

# ISOLATION AND SELF-ISOLATION OF YOUNG PEOPLE WITH MENTAL HEALTH PROBLEMS



*Research Data Analysis and Five Step Report:  
Interests, Trust, Anxieties, Expectations and  
Benefits*

*Implementation of the Research Phase of the Project L.I.K.E. –  
Life Investment is the Key to Employment*

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## INTRODUCTION

### *Context*

According to World Health Organization data, four of the six leading causes of disability are due to neuropsychiatric disorders (depression, alcohol abuse, schizophrenia and bipolar disorder). Depression itself is present in more than 12% of the years of disability experienced globally. These problems have been found to be particularly relevant in well developed countries because of the established connection between mental disorders and levels of distress in the modern world. This is related to an increase in the number of young people with mental health problems observed in the EU in recent decades. In many cases this leads to isolation and self-isolation of young people with mental health problems and it is becoming a major problem that the modern societies are facing today including in Europe.

### *Project aims*

This report was developed within of the project *L.I.K.E. – Life Investment is the Key to Employment* which examines precisely this growing proportion of young people between 15 and 29 years of age, with mental health problems, as well as the inability of conventional employment methods to address the specific needs of this target group.

The project aims to enhance the social inclusion and employment of the target group by exploring the status of young people by developing an innovative methodology that meets their needs and engages the entire community of relatives, employers, and institutions in the process.

The toolkit of the project in its research phase includes field research, use of the focus group method, and in-depth interviews. The target group is young people between the ages of 15 and 29, with mental health problems, and in the studies conducted in the research phase have an increased sample of those between the ages between 25 and 29, including 10% Roma.

The Project „L.I.K.E. – Life Investment is the Key to Employment“ is implemented by a consortium Association ‘Sustainability of Progressive and Open Communication’ and is funded by Iceland, Liechtenstein and Norway through the European Economic Area(EEA) and Youth Employment Fund.

The broad partnership within the consortium works internationally, seeking common European solutions for social inclusion and sustainable employment for young people with mental health problems. The international studies carried out will provide the necessary data to create an innovative multidimensional approach for the inclusion of the target group – young people with mental problems in the age group of 15-29 years old, with a special focus on the Roma population. Through the creation of Hidden Likes, support, communication and training centers, the project will achieve synergies in building a healthier lifestyle and sustainable employment among the target group across Europe.

This report presents the main findings from the field study, from the focus group survey with employer representatives and from the in-depth interviews conducted during the research phase of the project L.I.K.E. The data analyses of the research phase will be used in the creation of a global multidimensional methodology bases on 5 modalities (Interests, Expectations, Anxieties, Expectations and Benefits) that will be implemented in the work of the youth houses "Hidden Likes" (evidence-based work).

The houses will be a place for the target group and their loved ones and professionals, where everyone will work together to integrate them into the work environment. The house for young people, which will be created first in Bulgaria, will be developed on three levels:

- Get over isolation: motivation and positive focus on the individual qualities and underdeveloped abilities of everyone;
- Providing psychological and social support through communication, volunteering, healthy lifestyles, achieving emotional stability, counseling with families;
- Provide support for internships or job search through employer training, as well as mentoring during the first year of the new job.

The main focus of the project will be to reveal and develop the hidden qualities of the young people, and building self-esteem. The multidimensional methodology will include helping mechanisms which motivate, engage and support the target group through the whole process. The MODEL L.I.K.E. will gradually overcome the identified weaknesses of the centralized approach to the unemployed youth with mental problems, through changing it to decentralized approach.

## I. METHODOLOGY AND CHARACTERISTICS OF THE METHODS OF RESEARCH

### Objectives

In this report the main objective is to find and analyzed the reasons for the inactivity of young NEETs with mental health problems in order to find the appropriate methods to support, encourage and help for their social inclusion and activation in the labor market.

Other objective is in the research phase to be included all stakeholders and groups such as the NEETs itself, the employers and the parents and relatives of the NEETs.

### Period and scope of the research

The start date of the phase was 01 of December 2018 and the end date 31 of May 2020. All the studies are conducted and finished before the end of January 2020 in Bulgaria, Latvia, Hungary and Ireland.

### Studies conducted

To meet the objectives of the project L.I.K.E. in the research phase are conducted 3 main type of research: one quantitative and two qualitative studies. There are used 3 main methods of research: 1) field study with NEETs; 2) focus group survey with employer representatives and 3)

in-depth interviews with parents and relatives. The methods are selected specifically so as to reach the specific target groups in the most effective way.

### *1) Field study with NEETs*

#### *Aim*

The field study aims to explore the quality of life, health, satisfaction, interests, desires, anxieties and attitudes. The information provided in the study will help to offer opportunities for active inclusion in employment and greater participation of young people in society. The present study should provide information on depression and stress, addictions, eating disorders and anxiety in young people, which are an obstacle to their realization in the labor market. The output data for Bulgaria, leading to a general feeling of dissatisfaction will be used as the basis for approbation and validation of innovative multidimensional model.

#### *Methodological tools*

The methodology includes a study of the general situation; analysis of communication links and channels; reflection from the interviewees, feedback, provoking participation and recommendations for improving the interaction between all participants.

The tasks within the research cover 1) creation of a methodology for collecting the necessary information, which should include an empirical and documentary approach and possibilities for controlling the quality of the research implementation; 2) development of tools for collecting and processing the necessary information; 3) formation of representative samples of respondents for the respective regions; 4) conducting an instruction with the interviewers from the different regions of the country; 5) conducting the research; 6) statistical processing and analysis of the obtained results, which this report presents.

#### *The questionnaire*

The field survey was conducted with a questionnaire that included a demographic section and specific questions related to lifestyle, employment status, psychological attitudes, family relationships, environment, sources of information, health, and more. The direct individual questionnaire provides direct contact between the respondent and the respondent, conducted primarily face-to-face but increasingly via electronic means.

#### *The advantages of this method are:*

- When respondents are identified in advance, polls can be made faster and cheaper.
- Provide good quality information in a relatively short time.
- Longer polls allow in-depth exploration of views, attitudes, behavior, and motivation.
- Can include open and closed issues as appropriate.
- Sample selection can be controlled.
- The interviewer should have the necessary skills to properly study the questions.

*The disadvantages of this method are:*

- It is time to identify who will be interviewed and negotiating interviews.
- Data from open questions requires classification and may be more difficult to analyze.
- Analysis of results can be expensive and time consuming.
- It is possible that the respondents are not as open as the interviewer would like.

*The sample*

The sampling methodology is based on random selection.

The research was conducted among 1333 respondents between 15 and 29 years of age, which are neither working nor studying, with psychological problems. For Bulgaria the number is 758, Latvia – 250, Hungary – 250, Ireland – 75.

The data from the study will be used to develop a comprehensive, integrated and multidisciplinary approach to attract and motivate the target group, to build positive expectations and behavior towards the opportunity for social and inclusion in employment. Through a set of factors, the innovative program of "Hidden Likes" aims to build self-confidence in young people and thus to provoke their inclusion in the labor market, with special attention paid to representatives of the Roma ethnic group.

## *2) Focus group survey with employer representatives*

*Aim*

Focus groups were held with employers to increase information on young people with mental health problems who do not study or work, on social stigma and to create a solid basis for further action.

*Methodological tools, target groups and sample*

The participants in the focus groups are employers, managers, human resources employees and are representatives of various economic sectors (52 employers' focus groups).

*Question's topics*

The participants in the focus group are invited to present their views on possible obstacles for young people from the target group for their exclusion from the labor market and, more broadly, from the social environment.

## *3) In-depth interviews with parents and relatives.*

*Aim*

The aim of this study is to understand the reasons for the passivity of the target group in the labor market.

### *Methodological tools, target groups and sample*

The specific needs of young people are analyzed by conducting interviews with parents and relatives of young people with mental health problems (80 in-depth interviews).

Interviews are conducted on an outpatient basis with informed consent.

### *Question's topics*

The questions cover topics related to their children's problems: the qualities that need to be promoted and characteristics that hinder their socialization and finding a job; the attitude of the society towards them and the attitude of the institutions from which they have sought assistance.

## II. FINDINGS

### Key results of the field study with NEETs

The results of the survey with NEETs are grouped into several categories as follows Gender, Age, Education, Residence, Ethnicity; Employment, economic status; Psychological characteristics and Family.

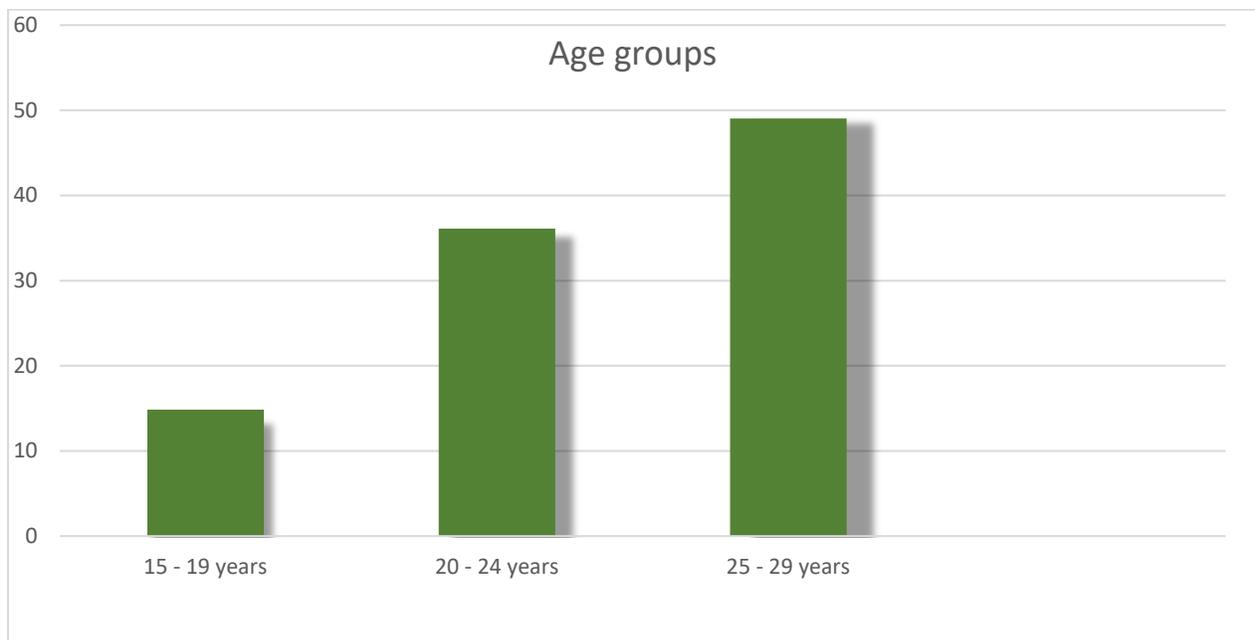
### *Gender, Age, Education, Residence, Ethnicity.*

#### *Gender*

The respondents are 61,27% women and 38,73% men.

#### *Age*

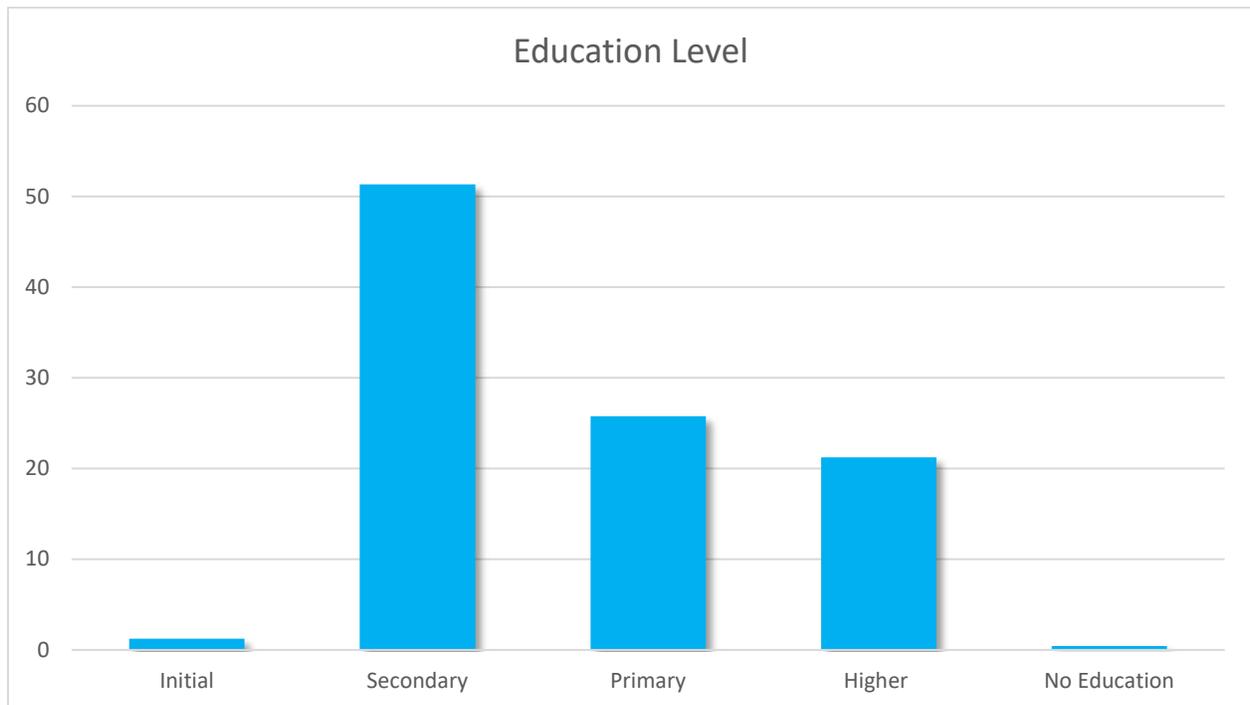
The highest percentage of respondents in the age group 25-29 years (49,03%), which corresponds to the predetermined focus of the survey. 36,12% are young people in the age group of 20-24 years, and between 15 and 19 years are 14,85%.



### *Education*

The highest percentages are those with secondary education – 51,35%. They were followed by the young people with higher education – 21,22%, with primary education – 25,77%, with initial education and have no education – 1,66%.

The biggest part of the target group has completed secondary education as a relatively high proportion - about half of those surveyed, and about 1/3 are university graduates. For the most part, unemployed young people who are not engaged in training are educated and are still outside the labor market.



### *Residence*

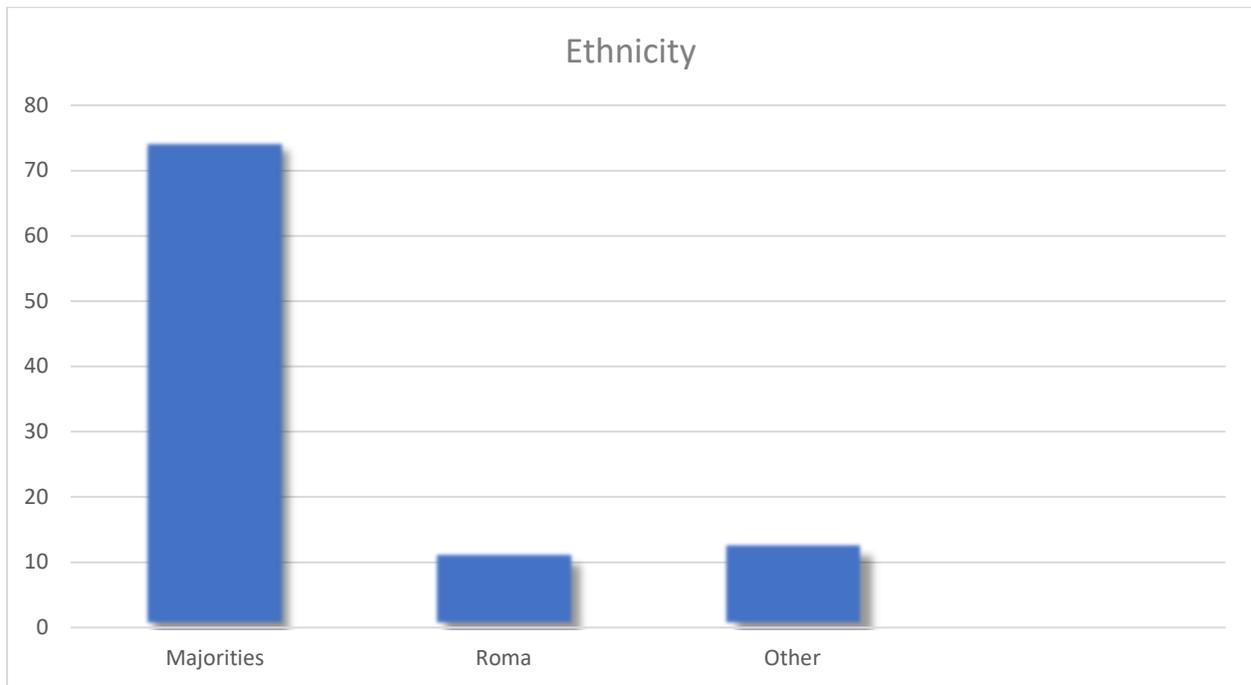
The majority of the youth surveyed are from the capital or from another city – 32,9% and 27,8% respectively. Living in a village – 19,97%. From regional cities are 19,33% (or 1/5 of the participants).



***Ethnicity***

Ethnical majorities (Hungarian, Bulgarian, Irish and Latvian) – 74,67%; 11,92% - Roma, and 13,41% - others (Russian, Turkish, German etc.)

From the Hungarian data we could see that the Roma respondents typically had primary school education - 77% of them. While Hungarian (or other nationality) respondents more often had higher level of education.



## *Employment, Economic status*

### *Employment and work experience*

With the highest proportion of those surveyed, 23.61% - have never worked before. A similar percentage (27.6%) presents the young people with a work experience between 1 and 5 years. By 1 year they were 27.55% and over 5 years – 21.24%.

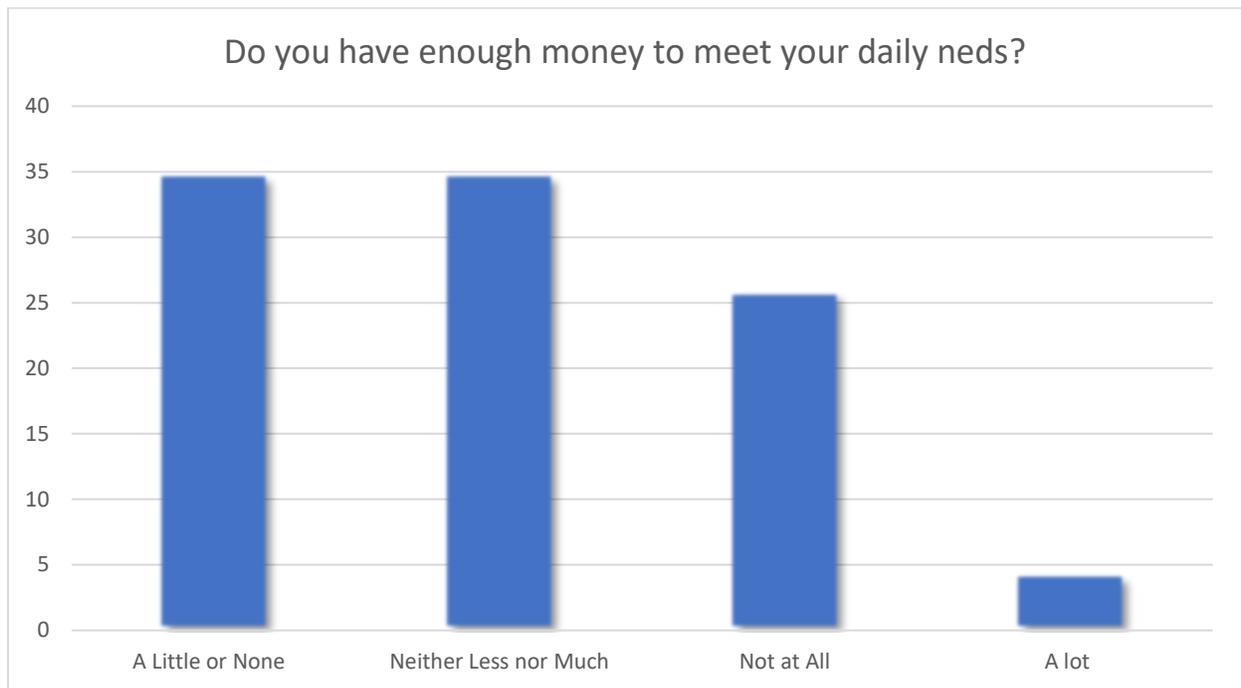


The largest part of the surveyed group has difficulty in starting their working careers and realization. This is the most notable in the research of PINS association where around 40%, which is the largest part, have never worked before. In Hungary youngsters without any work experience - 21 % - (probably the ones who left school very early) have difficulties in starting a job due to not sufficient education.

Similar parts are the people who have managed to stay in the labor market for up to 5 years. It is important to note that the target group is dominated by young people who have never worked, followed by those with a minimum employment period of up to 1 year. This is an indicator of serious startup barriers, respectively finding and retaining a job among the target group.

### *Economic status*

In terms of economic status, it is striking that the majority of respondents are those who neither study nor work (35%) but have little or no money, or say that their finances are "neither less nor much" - a total of about 70%. About a quarter say they have absolutely no money (26%) and only 4% say they have a lot.



From the Latvian data we see that 59,7% of young people have little money for their daily needs, but 15,4% answers "Not at all" which is a quite a large and disturbing percentage. Poverty makes the access to health, education and development difficult for children and young people. This also explains the answers to the next question.

### *Psychological characteristics and Family*

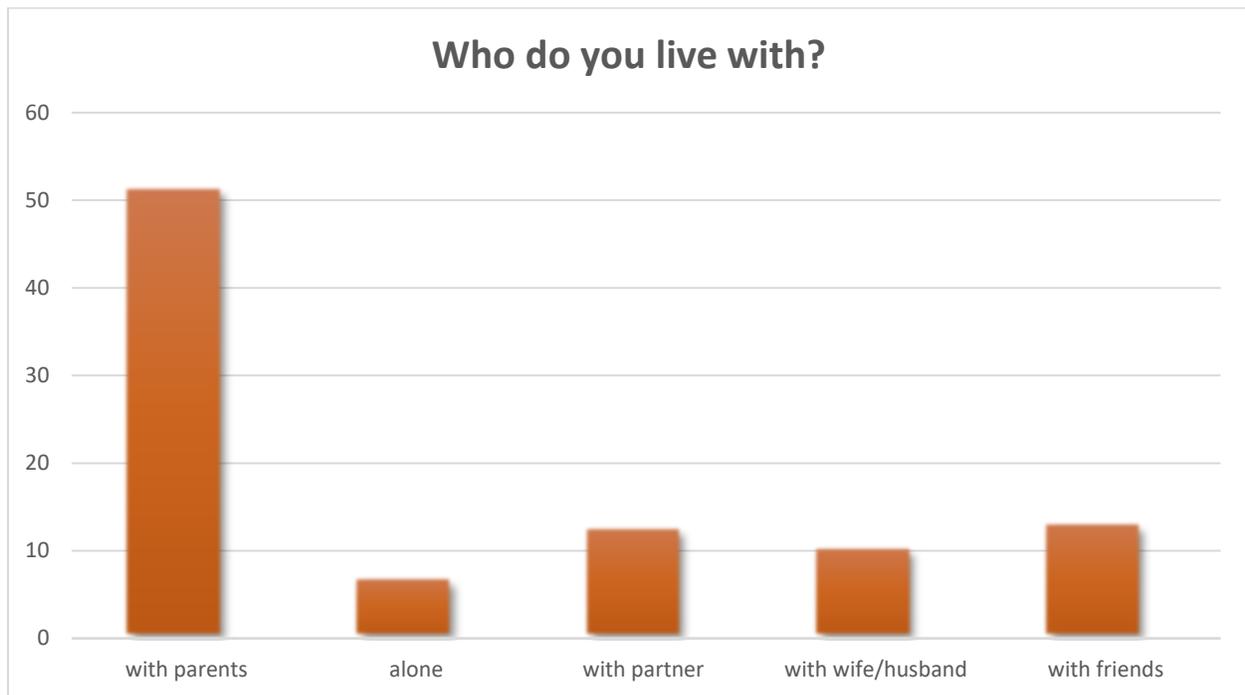
#### *Psychological characteristics*

On the question of the nature of personal problems, the highest percentage (37.5%) points "insecurity".

It is noteworthy that individuals who indicated some type of psychiatric disorder - depression and anxiety accounted for a significant proportion of those studied - about 30% for each of these disorders. If eating disorders and addictions are added, a significant proportion of mental health problems will emerge, which also explains the leading feeling of insecurity as a cause of personal problems.

#### *Family*

Half of the respondents – 51.79%, of young people between the ages of 15 and 29 live with their parents.



### *Conclusions*

The lack of sufficient financial resources to meet their daily needs forces young people to delay parental separation. As other studies show, poverty in children and young people is directly dependent on parental poverty - that is, so-called '*Intergenerational poverty*' or '*intergenerational poverty inheritance*'. The causes of poverty are related to the lack of employment and income from parents' work, lack of education or illness.

In order to interrupt this accumulation of inequalities between the generations, support is needed in fulfilling the parental function, providing social and family benefits, using social services, promoting employment and professional realization.

The results of the survey also show that 13.78% of the people who neither work, nor study live with someone without marriage. 7.2% live alone, 10.75% are married and 16.48% live with friends.

About 1/10 of the respondents take care of an ill or addicted family member. Certainly, this commitment further complicates their realization in the labor market.

### **Key results of focus groups with employers**

We managed to gain diverse opinions from employers, as the participants of the focus group and interviews represented different sectors and different sized companies. Sector specific experiences and expectations can be valid for many more employers within the same field.

The shortage of workforce was one of the hot topics of the conversation, and it became critical in some sectors in the last 1-2 years.

As a consequence, the criteria and requirements towards the newcomers are lower than before. With some employers the chance is given to everybody who applies for a job, and meets the minimum qualification requirements – which mean grades of elementary school education – in many cases. Appearing for an interview is also a successful entry for some employers. *“I am no longer concerned about them having had too many workplaces or how long they have been unemployed.”* It can be stated that according to employers this is the very best time for the successful employment of NEETs, though NEETs’ environment focus groups reported rejections and failures of application.

General shortcomings were voiced by employers as well: *“Many unemployed are not in a good condition physically.”* As a result of bad experiences, most employers developed their own reading comprehension tests to be passed by every applicant.

Regarding psychological problems, employers are more tolerant and supportive if these are discovered during employment (and not upon hiring).

The retention of an employee is also becoming more and more challenging for employers – it is challenging for those as well who do not have a problem with recruitment. Motivation and working atmosphere are considered as a significant factor in long-term employment. The NEETs’ and employers’ needs coincide in many cases, and many of the employers apply the tools required by the NEETs. At the same time, employers would rely on NGOs’ support. The critical importance of motivation was mentioned in all phases of employment. NEETs’ L.I.K.E. project evaluation report of focus groups and in-depth interviews development in advance (before applying for a position) was emphasized. A key person can be a big support – an important person for the youngster to motivate him / her and participates in the same training or working group.

Current employees’ interests and equal opportunities/treatment should be taken into consideration as well. Some of the participants had favorable experiences with dedicated employment programs for a certain target group and mentoring, thus these were seen as keys to success.

In Hungary, for example, because of negative experience, most companies have developed their own tests (e.g. reading and understanding) that every candidate should pass. Regarding mental health problems, employers are more likely to show understanding and support if they are revealed in the process of work, not before employment.

Most of the participants point out motivation as a main factor for employment. The lack of such, often leads to rapid change of the workplaces. According to them, the motivation could be increased by: professional improvement, professional development, work and family life balance and satisfaction of the individual needs; work from home; improvement of the work environment (colored walls, music, resting room, free coffee), as well as additional health services.

Another problem brought out from the Hungarian employers is that sometimes young people apply for positions that are not suitable for them. Probably this happens due to unrealistic self-image and lack of self-knowledge.

The process of application could be a barrier itself. The employers point out lack of searching and application skills. There are different opinions here, for some; the young people lack knowledge on how to write CVs and motivational letters.

Demotivation as an aspect of the passivity of the target group is considered by the employers in the focus group in relation with the social environment in which these people live. The complex nature of this subjective feeling, which is formed by a series of failures, was again emphasized, as the social environment in no way stimulates young people to get out of the vicious circle. Lack of motivation is not so much related to poverty as to the psychological attitudes of the target group. More vulnerable and sensitive individuals close in on themselves more quickly after the first unsuccessful attempt, if any.

### *Conclusion*

The position of the employers, participants in the focus groups conducted for the research, is different from the point of view of most of the NEETs as we could discuss in the next part of the report. The lack of goals in the work among the NEETS was pointed out from the employers as main problem. This fact was discussed with regard to the rapid quitting work of young people with the profile of the target group. Employers find it difficult to derive the best job characteristics from workers, especially if they are pre-stigmatized due to illness, previous career failures, low education and others.

The feeling of insecurity was highlighted in the first place by the participants in Bulgaria and Latvia as an obstacle to active job search. Employer groups are united in the assumption that the root cause of insecurity is rooted in education systems that do not affirm a personal background and confidence in oneself and one's abilities. The educational system does not emphasize the talents and qualities of young people and does not direct them to the realization of these talents.

According to the employers, motivation can be increased by:

- promotion;
- professional development;
- work-life balance and satisfying individual needs if possible;
- home-office;
- improvement of working environment (cool working conditions (coloured walls, possibility of listening to music in the warehouse, free coffee, etc.), extra health care services,
- characteristics of the job – more diverse positions can be more motivating.

### **Key results of in-depth interviews**

Regarding the preference for using the services to solve the problems of young people, the participants in the study indicated the lack of offering such socio-psychological in the community that they would prefer. As a result, they have chosen to receive on-site support from a specialized

municipal service. A parent would seek help from NGOs and private practitioners for a fee to get the best help for her son.

Relatives strongly prefer the help to be provided in small groups and with an individual approach to the young person. According to them, in addition to working with too many people, institutions usually have other priorities - diagnosis, referral to a specific workplace, etc., and do not have the resources to study individual mental problems and resistance to employment in each case.

The experience of helplessness in young people is real for 2/3 of the interviewed parents. All participants in the study tended to view the helplessness shown by their young people as related and the result of excessive care.

Parents, based on their previous experience, are adamant: *“the most comfortable option for our children is a small group. They need therapy, not courses”*.

It can probably be concluded that NEETs are usually over-cared for, in many cases in connection with their physical illness, accident, mental disorder and others. Their learned helplessness is rarely realized by their mothers, who unconsciously maintain this condition, do not seek or encourage attempts to get out of it, and do not actually believe in their child's ability to develop their abilities and overcome their addiction.

The useful qualities and skills chosen by the parents for the young people are: responsibility, initiative, diligence, empathy for relatives, commitment, perseverance, resilience, sincerity, openness, activity, commitment, activity, concern for the family, higher self-confidence, confidence, studiousness and desire to work. The preferred qualities and skills of the parents are: control over emotions, firmness, intransigence, resistance to manipulation, skills for motivation, achieving calmness, patience, demanding and intransigence, persuasiveness and ability to listen calmly.

Interviewees believe that young unemployed people need more discipline, a habit of getting up early in the morning and following a schedule, perseverance, concentration, independence and courage. They need to be trained in "handwork" and manual labor in general.

The parents included in the study describe the resistance of young people who do not work and study as multiple, difficult, categorical, extreme and insurmountable. Behind the resistance for them are insecurity, worries, demotivation, fear of disappointment and loss of social competencies. The ways to get out of the conversations to start work and improve socialization (most often associated with parents with a change of environment) are most often broken promises or unilateral termination of the conversation by young people. It can be said that there is significant resistance, which is perceived as insurmountable by young people and their parents. NEETs from the target group have a great resource for change if approached psychologically competently and individually in each case.

The majority of parents, participants in the interviews define the attitude of the community towards their children as negative. The reason given is the lack of diligence on the part of young people, including neglect of their appearance.

All interviewees confirmed the community's poor attitude towards young unemployed people. They are defined as "lazy" and become an object of unhealthy curiosity.

The family support services (családsegítő szolgálat) were mentioned several times during focus groups organised at Salva Vita Office, in Bag and during in-depth interviews. Many of these interviewees were contacted through the family support services, but the participants who were involved independently of the family support services, mentioned this office as well. Reasons for cooperation of the NEETs' or the NEETs' family with the family support services are different, but the support received from the family support services is considered useful. Some of the NEETs in question had the opportunity to take part in psychotherapy for a year or more, some were offered a training for free, in some cases career orientation was mentioned as well.

According to the interviewees, NEETs very much appreciated the support of the social workers of Temporary Homes of Families.

The lack of desire for self-affirmation is discussed by employers, relatives and parents of young people from the target group. Numerous factors are pointed out to shape this type of psychological attitude, with the emphasis on character predisposition and family inherited behavioral patterns. Over-care is a second important reason, mentioned during focus groups as well as by relatives in the in-depth interviews. In common context of the overprotective family as a factor of passivity, over caring from parents leads to apathy and lack of motivation for self-affirmation. These considerations of the focus group and the interviewed parents are also confirmed by the analysis of the answers received from the survey regarding the economic status of the respondents and their attitude towards it. Many NEETs stated that they have little money or answered that their money is "neither a little nor a lot". This fact, combined with the close connection with the family, could be linked to the fact of over-care, which suppresses the natural need for independence.

The loss of social skills is fact for a big part of the parents interviewed, as for a part of them it is related to not develop social skills. The other points out as an insurmountable obstacle to the possible employment of their children - their inability to show their strengths in a job interview.

The young people, whose relatives were interviewed, have lost their abilities to orientate in new places, to find addresses, to wake up early and to follow duties, to not be late, to communicate with unknown people without doubting their intentions. They have difficulties in participation in conversations, often they are either silent or talking too much and repeating themselves. They are used to reflect on themselves and even find illnesses they do not have.

Helpful and motivating for employment and socialization, the parents consider the starting of a well-paid job in a big team. One of the opinions related to this is related to the expectations of motivational benefit of strict requirements and expectations from the young people.

### *Conclusion*

The parents of the young people from the target group that took part in the in-depth interviews, share that NEETs have different needs so personal advisory and professional support is a crucial factor for each of them from the beginning of the project.

On the other hand, there are common characteristics regarding these youngsters' needs according to the interviews, and it was also highlighted that some of the services are probably more popular than others. There are different types of recommendations range from personal development through changing the conditions of employment to diverse trainings. The identified needs and ideas are listed below:

- A sense of achievement – in many cases the first one in their lives – would be the most useful support according to the majority of the interviewees.
- Psychologist – psychotherapy: This was the most commonly mentioned need.
- Different types of personal skills improvement trainings were mentioned: self-knowledge improvement, career orientation was highlighted mainly by “professionals” (TEGYESZ participants and mentors, but they considered it essential). Strengthening self-confidence and motivation training was considered useful as well. Playful, entertaining trainings, teambuilding games were mentioned as well, as they provide immediate feedback and joy, which many of the NEETs miss.
- General training regarding employment: this could include knowledge about how to behave, how to speak, techniques for job searching; preparation of a CV, preparing for a job interview. (Problems with obeying rules and being on time were rarely mentioned by the interviewees. With specific questions, many of the interviewees stated that the NEET in question is reliable, arrives on time. With questionnaires, we experienced that many of the NEETs promised to be at a certain place and time to complete the questionnaire, and did not appear at all, or were very late.)
- Many of the interviewees considered having a mentor as a good opportunity. Besides a general mentor, the need for a professional mentor was mentioned in some cases. “She would be very happy to talk to an art entrepreneur. Where can she start? How to negotiate with a gallery?” Entrepreneurship was mentioned in another case as well.
- Positive feedback can be a need itself. “He requires positive feedback regarding the task he has done, and someone whom he can perform for.”
- A role model could also help in some cases as it was mentioned at Bag: “The situation is somewhat better with the boys, there are local predecessors who had set path for them. Some youngsters finished secondary school together, they live in Budapest in a rented flat now. They come home frequently and the guys here listen to them very much. They show that there is a way out of the Roma projects. They were asked to start a youth club.”

- Professional trainings for free (professional IT) (add.: could be interpreted as a scholarship). High quality and usefulness were important criteria regarding trainings. Short-term results (not more than half a year) are required as well. Trainings possible to attend besides work would be very much preferred. Some mentioned that allowances would make attendance more successful. (Relatively short trainings are needed, on the one hand, to be able to earn money sooner, and on the other hand, because many NEETs cannot stand waiting. Perseverance skills and the ability to wait should be improved at the same time.) Some of the NEETs would like to finish elementary school.
- Welcoming work environment: work environment is a very important factor. “He is ashamed of his anxiety.” Employers’ and current employees’ sensitivity trainings could also help.
- Team spirit: NEETs at Bag would hardly start / try anything alone outside Bag and without their friends. This is a very hard obstacle to overcome. Relatives considers this as good: “It’s better if they can go in a team, they encourage each other.” Providing the possibility to meet and work/be/study with peers was considered as an advantage by more interviewees regarding the youth community centre.
- Gaining more and practical experience about different workplaces and jobs was required by many. Besides factory visits, the possibility to try a job was highly recommended. According to the respondents, this could take place in the workplace or outside the factory as well. (On the other hand, employers shared the opinion that many professions are not popular among young people)
- Volunteering was considered as a possible option to start with by a few interviewees, as it can help to gain relevant experience. (It can work only when the basic needs of the NEET’s are satisfactorily covered.)
- Jobs without experience required: to overcome the obstacle that all vacancies expect previous work experience.
- Accommodation: some of the NEETs cannot afford accommodation, the couples or families where only one member is working, cannot afford to rent a flat – especially not in Budapest. Socially rented flats were also mentioned related to local governance support.
- Weekly wages: could encourage and enable NEETs to switch from the black market to legal employment.
- More available medical services: (drug withdrawal treatment is practically not available for children; dentist; glasses – that the young people accept to wear; psychologist with whom therapy cannot be quit, and the therapist is available for a longer period of time).
- Recommendations included financing instead of providing a service (support of accommodation or travelling costs, financing the training of other organisations etc.).

The idea of a youth community centre was generally liked.

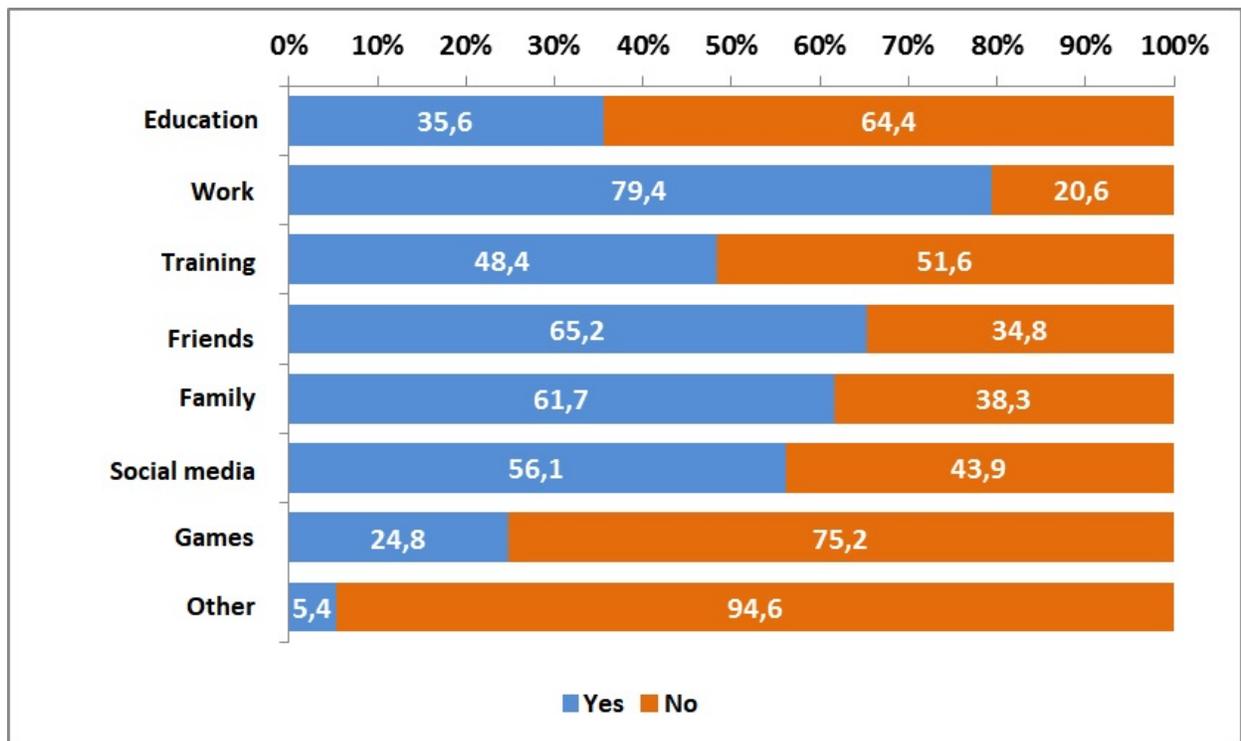
### III. DATA ANALYSIS IN FIVE MODALITIES

This five step reports is primary based on research data analysis in five modalities: Interests, Trust, Anxieties, Expectations and Benefits.

#### Interests

##### *Bulgaria*

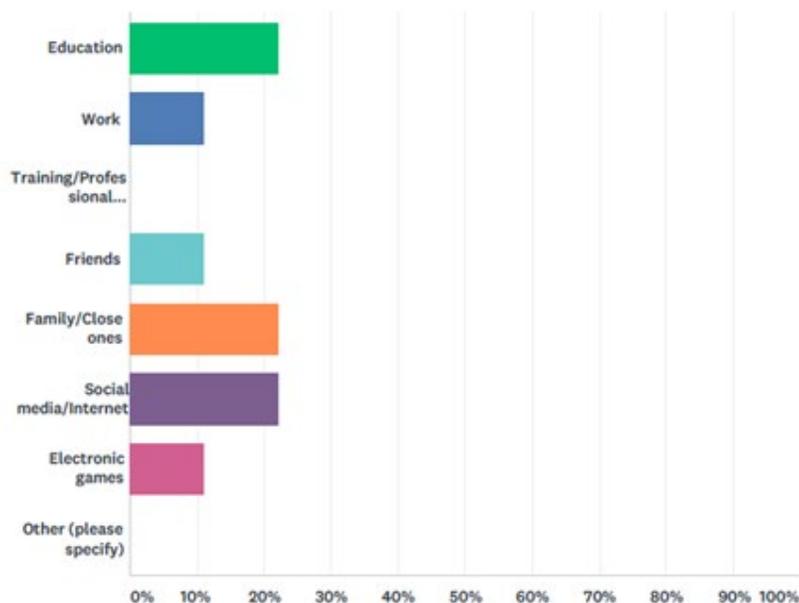
Regarding their main interests a high proportion of the Bulgarian respondents (79.4%) say that "work" is the area of most interest to them. Second of their interest are friends (65,2) and third, family (61,7).



Considering that there may be several answers to this question, we are uniting around a "comfortable" area for young people - family, friends, social networks (56,1), limited mainly to communications and striving to quickly satisfy their material demands - 79.4% gave the item "work". Other elements of "education" (35.6) and "training" (48.4) complete this analysis. Young people prefer training to be faster, easily accessible, and less engaging in following education. The desire for education and training is high - about 40% on average, both indicators, which give us reason to believe that young people's awareness of a better life, including paid work, is related to improving their skills.

##### *Ireland*

The answers of the Irish participants in the study are more balanced – education and social media are most represented as areas of interest. Specifically for them, unlike the Bulgarian, Hungarian and Latvian youth, the interest in starting a job is significantly lower.



ANSWER CHOICES	RESPONSES
Education	22.22%
Work	11.11%
Training/Professional qualification	0.00%
Friends	11.11%
Family/Close ones	22.22%
Social media/Internet	22.22%
Electronic games	11.11%
Other (please specify)	0.00%

Some of the NEETs do not have friends. Their only close relationships are connected to the family (in some cases in-laws are included as well).

By Roma NEETs, the broader family circle was mentioned more often in terms of close relationships. Some of the NEETs formed close friendships through the internet. Besides virtual contacts, they keep in touch in person as well. Many of these connections are related to a hobby – animated films (Manga), novel writing, etc. Bad company/gang influence were mentioned more often as an experience from the past. Children within the child protection system often have connections with companions, youngsters in the same situation – they feel that they are the only ones accepting them (These connections are not always close.) It was also added that the children living in a residential home are not be accepted by their mates living in a family. A few situations were mentioned when this prejudice was disproved.

### *Hungary*

In Hungary, the highest proportion of respondents confirms that they focus on their family members and relatives (87.3%), as mentioned above. Work is the second in the rank (83 %),

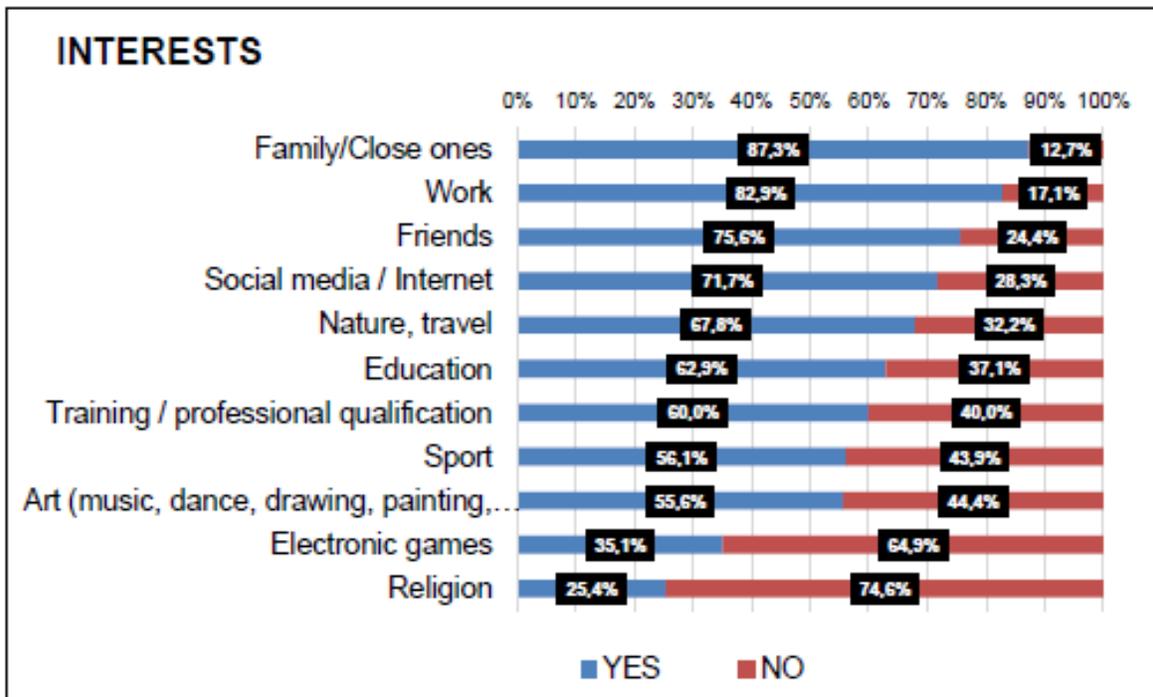
followed

by

friends

(76

%).

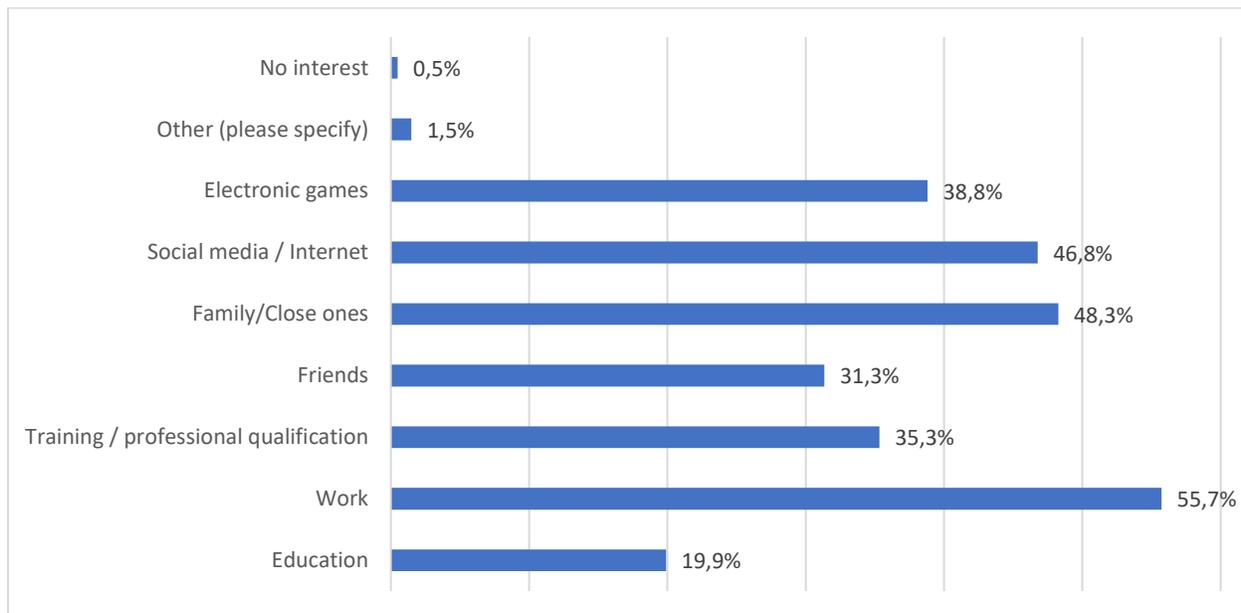


Social media and internet - mentioned by 72 % - is particularly relevant for these youngsters as it is the main source of information for them (85 %), which can be generation-specific issue. Education and training is equally important (63 and 60%) for the respondents, but nature and traveling is even more at the heart of their interest (68 %), based on the optional answers. Elements added in the “other” category by the youngsters are: sports and arts (56% each) and religion (25 %). These results are really positive and encouraging for planning the future “Hidden LIKE House” programs. It also indicates that most youngsters are motivated enough to improve the quality of their lives and ready to take actions to achieve their goals.

Only 35 % of the surveyed is engaged with electronic games, which is a quite low rate compared to internet usage, and almost the same proportion of respondents (31 %) have admitted their addiction to it.

### *Latvia*

In Latvia, similarly to Bulgaria and Hungary, a high proportion of respondents say that "work" is the area of interest to them (55.7%). Second are family and close ones (48,23%) and on the third position are social media and Internet (46.8%).



Electronic games are also a big interest for Latvians NEETs (38.8%), which is not the case in Bulgaria for example. Other interests are training (35.3%), friends (31.3%) and education (19.9%).

### *Conclusion*

The interests of the target group are similar, but we observe a big difference in the way this interests are preferred. For example, to find work is a high priority of the target group in Bulgaria, Latvia, Hungary, but in Ireland it is not a priority interest.

Main interest for the target group represents their family and close ones in all of the four countries.

The high percentage of interest on social networks in all the countries is expected since young people communicate, read news and share information in social media. The surveyed from Sofia and Sofia districts are almost equal in number and therefore the data show some alignment. In the capital, social networks and education are more likely to be emphasized, and in the districts - family, friends are almost equally involved in the demand to quickly meet their material needs through work.

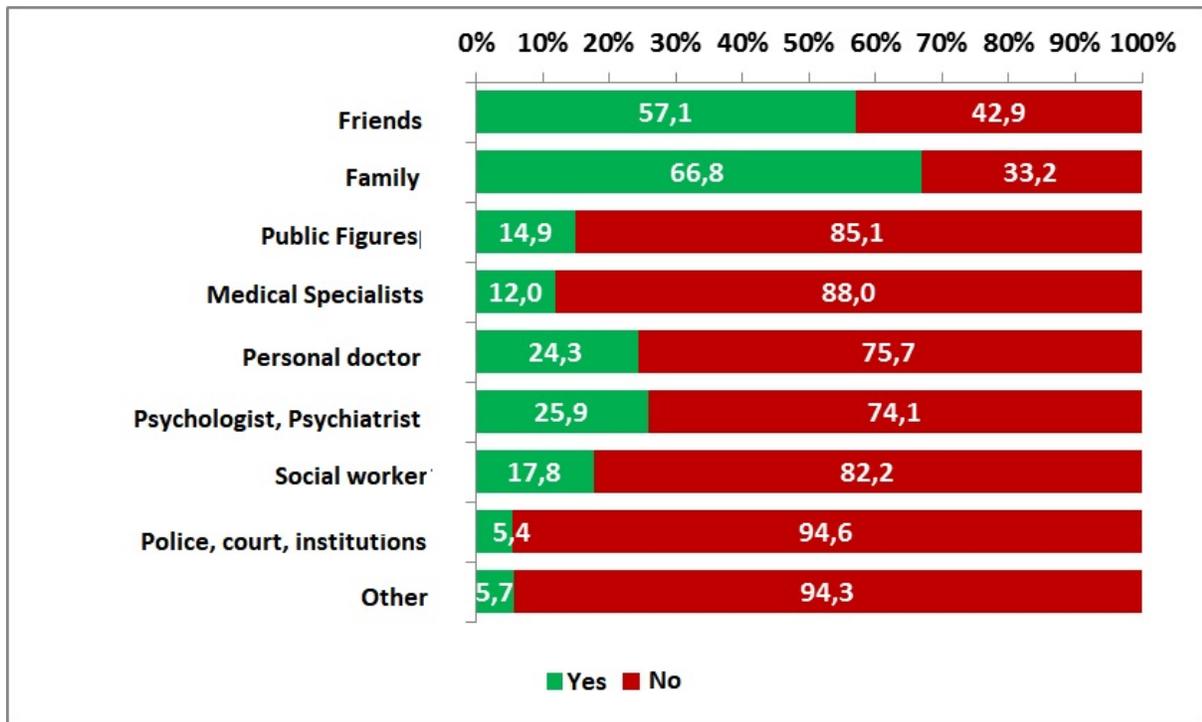
Not many of the young people of the four partner countries seek social networking expansion. This may either mean that this group consists of incarcerated and self-sufficient people, or that they do not feel isolated from the environment.

### Trust

#### *Bulgaria*

In Bulgaria we could see that young people have the highest trust in family and friends. The generational difference is mitigated by the increasing age at which young people leave or not leave the primary family at all. Differences between the parent and youth generations are

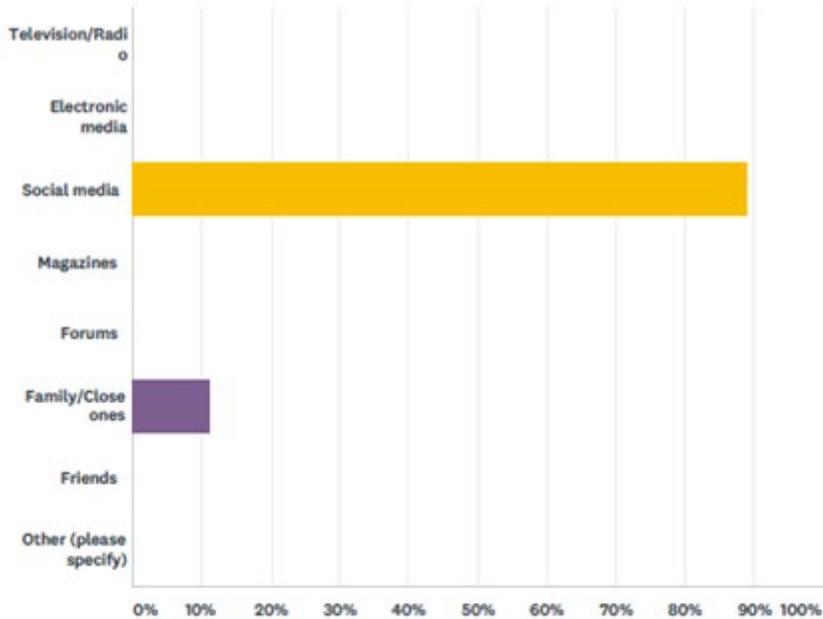
diminishing and parental influence becomes a key factor across a very wide range. There are two lines of analysis for the data thus presented. One is the high trust of young people in the informal (family, friends) and the extremely low level of trust in the formal public environment and institutions (police, court, prosecutor's office). Similarly, in Latvia, the young people have the highest trust in family and friends. The generational difference is mitigated by the increasing age at which young people leave or not leave the primary family at all. Differences between the parent and youth generations are diminishing and parental influence becomes a key factor across a very wide range.



*Ireland*

In contrast, the data for Ireland show a predominant preference for social media and a significantly smaller proportion for family and friends.

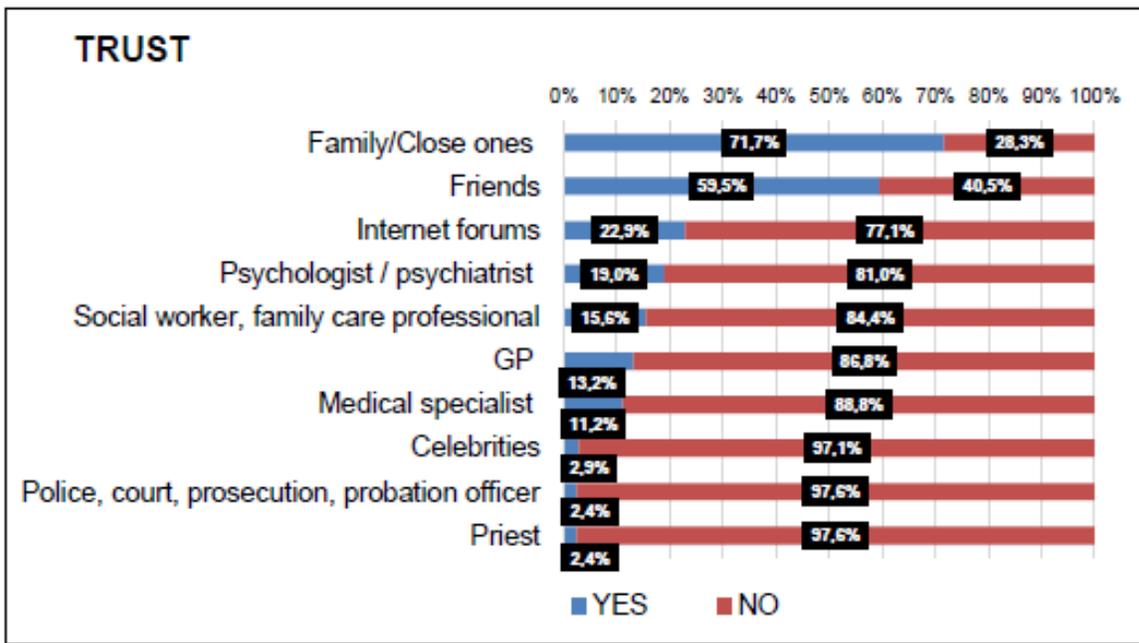
**Q13 Please specify your preferred way or source of information in everyday life.**



ANSWER CHOICES	RESPONSES
Television/Radio	0.00%
Electronic media	0.00%
Social media	88.89%
Magazines	0.00%
Forums	0.00%
Family/Close ones	11.11%
Friends	0.00%
Other (please specify)	0.00%

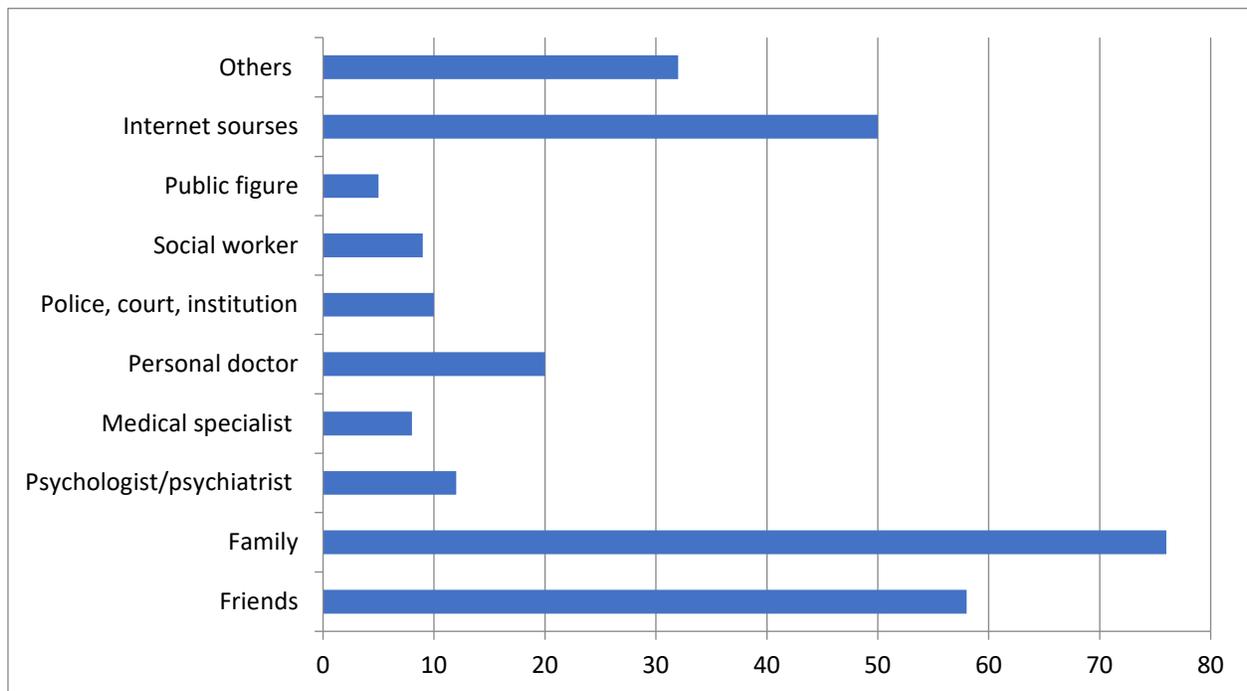
***Hungary***

In terms of trust, in Hungary, family members (around 72%) and friends (around 60 %) are the key persons. Turning to internet forums with problems is a bit more common (almost 23 %) than seeing psychiatrist or psychologist (19 %), but 49 % needs professional help to cope with mental problems.



#### Latvia

Similar as in Bulgaria and Hungary, in Latvia the young people with mental problems have the highest trust in family and friends. This makes them also a target group that should be involved in the process of decrease the levels of isolation and self-isolation of the young people with mental problems which is the primary idea of the Hidden Like Houses.



## *Conclusion*

In terms of trust, the largest share is occupied by the family, followed by friends, and psychologists, psychiatrists and doctors respectively, in third and fourth place in this ranking. Lastly, the respondents cited the court and the prosecutor's office in confidence. The family is also in the first place in terms of the expected assistance for the realization of life goals.

A high proportion point out friends as trusted source. Around 2/3 of the participants choose social media. It is not a surprise that for this age group, the opinions of friends and scholars are of great importance. Around half of the people define internet media as one of the preferred source of information, which we could agree to be normal for this age group.

## *Anxieties*

### *Insecurity, lack of desire for communication*

#### *Bulgaria*

The highest percentage – 37,5% of the Bulgarian young people have indicated “insecurity” as a main source of anxieties. This is the group (over 1/3 of the surveyed) that would benefit from helping to increase confidence and change their social status. The remaining nearly two-thirds are not sufficiently critical of their situation, since it implies insecurity. Between 20% and 30% reported various manifestations of mild psychiatric disorders (from the anxiety-depressive spectrum). A smaller number - between 12% and 15% indicated problems of addictions and eating disorders. Below 10% are those who admit legislation problems. This means that it is a distinct group of people who do not fall into the criminal contingent, but also fail to fully integrate into society. The data also show that personal problems, including mild mental disorders, are not recognized as a reason for the lack of employment.

In the 25-29 age group there is almost the same percentage of "insecurity" as in the whole group - 38.9% said "yes" and 61.1% do not have such an experience, which at this age clearly differs with their life situation and shows a lack of recognition of their own problems.

#### *Ireland*

In Ireland about one-quarter of 20-year-olds experienced relatively high levels of stress and depressive symptoms. This was more common among young women than young men (32% vs 23% with clinically significant depressive symptoms and 29% vs 21% with above-normal stress).

#### *Hungary*

On the question of personal problems in Hungary, the highest percentage (70.2 %) has the feeling of insecurity or uncertainty. The feeling of insecurity was more pronounced in the older age group and in women.

Anxiety is indicated by 55.1% of the respondents, which is together with fear or panic (indicated by 46% of the responens) - forms of anxiety - is the most common mental problem for the young persosns who does not not work or learn at age 15-29.

High rate of the surveyed persons (61%) indicated the symptoms of depression. Eating disorders (23 %) are also considerable, and 14% of the interviewed youngsters reported alcohol or other addiction.

The percentage of psychiatric-related problems is significant, as 55 - 61% of the interviewed people reported various manifestations of mild psychiatric disorders (from the anxiety-depressive spectrum). These data shows that the youngsters are in aware of their mental problems, and 48 % of them require psychosocial support to achieve their goals, but only 19 % of the respondents turns to psychologists or psychiatrists.

48% of both male and female respondents would require psychological and psychosocial help, so there was no gender difference in this matter.

The number of people with such problems have been increasing in Hungary like in Europe in the past years, and only 30% of the cases are detected.

### *Latvia*

In Latvia the highest percentage – 66,7% have indicated “lack of desire for communication”, 66,2% - depression and 61,2% - panic. This is the group (around 3/4 of the surveyed) that would also benefit from helping to increase confidence and change their social status. The main group is not sufficiently critical of their situation, since it implies anxiety and uncertainty. Around 80% reported various manifestations of mild psychiatric disorders (from the anxiety-depressive spectrum). A smaller number – 31,3 indicated problems of addictions and 27,9% eating disorders (mostly combined with highest percentage group). Below 17,9% are those who admit legislation problems. This means that it is a distinct group of people who do not fall into the criminal contingent, but also fail to fully integrate into society. The data also show that personal problems, including mental disorders, are recognized as a reason for the lack of stable and permanent employment.

### *Medical care and health satisfaction*

According to the parents of the young people who neither work nor study, their children’s worries are various from one side related to many fears: of doctors, to not be left out, expelled or laughed at, without financial support and care. On the other hand, there is a suspicion that there may be something that would worry them or if there are any concerns, they seem small and insignificant to the loved ones.

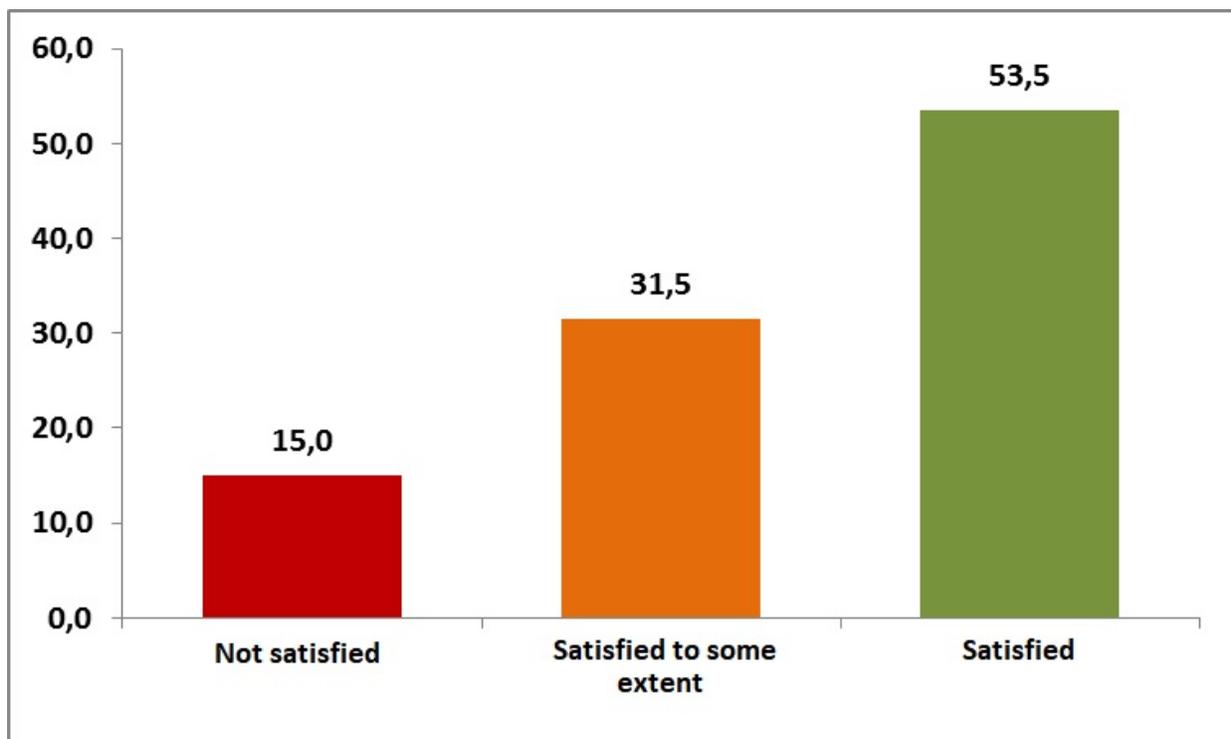
According to most of the interviewed, acceptance (and the realisation that there may be other people like them), attention and good attitude from the surrounding could be the strongest motive for getting out of the isolation and higher activity. The contacts with young people, sports, separation from the parents (family environment) are the main solutions based on the observations of each cases.

The relatives of the NEETs consider their children to have potential for a high-qualified job (web maintenance or other computer work) and this could motivate them. But they find a priority to "calm" their mind and "release the pressure" first. In these cases it is considered that the big income could be a big motivation factor.

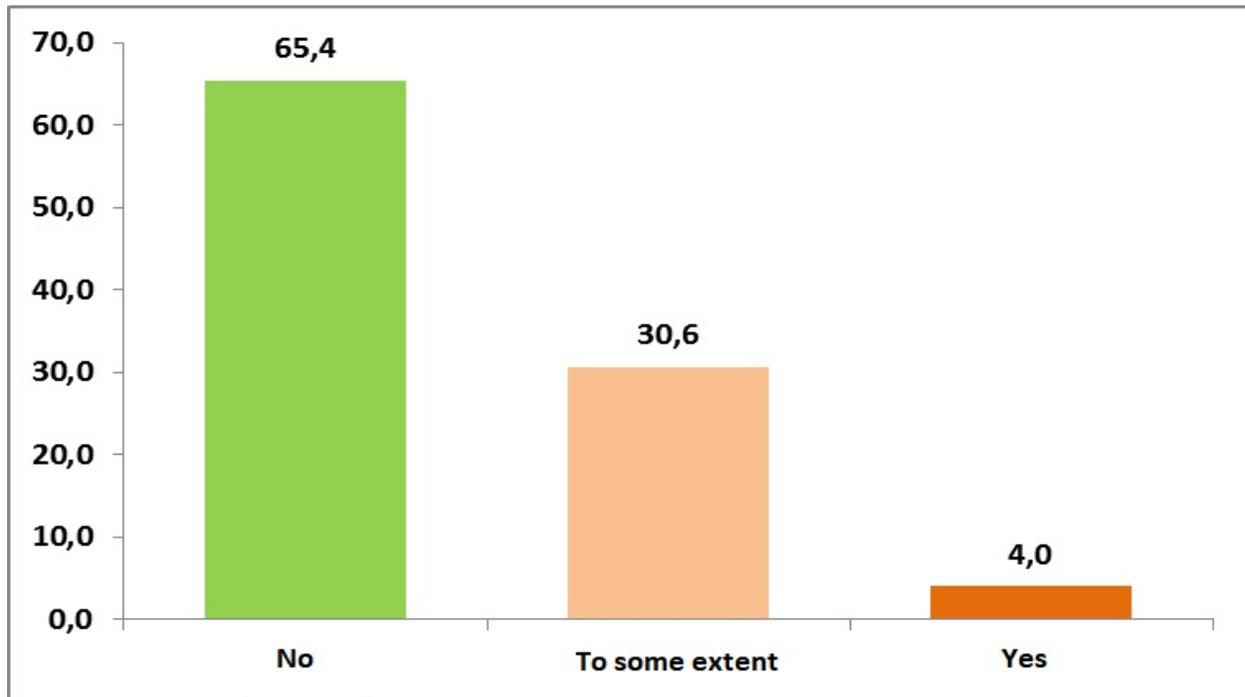
Some of the interviewed parents share that their children has kept some of their interests – they love animals, they search a field to show their intellect. The parents consider a third person – a specialist, could have greater authority for the young people and could motivate them for therapy and development.

### *Bulgaria*

In terms of satisfaction with their health and the need for medical care, in Bulgaria the interviewed young people answer:



Only 15% of those surveyed were not satisfied with their health status. That means, participation in any form of employment or training is not due to health problems. The other conclusion we can make is that if there is a mental disorder, it is not recognized by the affected young people.



The usual condition is for the young person to feel healthy, as with the answer “no” with 65.4% to the question about the need for medical assistance for a normal life. Health satisfaction is an important part of how the person perceives the environment, values and self-esteem. Feeling healthy, the young man strives for the future and makes his plans. The answer “to some extent” (around 30%) shows realistically the lack of confidence of some people and those seeking support. The 4% who report having such need are those who have health issues. It would be good to track the need of physical doctor for support in the areas where it is likely to be lower compared to the capital.

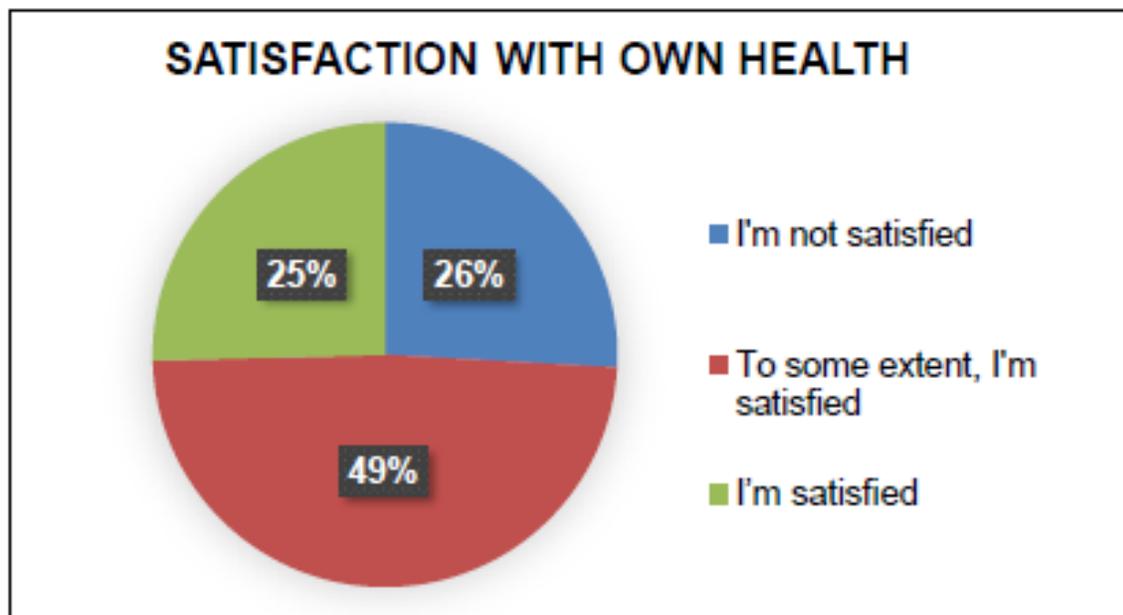
### *Ireland*

In Ireland, around 80% are satisfied of their own health. The bigger part (55%) consider they do not need daily medical help. Around 45% share that they need healthcare on a daily basis. Drawing more widely on the academic literature (Healy, D., Naqvi, S., Meagher, D. et al (2013) surveying 175 General Practitioners (GP or family doctors) in Ireland noted; “mental health and family conflict represented the most frequent reasons why young people attended GPs. Depression, anxiety, family conflict, suicidal thoughts/behavior, and attention deficit hyperactivity disorder (ADHD) were the most common issues followed by substance abuse and antisocial behaviors. GP referral practices for young people with mental/substance use disorders varied, with distinctions between actual and preferred management due to insufficient access to dedicated youth services and training. GPs stated need for improved access to existing services (i.e., Psychiatry, counselling (sic)/psychology, social/educational interventions). Little has changed positively since this study, given that the contraction of the Irish economy in 2008 resulted in a reduction or freezing of service provision across the Irish health system. Building on this earlier work, Leahy D, Schaffalitzky E, Saunders J, Armstrong C, Meagher D, Ryan P, Dooley B,

McNicholas F, McGorry P, Cullen W. (2018) investigated the role of the general practitioner in providing early intervention for youth mental health and investigated what those often gate keeping the limited mental health services support for young people, saw as significant barriers. This research involved a mixed methods study that involved qualitative interviews with health-care workers from primary care, secondary care and community agencies (n = 37) and young people (n = 20) in two of Ireland's most socioeconomically disadvantaged areas and a national cross-sectional survey of GPs (n = 175). Their conclusions are particularly pertinent to this project; "Key barriers to treatment included the attitude of patients/families, lack of specialist staff, poor service availability and time. Access to services (66%), knowing which interventions can be initiated in primary care (44%), having appropriate time and space (47%) and access to a youth worker (42%) were the interventions most commonly identified that would facilitate screening and treatment."

### *Hungary*

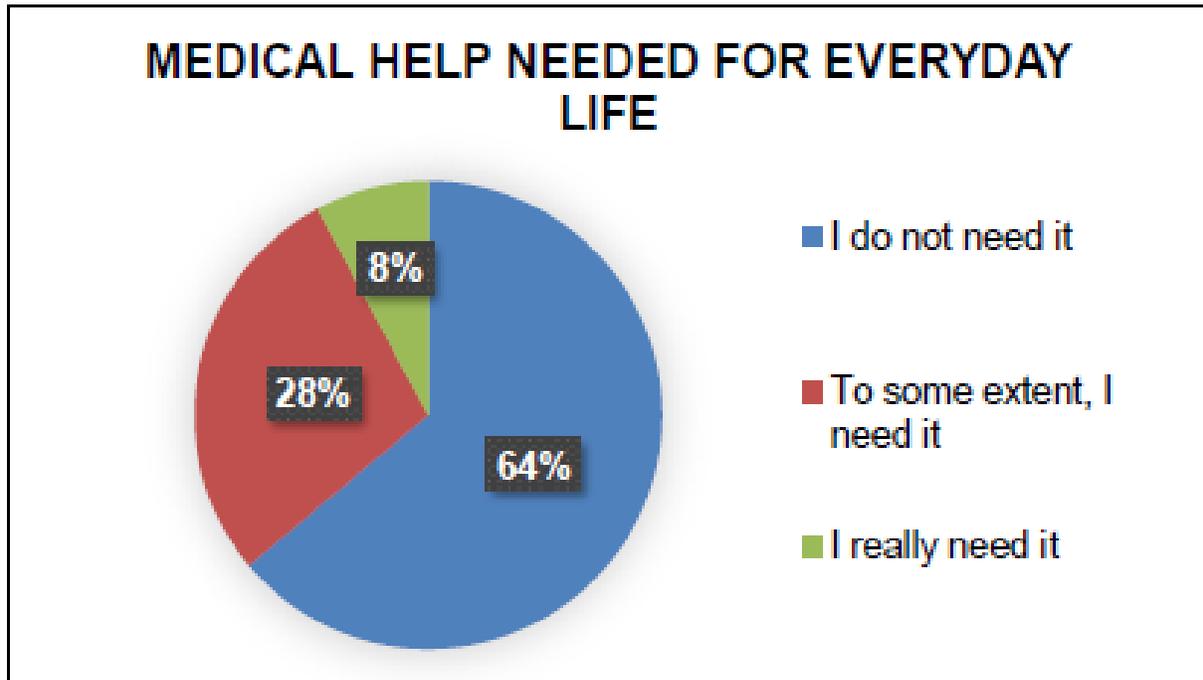
In Hungary, on questions related to the satisfaction of their health and the need of everyday medical help, the young answer:



The quarter of the respondents are satisfied with their health status, and almost the half of them – 49 % were somewhat satisfied, and only 26 % of the respondents stated that they are not satisfied with their health status. Only 8 % said that medical help is needed for everyday life and 28 % needs it for some extent. This data is corresponding to the responses referring to being restricted ever from working because of medical problems, as 32 % of youngsters gave positive answer to this question. It is also to be considered that almost 80 % have already worked for short or long term before.

It is also corresponding to previous data that 64 % of the youngsters need no medical assistance to live normal life.

On the other hand, 49 % committed that psychological help is necessary for them to cope with their problems. This may lead to the conclusion that health problems to some extent may be behind not participating in any form of employment or training but mental health issues are more significant reasons of exclusion from social life and employment.



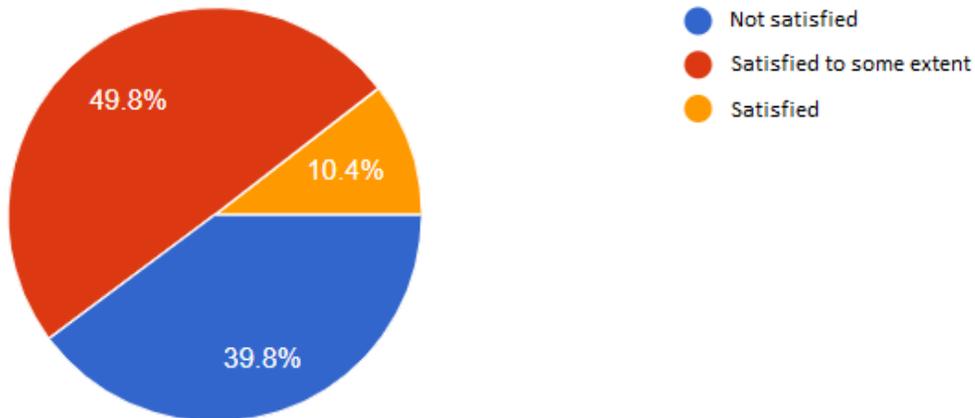
In terms of life satisfaction in the last month, the respondents most often - 49% choose the answer "somewhat satisfied" followed by the "I am not satisfied" – 38 % and only 13 % is satisfied with it. It highly corresponds to the previously given answer that 8 % of the youngsters do not need any personal change and 7 % would not change their lives at all. We assume that to some extent this percentage of young people have accepted or are accustomed to the limitations and the lack of self-actualization. Other possible hypothesis is that those who responded (satisfied with life in the last month) are well socially insured by their parents and, despite their lack of employment, they can afford a good quality of life not only with material security but with good social care.

In terms of future plans 90 % of the youngsters would like to be engaged with activities that they feel competent. According to our experience it is highly advantageous for people to get involved in such activities because of the positive effect on self-confidence and motivation. They mention other activities such as sports (66 %), art and creative activities (60 %). The similar percentage of respondents (57 %) would take care of animals. Due to data matching we suppose that these options might be interesting for the persons who are open for different activities.

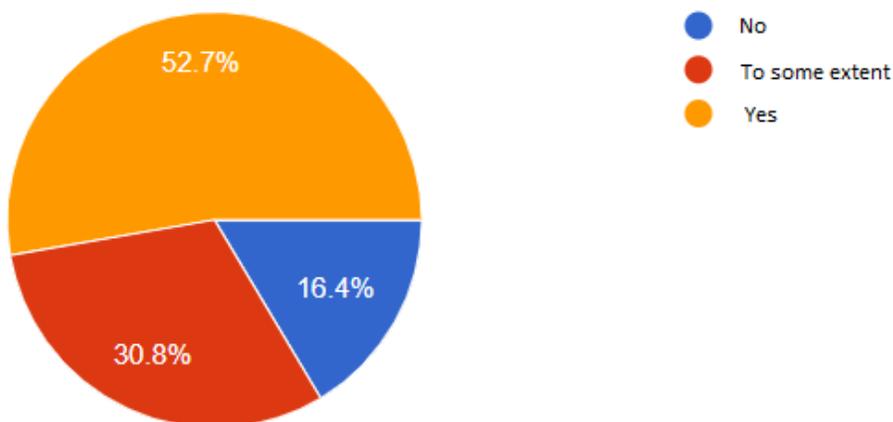
According to the answer youngsters agree to set small realistic goals (78 %) although it is an important step to define which goals are realistic for them personally.

### *Latvia*

A significant part of the Latvian youth included in the study are not satisfied of their health status – around 40%, which is much higher than the Bulgarian, Hungarian and Irish ones. We assume that in Latvia, young people include in their health status and the idea of their mental health.



Latvian young people have a very serious discrepancy with the other young people participating in the study from Bulgaria, Ireland and Hungary in terms of their own assessment of whether they need daily medical care - more than half 52.7% believe that they need it.



### *Conclusions*

The worries and anxieties of the parents involved in the research related to the future of young people correlate mainly with fears related to their physical and mental health and life, social development and realization and the creation of a family and offspring. All surveyed families are worried about their financial situation.

Discrimination against Romas were mentioned by many. "At many places when they realised that he is a gypsy they show him/her the door right away." "When we gave our names: Kanalas (add.: typical Roma surname)... they said the position had been filled." The same thing happened to other Roma families with typical Roma surnames. The gypsy background was mentioned as a problem when looking for a nursery for children as well. In roma families in the four countries that took part in the research. Some of the NEET girls escaped into a relationship, meaning an escape from school, from home/internal, from work. Roma husbands or boyfriends tend to keep women at home. In some cases, the men themselves don't want to work either, but expect their parents to support them.

NEETs had a far more burdened family background (prostitute mother, alcohol dependency within the family, mother abandoning the children, criminality, drugs, violence), though other types of problematic backgrounds (divorce, death of father, drugs) were mentioned in other interviews as well. Guardians and fosters added that the system of children's homes is insensitive to traumas, and fail to help overcome them.

### **Expectations**

#### *Sources of help*

The primary source of help is the family. The programs and the institutional help is not recognize as a main sources of help.

The Bulgarian youth when asked from who they expect help for realization of their aims, more than 2/3 (69,2%) indicate family first. For the youngest, this result is expected, but in the 25-29 age group, it is disturbing and speaks of infantile and dependent behavior. This result may also explain why young people ended up in the NEETs group. The high percentage (54.8% - more than a half) of the "friends" response is also alarming and suggests that they are not responsive to programs and institutions that could help. Another worrying result is the low confidence in education - only 11.2%. In the 20-24 age group, expectations for the family (72.3%) increased compared to the younger ones (69.8%). This result is paradoxical, since at this age it should be contacts with employers and universities be the first to help young people find their way to achieving their goals.

In Ireland, for young people, friends and family again share the highest level of trust as an opportunity to receive help - 55% are friends and 33% are close relatives and family.

Family in Hungary is again at the first place when it comes to expected help for realizing goals (82 %), followed by friends (54 %). Assistance offered by Non-governmental organizations and colleges/high schools are less known by the respondents or these services are not available for more than 16 % of the youngsters, and the same is the case with Business and employer's programs (12 %).

In Latvia, also more than 2/3 (69.2%) indicate family first. The purpose of our work may be to change this attitude. Another worrying result is the low confidence in education - only 11.2%. In the 20-24 age group, expectations for the family (72.3%) increased compared to the younger ones (69.8%). This result is paradoxical, since at this age it should be contacts with employers and universities be the first to help young people find their way to achieving their goals.

In the the in-depth interviews with parents we could see quite well an analyses of other sources of help.

Other options, like wage support from the state, mobility or accommodation allowances were mentioned regarding only one NEET, but the interviewees knew others who used company buses or a workers' hostel outside Budapest.

There are some organisations where employees can turn to their leader, who tries to find a solution and provides support. *"That's it nowadays, almost everybody has a problem. There are different levels, of course."* Psychologists are rarely available in person, but hot-lines are present with some employers. *"As an employer, we cannot do anything with psychological problems. But if they are treated, we are tolerant."* Spar intends to introduce a so called "employee assistant" in order to help its employees with personal problems. Psychological problems, family problems and financial problems can be addressed via this channel as well.

### *Motivation and self-motivation*

Demotivation of young NEETs, according to Bulgarian employers, is considered by them in related to the social environment in which they live. They tend to excuse the lack of motivation of young people through the complex nature of this subjective feeling, which is formed by a series of failures and the social environment in no way stimulates young people to get out of the vicious circle. Lack of motivation is not so much related to poverty as to the psychological attitudes of the target group. More vulnerable and sensitive individuals close in on themselves more quickly after the first unsuccessful attempt, if any.

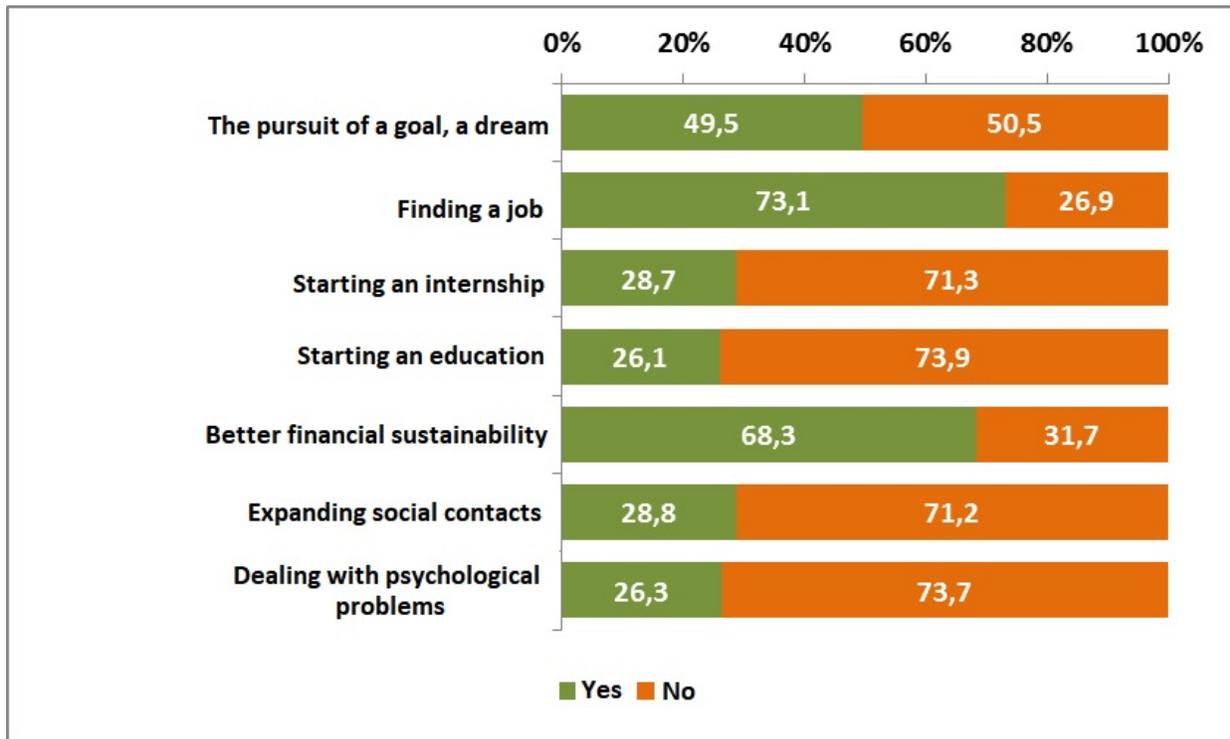
The surveyed young people from the four countries, unlike the opinion of the employers, do not self-assess the lack of motivation, which is evident from the answers they give. Almost 60 % of the respondents in Hungary imagine their life after 5 years as work-based and 33 % associate it with learning . Only 3 % think that they will study in 5 years. The high perception of work commitment indicates social problems however, deficiencies of the education system together with failures in the past may be behind refusal to continue education.

More than 2/3 of the Bulgarian, Irish and Latvian young people, said they would work and another 1/5 said they would study at the same time. A total of 91.2% think that after 5 years they will work, which is an extremely high result. This can be interpreted in several ways. First of all, these young people do not consider their current social status to be acceptable in the long term. They have sufficient self-confidence and recognize employment as a value. On the other hand, the long term of 5 years implies a certain desirability and expectation that the employment will happen on its own without them making any efforts here and now. Again, relatively low confidence in education is emerging - under one-third they think they will study.

The idea that they will work after 5 years gradually increases with increasing age, and the idea that they will study after 5 years sharply decreases - from 70.2% in the youngest, to 39.6% in the middle group to 14, 3% for the largest. This can be interpreted as a gradual awareness of the need for employment and refusal to continue education.

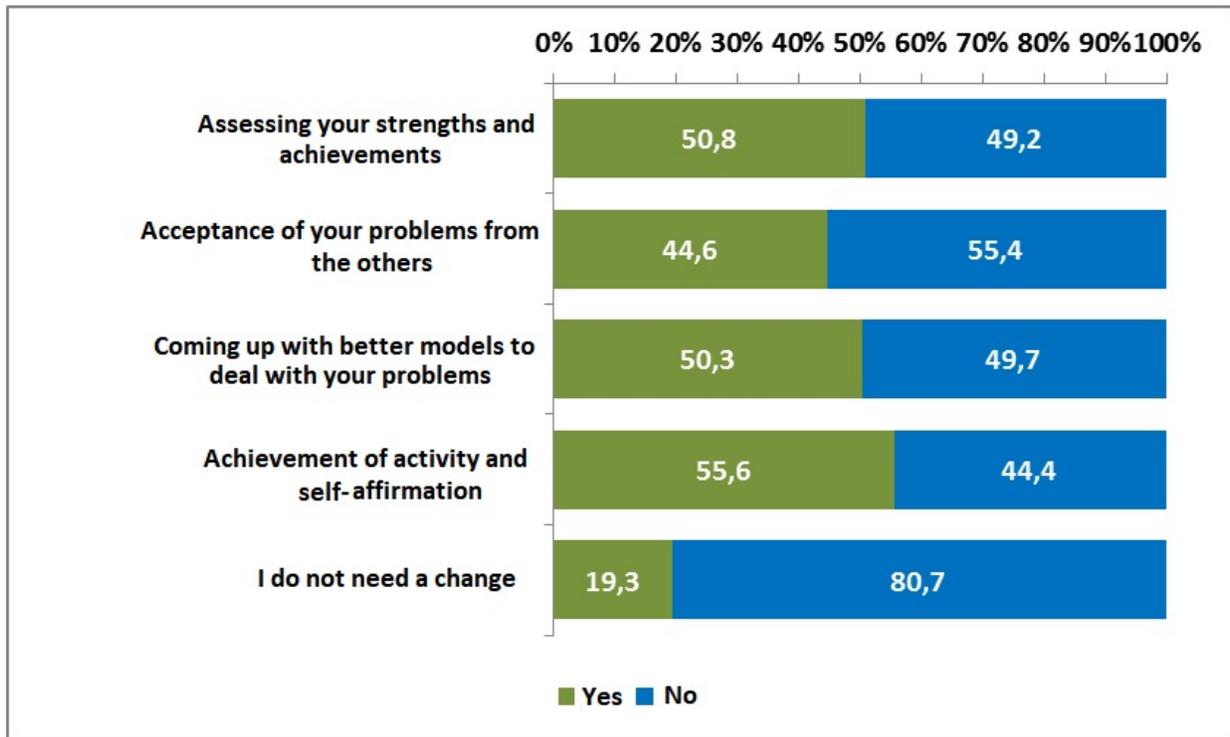
#### *Values related to expectation*

The surveyed young people from the four partner countries are committed to working and achieving financial sustainability and these are the first in the ranking of the values. Family and human relations are also important values for the respondents and, would like to expand their human relations. The attainment of these values involves the expectation of outside help but. About 60 % средно is have recognized the importance of improvement of their competences by trainings or education and It is also highlighted in the survey that social activity, nature, healthier lifestyle and mental health are also important values for these youngsters. Avoiding negative people is the aspiration of the young man. He has chosen criteria with 57,2%, which suggests optimism for the future and a better life, without wandering in the direction of "*everything is beautiful*".

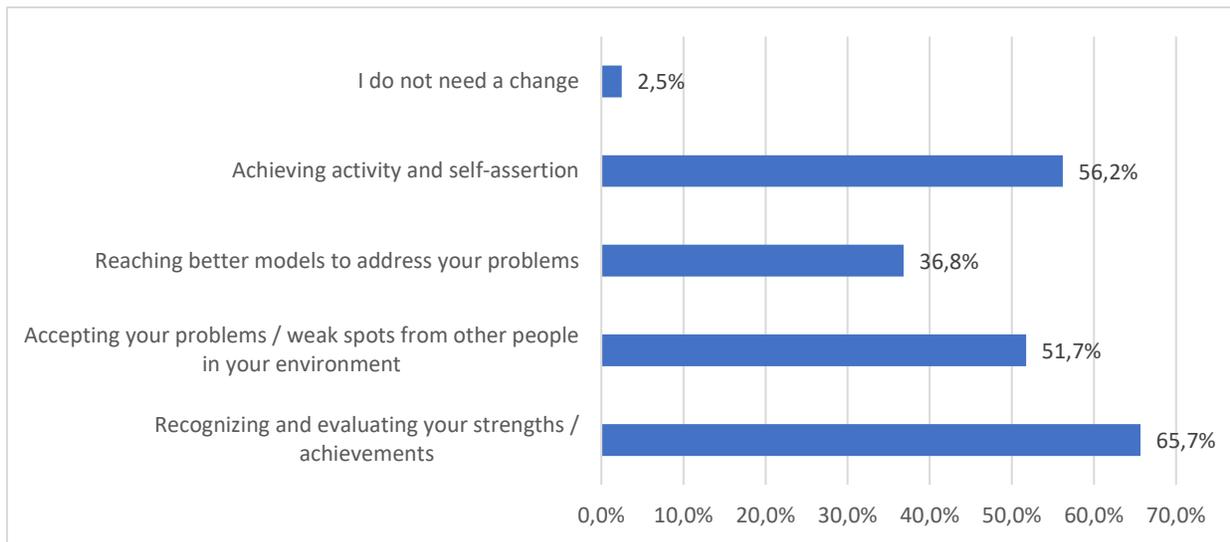


### *Personal change*

Regarding the personal change that the young people need - 55.6% of the selected answers in Bulgaria, "*achievement of activity and self-affirmation*" is preferred. This shows us the high level of understanding of the need to be motivated to be active and to achieve assertiveness. Most probably this can be achieved through individual and group socio-psychological work, which is envisaged in the multidimensional methodology, part of the project. Almost the same percentage – around 50% preferred "*assessing your strengths and achievements*" as well as "*coming up with better models to deal with your personal problems*". With about 45% of the survey participants choosing to accept their personal problems from loved ones or from the environment, which could be addressed bilaterally: first, through the development of personal skills, the young NEET`s communicates with his family his own problems in a way to make them easier to accept. On the other hand, it also shows us the need for psychological support for loved ones in better understanding and accepting the difficulties of a young person with a problem. 1/5 or 19.3% of the respondents do not estimate the need for personal change. The hypothesis is that this group tends to shift the responsibility for their own lives or negatives to the surrounding society or they have not come to understand their responsibilities in the process of personal maturation.



The highest percentage of young people that took part in the survey realizes the need of personal change.

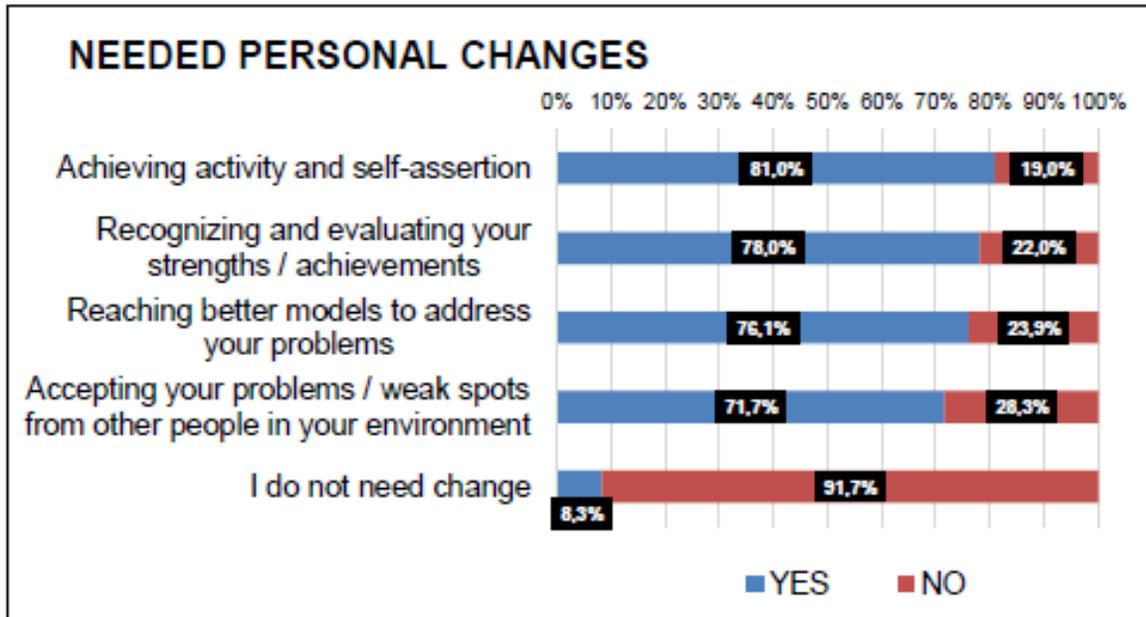


When asked what would you do to change your life and health, the interviewed people in Bulgaria have of the greatest interest are activities in which they may feel competent. 64% of them would engage in similar activities.

Hungarian young people rely on others especially on their relatives in many aspects, and admitted that their activity and self-assertion is very important to be improved (81 %). They also recognized the importance of evaluating strengths and achievements (78 %). We consider professional help

may be crucial to reach this goal and the same is the case with achieving better models to address their problems (76 %).

Most of the youngsters accept the evaluation by others (72 %) and, even more - 82 % of the respondents are aware of the importance of getting rid of bad influence by other people.



### *Basic global competences*

Pointing the youth focus on competence means that future project work must also take into account the competence approach. Jacques Delors<sup>1</sup> defines the basic global competences as follows: to learn how to know, to learn how to do, to learn how to live together, to learn how to live. The Council of Europe<sup>2</sup> devotes 5 groups of key competences, which are of particular importance in the preparation of youth: political and social, intercultural, communicative, socio-informational, and personal competences. The NEEDs and partially their parents are sometime not realizing completely what these basic competences represent. This leads quite often to discrepancy between reality, employers' expectations and those of the NEETs and their relatives.

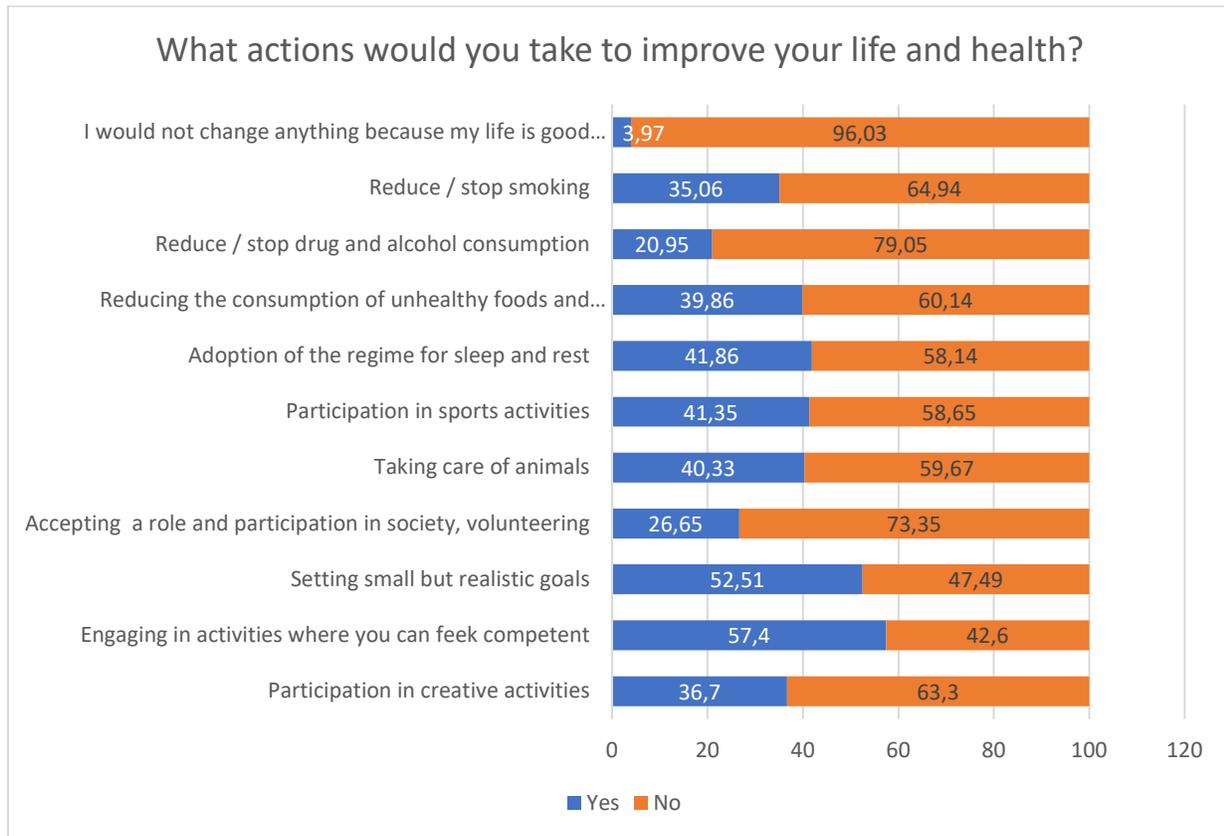
### *Small realistic goals*

According to the results of the study of the following actions are of interest for young people: setting small realistic goals - 56%, taking care of animals - 47%, participating in sports activities 45%, reducing the consumption of unhealthy food and drinks - 33%, acceptance of role and participation in society - 33%, participation in creative activities - 32%. With a smaller but still significant proportion, they are ready to take a sleep and rest regime - 28%, to quit smoking -

<sup>1</sup> Delors, J. (1998). Education - the hidden treasure. (report to UNESCO).

<sup>2</sup> The Council of Europe: a Common European Framework of Reference for Languages: Learning, Teaching, Assessment; Oxford University Press, 2001, Walton street, Oxford OX2 6DP, p. 125-131

26%, to reduce / stop consumption of surfactants and alcohol -22%. However, almost 7% would not change anything to improve their lives and health, which means that nine out of ten young unemployed are ready to take action to change their lives.



In Hungary for example in terms of future plans 90 % of the youngsters would like to be engaged with activities that they feel competent. According to our experience it is highly advantageous for people to get involved in such activities because of the positive effect on self-confidence and motivation. They mention other activities such as sports (66 %), art and creative activities (60 %). The similar percentage of respondents (57 %) would take care of animals. Due to data matching we suppose that these options might be interesting for the persons who are open for different activities.

### *Conclusion*

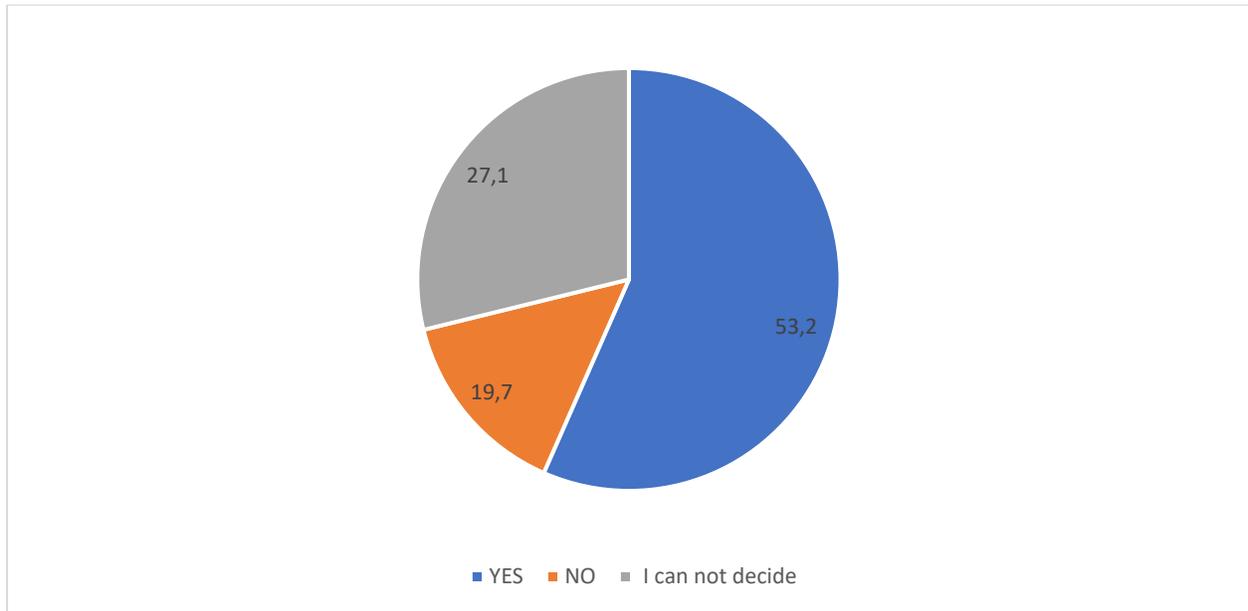
The results from Ireland and Latvia present the similar picture and show that personal change and basic global competences are main element related to the expectation of the target group.

According to the answer youngsters agree to set small realistic goals (78 %) although it is an important step to define which goals are realistic for them personally.

## Benefits

### *Psychological support*

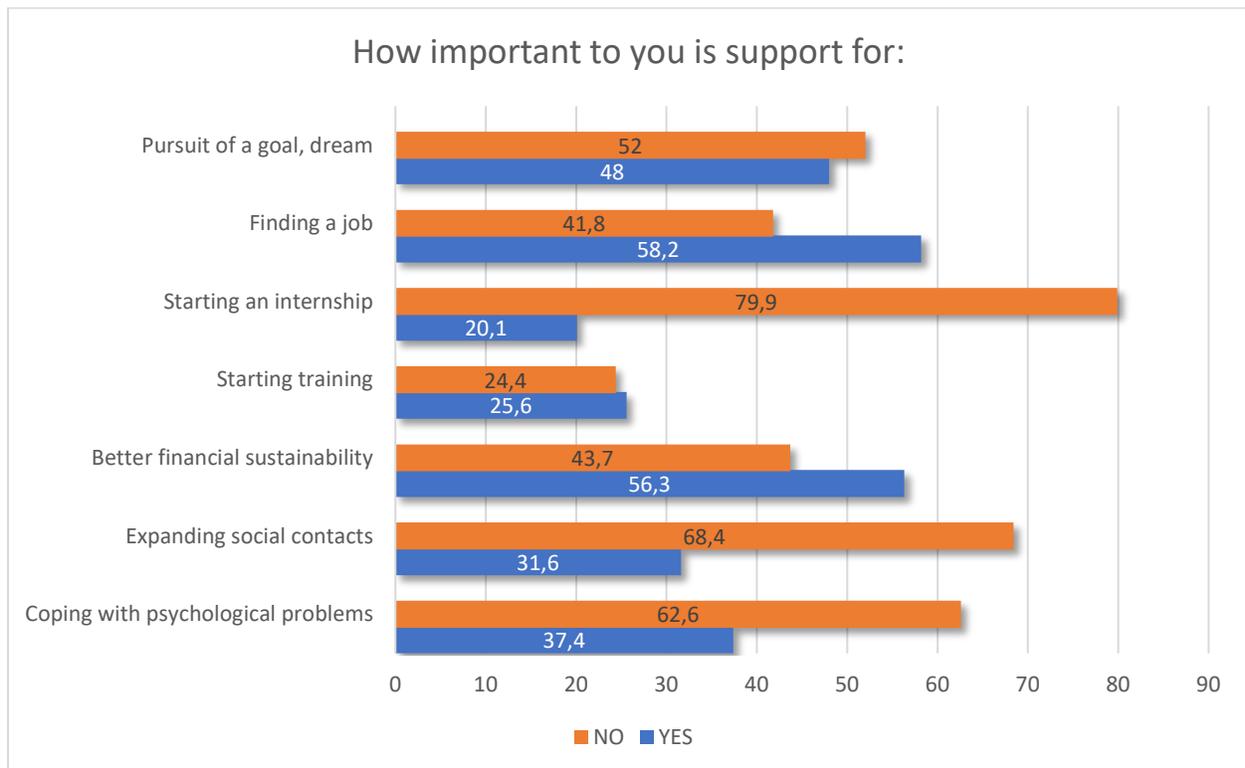
On the question - "Will psychological or psychosocial help and support be helpful to accomplish your desires and goals?", The surveyed young people from Bulgaria, Hungary, Ireland and Latvia 53.2% give an affirmative answer. This shows us that more than half of the participants in the study are aware and expect benefits for themselves in achieving their desires and goals.



### *Importance of support*

Regarding the next most important choice of young people, namely "pursuing and achieving goals and dreams", in correlation with their experience of insecurity, we see this response as a desire to achieve in the work of the stability program and overcome their own insecurity. Young people state the need for support to achieve their professional and life goals - more than 1/3 admit that dealing with their psychological problems as an important condition for achieving their dreams and intentions.

Surprisingly low average percentage - 31.6% of the respondents indicate the expansion of social contacts as a prerequisite for solving their problems and difficulties. We assume that this shows a low level of awareness of the importance of this need in their lives.



### *Conclusion*

Common for the surveyed young people from the four countries, finding employment and achieving financial stability are the most important, with an average of 58.2% and 56.3%, respectively. This confirms the preliminary hypothesis and guidelines in our proposed project to effectively and successfully support young NEETs for their integration into the labor market. We consider the financial stability preferred by the recipients as directly related to sustainable and lasting employment.

According to the employers that took part in the focus groups, the presence of a mental disorder is among the most serious barriers to the socialization of the young person and respectively his integration on the labor market. Participants share personal experiences in contact with a mentally ill person in a job search situation. The lack of stimulations in the regulations for the employers themselves is pointed out, in the presence of only mandatory requirements. Again, in the general context of the overprotective family, as a factor for passivity, over-care on the part of parents is pointed out as a predictor leading to apathy and lack of motivation for self-realization. These considerations of the focus group are also confirmed by the analysis of the answers received from the survey regarding the economic status of the respondents and their attitude towards it. The predominant share are those respondents who neither study, neither work (35%), but have little money or answered that their money is "neither a little nor a lot", or a total of about 70%. This fact, combined with the close connection with the family, could be linked to the fact of over-care, which suppresses the natural need for independence.

Pessimism and negativism among the target group is pointed out by employers in the context of the cultural environment that the young people inhabit. The lack of positive examples, models and stimulus from the society, media, social network and friend circle is building negative visions for the future and negative attitude towards good practices that can be used as example. The question is widened by the characteristics of the contemporary mass culture which usually does not predispose young people towards positive development. Hedonism in young people, in its modern form as an attitude to life based solely on the pursuit of pleasure, the modern subculture, which predisposes young people to such attitudes, which, if not corrected by appropriate education are wrongly established as basic values - are major obstacles for the meeting of the target group with the employers. Managers and human resources specialists believe that some of the people in the target group meet this character profile, which in combination with other factors such as insufficient family upbringing, improper education, character traits and others is one of the reasons for the marginalization from the social and work environment.

## GENERAL OBSERVATIONS AND RECOMMENDATIONS

The analysis of the data shows that for the social maladaptation observed in this group, the main reason is the lack of motivation for active life, integration into the social environment and personal development. This lack of motivation is caused by complex reasons, first of all, it outlines the characteristic psychological profile of a young man, without ambition, reconciled with the economic state in which he is, but with intentions for activity at some distance from the present time. Most of these young people live with their parents, which makes an impact on their socialization. Their world is more or less closed, confined in the family and close environment of peers (probably in the same situation as themselves). Their horizons of dreams and interests are relatively limited. The sources of information about them do not extend beyond the immediate environment in which they live, and hence limit their interests and intentions for the future.

The reasons for this condition are complex, but a large part of them is due to some psychological distress from the range of anxiety disorders and moderate depressive states. It is difficult to say whether these disorders are the cause or effect of these young people's lifestyles. Since the design of the study included the presence of mental disorder mainly in minority groups, particular attention should be given to this causal link. Assuming a priori that the target group consists of individuals with some diagnosed mental disorder, then the results and their interpretation will be different from what is outlined in this study. Data from a previous Association SPOC (Sustainability of Progressive and Open Communication) survey regarding the employment status of people with a diagnosed mental disorder have shown that the main barriers to their employment are related to the treatment of employers, society and even the family. In the present study, no data on stigmatization and auto stigmatizing processes are found. This gives reason to think that the mental disorders from the anxiety and depression spectrum are more of a secondary consequence of the social failure of these individuals, which creates a vicious circle by reinforcing

that failure and reducing their chances of change. This is confirmed by the fact that every tenth respondent who has not worked so far has eating problems. Such problems are most common in those who have not worked between 1 and 5 years. This suggests that the stress associated with unemployment increases the eating disorders of young people.

Increasing the unemployment period increases the likelihood of substance or alcohol abuse. If the unemployed young people under 1 year of age are one in ten users, those who have been unemployed for between one and five years or more than five years are already two in ten.

The problem of unemployment is offset by high confidence in the family and friendship circle, but over time, the negative phenomena of this condition erode that equilibrium. The data shows that for unemployed people up to one year the trust in the family is high, but for those who have been unemployed for more than five years, it declines by half. Apparently, long-term youth unemployment is critical to family confidence in addressing personal emotional problems.

Lack of work, respectively, social environment leads to virtual reality closure. Every tenth of the young people who neither study nor work, with an unemployment period of up to one year, recognizes their dependence on the Internet and social networks as a personal problem.

For unemployed people between one and five years of age, this dependency has doubled. For those who have not worked or have not worked for more than five years, the percentage is almost the same.

The existence of a vicious circle is also observed with regard to the job search initiative, which is inversely proportional to the time spent idle. With the increase in the period of unemployment, the disinterest towards starting a job increases. There is the lowest interest in starting work for young people who have not worked under one year.

It is significant that those who have never worked have the lowest interest in starting a career.

These data support the hypothesis of passivity in these young people, which creates a psychological barrier to active job search.

In terms of trust in friends, it increases with increasing unemployment. This can again be interpreted as a secondary closure in a narrow social circle and an avoidance of social competition.

Alongside this, there is the phenomenon of getting used to social status, which is illustrated through the connection of anxiety and a period of unemployment.

One in five young people surveyed who has never worked or been unemployed for up to a year has personal fear related problems.

In this context is also the issue of the health status of the target group. More than two-thirds of respondents did not have health problems and did not need medical attention. It is confirmed

that if there is a mental disorder or some other health problem, then it is not the reason for the social status of most of the persons in the group.

The survey data does not show any particular differences in terms of ethnic origin; it cannot be assumed that there is any discrimination on this mark.

An important characteristic of this group of young people is their self-centeredness and passivity in the expectation of being led out of the state of lethargy in which they find themselves in. The value system of these people spreads, to a large extent, to the satisfaction of their own needs and aspirations, which alone are not really ambitious.

The lack of life ambition is also confirmed by a comparison of data obtained from the answers to the questions related to financial situation and life satisfaction.

The problems of young people that emerge from this study are mainly on psychological and cultural aspect. Socio-economic factors and health status are rather secondary phenomena, although their interaction in the course of one's career is essential. This raises the question of interventions that should be focused mainly on the upbringing and education of these young people, as well as influence on the family environment, which, although supportive, prove incapable of overcoming the basic passivity and lack of life motivation of these people. Creating a motivating social environment will be a key factor in overcoming and breaking the vicious circles created in the majority of young people surveyed. In this sense, the aims set by the projects and the interventions envisaged are completely in line with the findings of the research phase and could be expected to be adequate and effective.

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