the logic of social constructivism suggests the maximum possible normative and organizational pluralism. It is an inevitable consequence of recognizing the youth (young age) as a particular stage of the life cycle of an individual with his own interests, subcultural characteristics, social statuses, role expectations and models of behavior.

However, the supporters of the structural-functionalist approach and followers of social constructivism possess a common understanding of both specificity of the socio-psychological characteristics of the young age and social characteristics of life of the young in a modern society. First, young people have got limited social experience, social capital and cultural resources needed to take up stable positions in society. Second, the young age as the stage of age-related development of personality is objectively characterized by a non-completed process of developing value, spiritual and moral guidelines that, with limited life experience, is likely to increase errors in making responsible decisions in various spheres of life. Third, the period of youth means incomplete inclusion of the individual into socio-economic and labor relations existing in society. The unfair nature of young people's actual socio-economic exclusion underlines the fact that it is the representatives of this particular group who mostly provide social and professional mobility, serve a source of economic, political and creative initiative in a modern society. Fourth, young people have got their own goals and interests which do not always

coincide with the goals and interests of both the whole society and older age cohorts. Fifth, young people are known for a specific attitude to their own existential time perceived as an unlimited reservoir of personal capabilities. Sixth, in a modern society the periods of childhood and adolescence are singled out and legitimized in a particular way to protect them by the legal institutions of the state, the institution of juvenile justice being an example.

It seems that practical implementation of the state youth policy in the logic of the structural-functionalist approach fully actualizes the idea about youth as an object of social control and education by the state and public institutions. Therefore, in the social practice of a modern Belarusian society implementation of the state youth policy naturally actualizes the following basic functions of social policy:

- ensure social stability of the society, achieve and maintain the optimal level of social security in the country;
- maintain socio-political stability of the political system by timely detecting and blocking the factors of potential youth extremism;
- ensure an inclusive and equitable distribution of power and property on conditions that legitimize relevant principles and mechanisms both in the whole society and among young people;
- establish and maintain a system of distribution of economic resources that more or less equalizes social chances and suits the vast majority of young people;
- develop human capital of young people as a totality of general and professional knowledge, abilities, skills, optimal level of health, personality's cultural and emotional development which acts as an inclusive factor in the country's economic development;
- maintain the level of environmental safety that is required and sufficient enough for the individual's life and that ensures quality of his life and health preservation;

- ensure a required and sufficient level of social protection of students, learning and working youth.

At the same time the state youth policy is a tool for socio-technological optimization of the socio-political development of a modern Belarusian society. In this capacity it itself is an object of administrative influence to provide methodological, organizational and resource optimization of the given direction of state policy. Here, of particular interest is the task to assess effectiveness of implementation of the Belarusian state youth policy, represented in the diachronic aspect by various directions and forms. The research task is of interest both in theoretical and applied aspects due to the fact that the normative and organizational grounds of the Belarusian state youth policy are historically constructed in the logic of the structural-functional approach, but the generational change entails a demand for social constructivism as a paradigm of youth policy. However, as for development of the Belarusian socio-humanitarian knowledge, its specificity lies in the fact that the traditional subject of research is various problems of youth as a particular socio-demographic group in the broad meaning of the word, but not implementation of the state youth policy in the narrow meaning of the term.

Youth issues embracing various aspects of life of modern Belarusian youth are well represented as a subject of research within the framework of various scientific directions and disciplines.

The analysis of monographic scientific works on youth problems enables to distinguish several heterogeneous semantic blocks within which the given problem is considered.

The first group embraces the scientific works that study the role and place of youth as a particular socio-demographic group in social development of the Belarusian society [37; 124; 82]. The logic of research actualizes painting a «social portrait» of various groups of youth (rural, urban, working, school, student groups etc.), identifying and describing its typical age, socio-psychological properties, values

and attitudes of life, youth subcultures and countercultures, role expectations and behavior models [141; 43]. In these works, demands, interests, social needs, value orientations, social expectations of the Belarusian youth in all spheres of its life are considered in dynamics. In them traditionally identified and considered are the factors that determine the socio-status and socio-cultural specificity of youth (such as macro-social processes and social institutions, level of social, economic, cultural development of society, features of socialization and upbringing etc.), problems of the youth family and demographic behavior of youth.

The second group embraces the works that determine and describe the role and place of youth in the socio-political structure of a modern Belarusian society, its constructive and innovative potential as a socio-political actor [99; 96]. In them considerable attention is paid to socialization issues with the focus on specificity, factors of formation and forms of manifestation of civil, legal and political socialization of young people [98; 142]. Another research interest is in development of an active life position, mutual influence of lifestyle and political behavior, identification of the reasons for social activity or passivity of the Belarusian youth. Specificity of the civic engagement of various categories of young people and approaches to managerial and didactic correction of the given process are revealed [33; 143]. Special attention paid to various problems of socialization of young citizens indicates in managerial practice actualization of the work on building a society providing that state authorities guarantee exercise of the young people's rights and freedoms both within the framework of its constituent social groups and community as a whole.

The third group embraces works devoted to identification and assessment of structural and process risks generated both by the social institutions, communities and societal processes in relation to youth, and by the youth itself due to its characteristics (social dynamism, lability of consciousness etc.). Risks are considered in the broadest

context – from behavioral problems of young people to dysfunctionality of youth as such in certain areas of social life [145; 157].

The works of the fourth group are devoted to economic socialization of youth, its labor and professional activities, social adaptation of employees, problems of employment and unemployment among youth [27; 130]. Their focus is on the processes of forming the life plans of young people in the context of determining optimal conditions for their implementation, mastering the skills of professional activity, acquiring certain professional and labor positions, learning the corresponding professional norms and roles. Of particular interest is the issue of a young person's inclusion in active labor activity considered as a criterion for maturity of a socialized personality.

The fifth group embraces works related to the issues of youth's inclusion in creative, educational and professional activities in education, science and culture [23; 73]. In them, considered are the process of socialization and formation of the student's personality, motivation of academic involvement, students' professional orientations, formation of culture of a healthy lifestyle and life safety of learner and student youth, issues of student self-government and public youth organizations in educational institutions.

In Belarus, state youth policy is understood as a system of social, political, organizational, legal and other measures aimed at supporting young citizens and implemented by the state to provide social formation and development of youth, and fullest realization of its potential in the interests of the whole society. According to the Law of the Republic of Belarus “On the Foundations of State Youth Policy” dated December 7, 2009 No. 65-3 [9], the main goals of the national state youth policy are as follows: comprehensive upbringing of youth, contribution to its spiritual, moral, professional and physical development; creation of conditions for self-realization, free and

effective participation of young people in the political, social, economic and cultural development of society; social, material, legal and other support for youth; empowerment of youth in choosing a life path. Chapter 3 of the Law defines the main directions of implementing the state youth policy of the Republic of Belarus: civic and patriotic education of youth; promoting formation of a healthy lifestyle for young people; state support for young families; promoting realization of the youth's right to work; state support for young people in education; state support for talented and gifted youth; implementation of the youth personnel policy; promoting realization of the youth's right to association; assistance in development and implementation of socially significant youth initiatives; international youth cooperation [9]. In addition, in accordance with Article 12 of the Law, the state reserves the right to implement its youth policy in other areas relevant to development of society and the state.

The register and content of the current tasks of the Belarusian state youth policy are determined in subprogram 11 «Youth policy» of the state program «Education and youth policy» for 2016-2020 [12]. The tasks include the following areas of managerial activity: formation of an active civic position and patriotism among young people, their involvement in active social activities; taking additional measures to form a positive attitude among young people towards traditional family values and responsible parenting, a value attitude to health, prevention of negative phenomena in the youth environment; increasing efficiency of work on professional orientation and arrangement of youth employment in the time free from studies (main job), supporting entrepreneurial initiative; development of volunteer (free from enforcement) and student squad movement; providing support to socially significant and public initiatives of youth, student and student self-government bodies, revitalizing activities of children and youth public associations.

As part of implementation of the main directions of the state youth policy in Belarus a system of social benefits and support for young people is developed. It provides for granting loans on preferential terms to obtain the first higher education on a paid basis in the manner prescribed by law (up to 70% of the cost of training); granting annual personal scholarships to support talented youth; providing young people with additional guarantees in labor protection, working hours, vacations and other socio-economic conditions in accordance with labor legislation; arrangement of temporary employment for unemployed youth and its acquisition of professional knowledge, skills and abilities (while the employer is partially compensated for the cost of wages); distribution of graduates who received daytime vocational, secondary special or higher education of level I and II at the expense of the republican and (or) local budgets to the first place of work etc.

According to the Ministry of Justice of the Republic of Belarus, as of July 1, 2020, 382 youth organizations (including 43 children ones) were registered in the republic; they represent civil society and constitute an appropriate component of the organizational infrastructure of the state youth policy system in the country.

Functionally, the state youth policy is closely interconnected with other directions of the Belarusian state policy aimed at developing human capital of both the student youth and entire Belarusian society as a whole.

However, issues of practical implementation of the state youth policy as such are much less common as the subject of sociological research [125; 76]. So, the problem area of research includes such issues as:

- theoretical-methodological, historical and organizational-managerial aspects of development and practical implementation of the state youth policy in the country;

- influence of the state youth policy on sustainability of development of a modern Belarusian society in terms of increased national competitiveness;

- role of the state youth policy in the legal and political socialization of children and youth;

- state youth policy as a factor in development of economy, labor market, science and technology, social sphere etc.

Actuality of the stated research topic is identified by the need to assess the current state of the content and mechanism for implementing the state youth policy in the Republic of Belarus, as well as by improving the technologies of state management of the social sphere in the country.

The object of research is modern state youth policy of the Republic of Belarus, the subject of study is its main directions and forms of implementation carried out by the governmental bodies and youth public associations.

The goal of research is to provide analytical assessment of effectiveness of implementing the Belarusian state youth policy presented with various directions and forms in the public practice.

There are the following objectives:

- systematize the main approaches to sociological study of youth problems in a modern Belarusian society;

- define the goals, objectives and directions of implementing the state youth policy of the Republic of Belarus;

- identify topical problems of implementing the Belarusian state youth policy;

- work out recommendations to improve the content of the Belarusian state youth policy and mechanism for its implementing.

In general, the study was carried out within the framework of the research topic «Level and quality of life of the Belarusian youth in the context of implementing the state youth policy of the Republic of

Belarus» conducted in 2016-2020 within the framework of «Sociology and Philosophy» subprogram of the State Research Program “Economy and Humanitarian Development of Society” for 2016-2020 (State Registration No. 20161778).

The methodological grounds for the study are a system-based approach that enables to identify in the diachronic aspect the structural and process specificity of implementing the state youth policy in Belarus. As research methods general scientific methods, sociological questionnaire survey online, SWOT analysis were chosen. Besides, in the course of the study the authors’ methodology based of the index method was developed to measure the subjective quality of life of the young people; it was successfully tested while diagnosing various aspects of the youth life and identifying problems in implementing the state youth policy [182.; 128]. In the study quality of life of the young people is understood as a complex characteristic that explicates the subjective perception of the degree of satisfaction of the entire entity of needs in a particular period of time in society.

Sociological analysis of the level and quality of life of the young people involves determination of its subjective assessment based on the appropriate system of indices and indicators:

- subjective assessment of the material standard of living that combines indicators of satisfaction with the financial position and satisfaction with housing conditions;
- subjective assessment of health, accessibility and quality of medical care that combines indicators related to assessing one’s own health, quality and accessibility of medical care;
- subjective assessment of accessibility and quality of education that combines indicators defining quality and availability of services in education;
- subjective assessment of accessibility and quality of social infrastructure characterizing an individual assessment of satisfaction with availability and operation of social infrastructure facilities at the

place of residence (cultural institutions and household services, sports facilities etc.);

- subjective assessment of the state of ecological environment which is determined by assessing both the environmental situation at the place of residence, level of pollution of the place of residence (water quality, air purity), and by satisfaction with the greening of the region of residence;

- subjective assessment of quality of social environment which is determined by assessing the level of security provided at the places of the individual's residence, study, work and in the country as a whole;

- satisfaction with quality of life which takes people's assessment of their life as a whole, their emotional state at a certain point in time into account.

It should be noted that assessing quality of life of the young people requires determining the standard of their living that is achieved by identifying the parameters of individual consumption of goods (food, clothing and footwear, current and durable goods etc.) and services (household services, education, recreation and entertainment etc.) directed to meet the basic life needs of the young people.

The problem of determining the theoretical and methodological grounds for sociological monitoring of implementing the main directions of the state youth policy in the country, relevant in the context of the research topic «Level and quality of life of the Belarusian youth in the context of implementing the state youth policy of the Republic of Belarus», in the applied aspect made it necessary to identify the level of the student youth's awareness and its assessment of effectiveness of implementing the main directions of the state youth policy in the country.

As part of the research work, in 2016 a sociological study was conducted during which 387 respondents who made up a

representative sample as representatives of all civilian higher education institutions in the country were surveyed. The obtained results enabled to reveal the level of the student youth's awareness about the main directions of the state youth policy being realized in Belarus (Fig. 2.2).

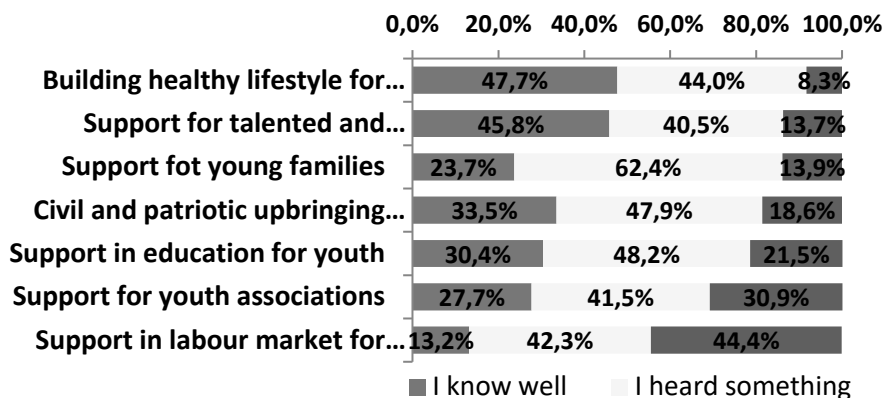


Figure 2.2 Level of the student youth's awareness about main directions of implementing the state youth policy in Belarus

If to combine the options «know well» and «heard something», it turns out that the student youth is most aware of the policy of promoting a healthy lifestyle for the young people (91.7%), support for talented and gifted youth (86.3%), support for young families (86.1%). The given directions of the state youth policy are followed by civic and patriotic upbringing of youth (81.4%), support for youth in education (78.6%) and support for youth associations (69.1%) as a bit less known. The respondents were least informed about the state support of youth in the labor market (55.6% of respondents).

The obtained results are explained by the mass media wide coverage of the values of a healthy lifestyle and the young people's involvement in healthy lifestyle projects at all levels of education. A number of practical measures in this direction were implemented in

the country: smoking is prohibited on the territory adjacent to the educational institutions, in their buildings and dormitories; medical workers carry on informing the young people; enlarged is the list of sports events included in the republican calendar of sports and physical culture and recreation events. The university press broadly covers achievements of the gifted young people who receive moral encouragement and material remuneration, as well as certain benefits etc. The revealed high level of the respondents' awareness about the policy of supporting the youth in education and supporting youth associations is explained by the desire of the student youth to participate in the activities of the relevant public associations in order to satisfy its socio-economic, creative and other interests. In turn, the low level of awareness among the students about the measures to support young families (only 23.7% respondents know about them well) is explained, on the one hand, by a significant increase in the average age at first marriage (in 2020 the average age at first marriage is more than 28 years for males, more than 26 years for females), which makes the issue not relevant especially for students.

On the other hand, the country adopted quite a lot of normative legal documents that regulate the rights to receive such support and mechanisms for its provision, but to understand the legal nuances these documents contain without a special study is difficult for the young people. That's why, the young people much less know about the main aspects of implementing this very direction than about other directions, for example, formation of the values of a healthy lifestyle, youth associations etc. as they are involved in their projects when study in educational institutions. The Belarusian students' low awareness of the policy of supporting youth in the labor market may be explained by the following: first, most students have not got work experience on a permanent basis, that's they are poorly versed in labor legislation; second, state support for the young specialists is rendered

only after the graduates are assigned to work at the employer’s official request.

At the same time, the guarantees provided by the state from the viewpoint of their usefulness and necessity for a young specialist were assessed by measuring on a scale from 1 point (minimum rating) to 5 points (maximum rating). The results of the study showed (Fig. 2.3) that the highest points were given to such guarantees as providing a young specialist with work according to his specialty (4.06 points) and a ban to dismiss a young specialist before the end of the mandatory period of work in assignment, with the exception of layoffs for violating labor discipline, duties etc. (3.77 points).

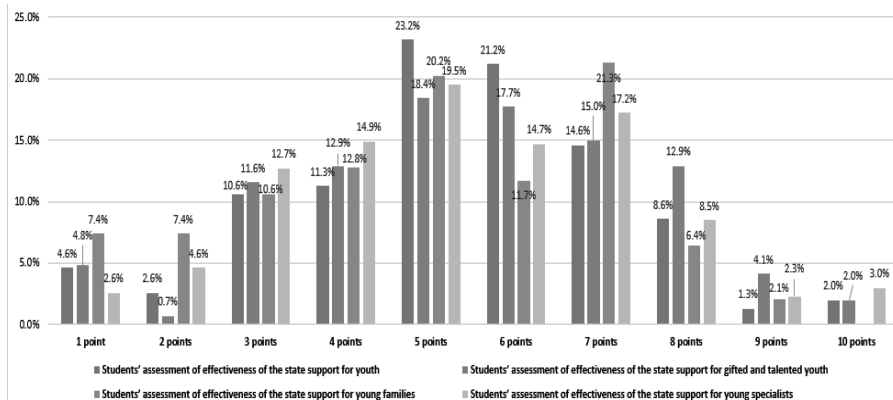


Figure 2.3 Student youth’s assessment of effectiveness of implementing main directions of the state youth policy in Belarus

Thus, within the framework of the state policy of supporting youth in the labor market, significant for the young people are assistance in obtaining a first job and legal protection in the first place of work enabling to gain work experience etc. Also significant for the young people are the following measures of material support for young specialists: a guarantee of providing a young specialist with housing

or compensation for the cost of renting housing was scored with 4.35 points, and a guarantee of compensation for moving to the place of work of a young specialist and his family, transporting property and per diem subsistence allowance was scored with 4.12 points. At the same time, the student youth consider as least significant (average score of 3.22 points) the guarantee of a ban on establishing a probationary period when an employment contract with a young specialist is concluded, although with regard to young specialists establishing a probationary period and reducing wages during this period can be used by unscrupulous employers as a measure of discrimination in the labor market.

In general, if to compare the student youth's assessment of effectiveness of implementing the main directions of the state youth policy in Belarus, it can be seen that the bulk of assessments range from 5 to 6 points. All this determines low values of the average assessments and as «average» – the calculated assessment of effectiveness of the directions of the state youth policy being implemented.

In order to determine the degree of effectiveness of the directions of the state youth policy implemented in the country, a sociological research was carried out; its logic implicitly actualized the relationship between the assessment of effectiveness of definite areas of the state youth policy and assessment of the subjective quality of life of the Belarusian students. The research was conducted on the basis of Belarus State Economic University (BSEU) according to a descriptive plan in two stages (in November 2019 and September 2020). The target population is full-time students and undergraduates of all departments of the University. The size of the simple random sample was $n = 385$ and $n = 394$ respectively (with a confidence interval of $95 \pm 5\%$) that is sufficient enough to extrapolate the results to the entire population. A method for collecting the empiric information in the study is online questionnaire survey.

The results of the study show that the respondents demonstrated a consistently high degree of satisfaction with both objective living conditions and subjective perception of the degree of satisfaction with their needs (Fig. 2.4). For instance, the aggregate index of living standards was 1.3 in 2019 and 1.3 in 2020; the aggregate index of quality of life is 1.3 in 2019 and 1.3 in 2020. If in the past year the Belarusian society did not face serious crisis phenomena in the economic and political areas, this year the country, like the whole world, was hit by the tough economic consequences of the COVID-19 pandemic. So in the given situation, the respondents' social optimism needs asking a question of its source which can be considered in the context of either typological features of the young people, or social infantilism of the given age cohort.

In general, the results of analyzing the general indices of subjective quality of life in the context of retrospective, current and prospective aspects indicate an increased social optimism of the respondents. The only exception is the index of subjective assessment of quality of social environment: this year's decline indicates that the respondents recorded the negative impact of the socio-economic consequences of the COVID-19 pandemic and political crisis in the country on both their lives and life of the whole society. It is obvious that the high subjective assessments of the quality of education by the respondents were resulted from the respondents' personal experience associated with the choice and implementation of educational trajectories of personal development, level of academic engagement achieved, nature of relationships in the academic group (university community), degree of integration into the social networks of the educational institution.

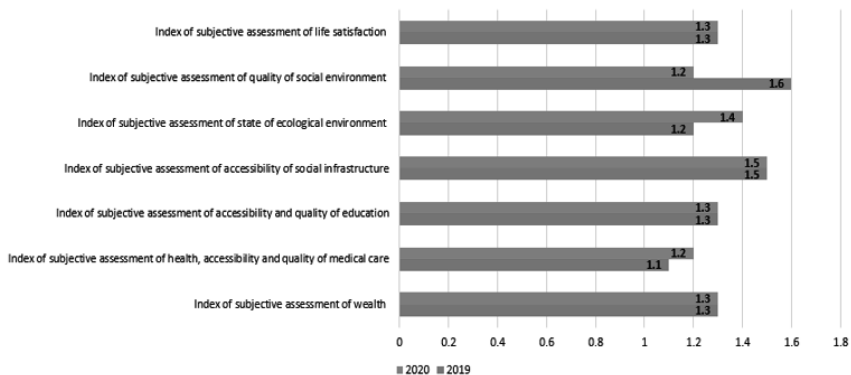


Figure 2.4 Dynamics of general indices of subjective assessment of student youth's life quality

However, the results of the authors' research on the issues of the subjective quality of life of student youth can only indirectly show the degree of effectiveness of the state youth policy directions implemented in the country. For a more accurate assessment, the solution to the problem involves turning to a SWOT analysis which enables to identify, systematize and evaluate the factors of practical implementing the state youth policy in the country. The well-known methodology and logic of the SWOT analysis involves dividing the factors that describe the object of research into four categories: Strengths, Weaknesses, Opportunities and Threats. Strengths and weaknesses are the factors of the internal environment of the object under study, while opportunities and threats are those of the external environment. Statistical, informational and analytical materials on the issue of implementing the state youth policy over a ten-year period and actual informational materials for the current year constituted an empirical basis for a descriptive research. 754 unique documents were selected on a non-representative sample on the BELTA website according to the corresponding thesaurus («state youth policy», «youth policy», «Belarusian youth»). The results of the SWOT

analysis containing a generalized assessment of effectiveness of various aspects of the state youth policy (SYP) implemented in the country are suggested in Table 2.1.

Table 2.1

Assessment of effectiveness of the practical implementation of
SYP

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> • Differentiated structure of SYP organizational and managerial ensuring in the country. • Comprehensive regulatory support for the SYP in the country. • Stable budget financing for implementing the SYP in the country. • Regular holding of international youth events under the auspices of the state (Belarusian-Russian Youth Forum etc.) contributes to strengthening youth international cooperation. • Developed tradition of volunteering has a positive image and significant social base among the youth. • Developed structure of various councils of student and youth self-governance created at local authorities enables mobilizing young people to solve urgent problems of the local agenda. • State support of youth volunteer movement (republican contest «Volunteer of the Year» etc.) creates a positive image of the phenomenon in public opinion 	<ul style="list-style-type: none"> • Weak account of certain differences in the lifestyles of various groups of young people taken at implementing SYP. • Insignificant ICT use for organizing and holding events for civic and patriotic upbringing of youth (media quests etc.) that does not contribute to popularization of the given SYP direction among the young. • Insufficient organizational and methodological support by the state for training youth leaders by means of non-formal and informal education that does not contribute to development of human resources for specialists working with youth. • Lack of adequate account of the dynamics of health values and attitudes towards health preservation in the youth environment when measures for building a healthy lifestyle among young people are realized. • Insufficient organizational and financial support for young people’s entrepreneurial activity that does not contribute to increased competitiveness of both the native business and country as a whole.

<p>and motivation for the young people to participate in it.</p> <ul style="list-style-type: none"> • Scientific and methodological support for arrangement and implementation of events within the SYP ideological, educational and cultural-mass orientation. • Availability of obligatory requirements for level of professional education and relevant competences of employees hired in the SYP field. • System-based monitoring of the parameters for SYP implementing by the governmental bodies responsible for the given direction of the state policy. 	<ul style="list-style-type: none"> • Insufficient participation of young people in building of a conflict-free educational environment, introduction of new forms and methods of work to resolve emerging problem situations in HEIs that does not contribute to developing youth initiatives and strengthening the practice-oriented educational process. • Low attention to managerial support of joint activities organized by legally independent actors (youth clubs, organizations and associations) within the SYP that does not allow obtaining a positive multiplier effect from their activities.
OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> • Practice of republican labor projects realized by the Republican headquarters of student squads of the Belarusian Republican Youth Union enables to strengthen the practical orientation of the mechanism for realizing the right of youth to work. • Enlarging the list, scope and places of realizing republican labor projects under the auspices of the Republican headquarters of student squads of the Belarusian Republican Youth Union will improve the image of the organization both among young people and in society. • Expanding scale of the student squad movement will broaden the social base of youth 	<ul style="list-style-type: none"> • Insufficient effectiveness of programs of supporting youth employment entails risks of discrimination against young employees in the labor market. • Bureaucratization and formalization of activities within the SYP to preserve historical memory creates the preconditions for generating alternative interpretations of historical events and evaluations of historical characters. • Insufficient and belated commercialization of youth scientific and technological developments created within the framework of various projects («100 ideas for Belarus» etc.) will create threats for further

<p>organizations (Belarusian Republican Youth Union and others) in the student environment.</p> <ul style="list-style-type: none"> • Broadening of youth representation and practice of discussing youth issues in the National Assembly of the Republic of Belarus and at the All-Belarusian People's Assembly will benefit to developing and implementing socially significant youth initiatives in the long term. • Building an organizational infrastructure for developing competencies needed to prepare effective project teams (within the framework of the international youth forum «Impulse of your city – vector of the country's development» etc.) will contribute to implementing socially significant projects and youth initiatives within the EAEU and the CIS. • Development of the system of youth parliamentarism at the regional level will benefit to improving quality of the youth personnel policy in the country. 	<p>development of the start-up movement in the country.</p> <ul style="list-style-type: none"> • International joint projects and study programs initiating academic mobility of students can serve as tools which actualize their migration attitudes. • Local government and self-governance bodies have limited resources that creates problems in formation and implementation of SYP initiatives significant for the local agenda. • Insufficient attention to solving the issue of secondary employment of students and protecting the rights of young specialists at the regional level, assigned or sent to work for organizations of the region, creates the preconditions for the outflow of youth from the regions. • Lack of modern forms and methods of working with youth currently used at the local level by local authorities and administrations creates a negative image of the SYP among young people at the regional level.
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Source: own development

In order to determine the priority directions and forms of developing the state youth policy and identify and evaluate the factors as obstacles to its development, within the framework of the SWOT analysis methodology an assessment of the ratio of strengths and weaknesses of implementing the state youth policy in the country was made. The results are suggested in Table 2.2.

Table 2.2

Assessment of the ratio of strengths and weaknesses of SYP implementation

STRENGTHES-OPPORTUNITES	WEAKNESSES-OPPORTUNITIES
<ul style="list-style-type: none"> • Involvement of youth within the SYP will contribute to promoting goals of sustainable development and informing young people about the mechanisms for achieving indicators of sustainable development at the local and national levels. • Lack of a high-quality information on various aspects of implementing the SYP produced by native media for youth audience actualizes involvement of students-journalists and interested people from the youth environment in its creation. • Need to give the university media the status of an active subject of the youth media sphere will improve quality of information support for implementing the SYP in the student environment. 	<ul style="list-style-type: none"> • Building a transparent mechanism for formation of structures of the youth parliament at the regional level will contribute to developing channels of political communication among the youth. • Broadening the infrastructure of youth parliamentarism will ensure involvement of youth opinion leaders in a constructive dialogue on development of Belarus. • Financing when at the local level budgetary expenditures for implementing youth programs on a residual principle are planned actualizes the need to develop a system of public-private partnership in SYP at the regional level. • Lack of a differentiated regulatory and legal mechanism for implementing public-private partnership in realizing SYP main directions creates the prerequisites for home business's intensified participation in development of the appropriate regulatory and legal basis.
STRENGTHES-THREADS	WEAKNESSES-THREADS
<ul style="list-style-type: none"> • Actualized attitude towards localization of the youth initiatives within the 	<ul style="list-style-type: none"> • Creation of thematic dialogue platforms as a form of arranging constructive interaction among

<p>framework of territorial communities and settlements, realized on a certain organizational basis (youth forum «Belarus is us» etc.) can entail lobbying private interests and projects on a corrupt basis.</p> <ul style="list-style-type: none"> • Using personal and family ties in appointing and approving the candidates for the positions of heads of primary and regional organizations of youth public associations at the local level that enjoy state support leads to corruption in the field of SYP. • Planning events and public campaigns conducted at the regional level by governmental bodies and primary organizations of youth public associations without taking the real needs of the district youth and specificity of the youth age into account, negatively affects their popularity and ideological and educational effect. • Declarative nature of activities of various councils of student and youth self-governance created under local authorities which is manifested in lack of information about the results of their activities, creates image losses for implementing youth personnel policy in the area. 	<p>young people on a grant basis without independent control can lead to imitation of their activities and corruption risks.</p> <ul style="list-style-type: none"> • Evaluating youth extremism within the SYP framework mainly in the regulatory context, in fact ignoring social and cultural factors of its development leads to the risk of inadequate understanding of the meaning and content of sociocultural dynamics in the youth environment. • Lack of system-based work of informing young people about the urgent problems of development of a settlement or region at the regional level creates difficulties in communication between local government and self-governance bodies with young citizens. • Limited real organizational and material support from local government and self-governance bodies to private youth initiatives of educational, volunteer, sports and environmental nature creates the preconditions for its formation from foreign structures which with «soft power» ensure promotion of their own interests and goals in youth policy. • Insufficient level of social responsibility among the representatives of large and medium-sized home businesses that is manifested in unwillingness to take part in financing the SYP activities creates problems for financing the given direction of the state
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	policy in conditions of the economic crisis.
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Source: own development

The results of the SWOT analysis revealed a certain interest in organizational reformatting of the given direction of public administration of the social sphere in order to increase effectiveness of the state youth policy. The following managerial measures as the main ones to optimize the content and mechanism of implementing the state youth policy in the country can be suggested:

- transition from a hierarchical to a pluralistic principle of forming the organizational structure of the state youth policy that first, ensures an increased degree of autonomy in taking and realizing managerial decisions by the relevant organizational entities; second, contributes to creating a situation of competition between legally operating youth public organizations in obtaining the state support for their own activities in the form of financing, providing a special tax regime or other support measures;
- creation of transparent conditions of activity for all subjects of the state youth policy enabling to optimize the resource provision of the given direction of the state policy and minimize ineffective use of financial resources and human resources in implementing youth projects and programs;
- broadening of the state support for volunteer, cultural, educational, charitable, environmental and leisure youth projects and initiatives at the local and national levels that will more fully take specificity of the axiological consciousness of youth into account;
- modernization of the system of professional training and retraining of managerial personnel who are functionally responsible for arranging and implementing the state youth policy in local executive and administrative bodies, central and regional

organizational structures of youth public associations, educational institutions and other organizations;

- creation of a system of sociological monitoring on voluntary grounds needed to monitor both the realization of the state youth policy and actual problems of life of the Belarusian youth. Higher education institutions that provide training for sociologists and other specialists for the field of youth policy in general can be considered the appropriate places to set the system up.

Thus, practical implementation of the given measures will help minimize negative processes in the area of the state youth policy and improve its implementation in the Republic of Belarus at the local and republican levels.

Thus, an analytical assessment of effectiveness of implementing the state youth policy in the Republic of Belarus manifested in various directions and forms in public practice indicates that there are problems of system-based nature. That's why, solving the problem of improving the content and implementation mechanism of the Belarusian state youth policy requires establishment of systemic and inclusive interaction between state authorities and other legal actors of the youth policy. It actualizes both modernization of management approaches to the youth policy in general, and development and realization of an appropriate entity of measures to improve the organizational forms of the state youth policy in the country. In general, it will benefit to a more intensive and high-quality formation of human capital in a modern Belarusian society needed to increase the country's competitiveness in the modern world.