



YOUTH UNEMPLOYMENT AND GENDER INEQUALITY IN GLOBAL LABOUR MARKETS: IMPLICATIONS FOR SOCIAL DEVELOPMENT FROM 2014 TO 2024

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ABSTRACT

Youth unemployment and gender inequality remain major concerns in global labour markets because they directly affect economic participation, social inclusion, and long-term development. This study examines unemployment patterns across countries, sex categories, age groups, and years from 2014 to 2024. A quantitative descriptive research design was adopted to analyse global unemployment trends, youth-adult differences, gender-based disparities, combined age-gender patterns, and country-wise unemployment variations. The study used publicly available unemployment data covering 189 countries and annual unemployment rates disaggregated by sex and age category. The findings show that overall unemployment declined from 12.80% in 2014 to 11.25% in 2024, although a sharp increase occurred in 2020. Youth unemployment remained substantially higher than adult unemployment throughout the period, confirming young people's greater vulnerability in labour markets. Female unemployment was also consistently higher than male unemployment, showing a persistent gender gap. The combined analysis revealed that female youth experienced the highest unemployment burden across all demographic groups. Country-wise results further showed that unemployment pressure was concentrated in selected countries, with especially high female youth unemployment in 2024. The study concludes that youth unemployment and gender inequality continue to limit inclusive social development. Targeted employment policies, gender-responsive labour-market strategies, and stronger youth transition support are required to reduce these disparities.

Article History:

Received Date:**03/03/2026**

Revised Date:**12/04/2026**

Accepted Date:**19/04/2026**

Published Date:**27/04/2026**

Keywords: Youth unemployment; gender inequality; labour market; female youth unemployment; social development; global unemployment trends

Introduction

Youth unemployment and gender inequality are the two most long-term issues in the modern world of global labour markets. Employment is not just an economic measure but also a critical prerequisite to social participation, economic independence, human growth and social stability. The consequences of not employing the youths in the labour market may go beyond the loss of money and it affects education to work transitions, social mobility, psychological well-being and long-term productivity. Equally, when women experience an unequal access to labour opportunities, inequality in labour-markets becomes strongly interrelated with other tendencies of social exclusion and unequal development. Thus, the combination of youth unemployment and gender inequality would be a useful starting point in understanding how labour-market inequality impacts social development in different countries.

Young people tend to be more vulnerable to labour-market than adults due to their entry in employment with limited work experience, weaker professional networks and lower bargaining power. The shift between education and employment can be particularly challenging in cases where the labour-market fails to absorb new entrants, or where the education system inadequately matches the needs of the labour-market. The research on youth disengagement reveals that institutional conditions, education system, and employment structure play a role in determining whether youths are engaged with education and work or not (Assmann and Broschinski, 2021). The longitudinal evidence on youth unemployment and the NEET groups also suggest that the youth labour-market exclusion is conditioned by the country-level factors and cannot be viewed only as an individual failure (Pennonni & Bal-Domańska, 2022).

The problem of youth unemployment is also, closely linked, with the quality and structure of employment opportunities. In most settings, informal employment, low wages, job instability, and poor career mobility all impact young people. The studies of youth employment in major sectors of the economy reveal that the sectoral opportunities, skills, economic conditions, and institutional support influence employment outcomes (Edewor et al., 2023). In this vein, the research on this topic identifies a significant role of regional and structural factors in the labour-market integration of young people (Scandurra et al., 2021). These results suggest that policy action should focus on addressing youth unemployment by not only creating jobs but also developing skills, reforming education, and planning inclusive labour-markets.

The issue of gender inequality further exacerbates labour-market inequalities. Women are still limited to challenges associated with unpaid care work, occupational segregation, discriminatory norms, limited mobility, and unequal access to decent jobs. The evidence provided around the world has revealed that the employment conditions of women continue to be influenced by structural inequalities in participation, wages, job security, and work opportunities (International Labour Organization, 2016). Research on gender equality has also increased tremendously as the fact that gender disparities have influence on various dimensions of social and economic life is being realized (Belingheri et al., 2021). The issue of occupational gender segregation is particularly significant since the concentration of men and women in various types of work can affect economic growth, labour productivity and inequality (Scarborough, 2020).

Of special significance is the way youth and gender intersect. The young women might be experiencing both types of disadvantages since they are both exposed to the general disadvantages of youth labour-market entry and to gendered barriers to employment. Education is also important to reduce this vulnerability, particularly in low- and middle-income countries where the idea of keeping teenage girls in school can help in improving future employment and social outcomes (Sampa et al., 2021). These inequalities may be exacerbated by labour-market disruptions. Young people who are not enrolled in education or get employed may be more vulnerable during periods of crisis, such as the COVID-19 period (Kvieskienė et al., 2021). The recent literature where digital search data are used to predict youth unemployment also indicates the growing significance of monitoring youth labour-market risks using both timely and comparative indicators (Simionescu and Cifuentes-Faura, 2022).

It is on this background that the current study investigates the issue of youth unemployment and gender inequality in world labour markets between the year 2014 and 2024. Using the analysis of the

rates of unemployment in the countries, sexes, ages, and years, the study will offer a comparative insight into the way the patterns of unemployment vary with age and sex. The emphasis on long-term trends, gender differences, youth-adult differences, and country-wise variation is useful to indicate the extended implications of unemployment inequality on social development. The main objectives of the study are:

- To analyse global unemployment trends from 2014 to 2024 across age and gender categories.
- To compare youth and adult unemployment patterns and examine gender-based differences in unemployment rates.
- To identify country-wise unemployment variations and assess their implications for social development.

Methodology

Research Design

In the current research, a quantitative descriptive research design was considered to analyse the problem of youth unemployment and gender inequality in global labour markets between 2014 and 2024. The patterns of unemployment in different countries, sex categories, age groups, and years were analysed in a comparative manner. As the objective of the study was to determine trends, demographic differences, and disparities in labour-market, descriptive and comparative statistical analysis was deemed suitable. The research was aimed at analyzing the differences in unemployment between young and adult people and between men and women. It further examined the time change in unemployment levels, country-specific variations, gender differences, youth-adult differences, as well as the overall implication of the inequality in unemployment on social development.

Data Source and Description of Data

The research involved secondary data on the rate of unemployment across the world which were publicly available. The data set was a disaggregated dataset based on country, sex, age group, age category, and year. It spanned 2014 to 2024 and has information on 189 countries. It presented annual unemployment rates by various demographic groups, which was why it was suitable in analyzing labour-market disparities based on gender and age (Islam, 2024). The dataset comprised of 1,134 observations and 16 variables. The key variables were country name, indicator name, sex, age group, age category, and annual unemployment rates of 2014-2024. The countries were represented by the various demographic groups such as male and female groups and youth, adult and children age groups. The analysis was based on the youth and adult categories because these are directly related to the participation in the labour-market. The sub-group of Under 15 was not focused on since unemployment is mostly understood in terms of people of working age.

Study Variables

The study dependent variable was the unemployment rate, which was measured each year, between 2014 and 2024. The primary variables grouped were country, year, sex and category of age. The classification in sex mainly involved male and female groups, whereas the categorization in terms of age was mainly understood through the classification of young and adult groups. Derived comparative indicators were also used in the study to analyze the disparities in unemployment. The calculation of the gender unemployment gap was done by calculating the difference between the female unemployment rate and the male unemployment rate. The unemployment gap between youth and adults was computed by taking the difference between the rate of unemployment of youths and the rate of unemployment of adults. Moreover, the percentage change between 2014 and 2024 was estimated to discuss whether there was an improvement or worsening of the unemployment over the period of study. These indicators served to evaluate the nature and extent of labour-market inequality within demographic groups, and across countries.

Data Preparation

The dataset was initially checked to know its structure, number of observations, categories of the variables and the yearly values of the unemployment. The data were verified to eliminate duplicates,

missing values and consistency in categorical variables like country name, sex, age group and age category. The values of unemployment in 2014-2024 were organized and compared year-by-year and in groups. Where necessary, the data were coded into an analysis-friendly format to enable summarizing the unemployment rates by year, sex, age category, and country. No replacement of missing values with estimated values was made, instead the appropriate calculations were made based on the available data. This strategy contributed to preventing the artificial change of the country-level pattern of unemployment.

Data Analysis

The analysis of the data was performed in terms of descriptive and comparative statistical analysis. To analyze the general trends over years, countries, sex categories and age categories, the average unemployment rates were calculated. The analysis incorporated the year-wise trend analysis, gender-based comparison, the youth-adult comparison, the intersectional demographic comparison, the gap analysis, the country-wise ranking and the percentage change analysis. The trend analysis was performed year-by-year by calculating the average unemployment rate of each of the years between 2014 and 2024. This assisted in determining whether unemployment was on the increase, decrease or it was stable during the period of study. The analysis also enabled the study to see short term changes especially the difference between 2019 and 2020.

The analysis of gender was done by comparing the average male and female unemployment rates over the period of study. To see whether the difference in female and male unemployment increased, decreased, or remained constant between 2014 and 2024, the gender unemployment gap was computed on the basis of each year. The analysis was done based on the age by comparing the youth and the adult unemployment rates. The youth-adult unemployment gap was estimated on a yearly basis to determine whether the youth unemployment was higher than the adult unemployment and whether the youth-adult unemployment gap varied over time. The analysis also looked at mixed sex and age groups such as female youth, male youth, female adults and male adults. This comparison assisted in identifying the demographic group that had the greatest burden of unemployment. Female youth unemployment was given special attention since it is the combined age and gender-based labour-market vulnerability.

Countries were compared by ranking the countries based on the rate of unemployment in each country during the selected years, and particularly in 2024. The analysis was used to determine the countries that had the highest rates of unemployment, highest rates of youth unemployment, and highest rates of female youth unemployment. This helped to develop a cross-national interpretation of inequality in the labour-market. The analysis of percent change was performed to compare the level of unemployment in 2014 and 2024. This aided in determining whether unemployment was on the rise or on the decline during the entire span of the study. The percentage change was computed by assessing the difference between the values of 2024 and 2014 relative to 2014 values. This was analyzed in order to determine long-term improvement/deterioration in the unemployment conditions. The analysis of the change in 2019 and 2020 was also a short-term change analysis. The difference between the unemployment levels in the two years was determined by the difference between the unemployment level in 2019 and the unemployment level in 2020. This assisted in determining whether unemployment levels were getting skyrocketed at the time and which groups of people were most adversely affected.

Results

Overall Unemployment Trend from 2014 to 2024

In the overall unemployment trend, there is a gradual decrease in the 2014 overall unemployment rate of 12.80% to 11.25% in 2024, a 1.55 percentage points decrease in the overall unemployment rate in the study period. Nevertheless, this fall did not take place continuously. As Table 1 and Figure 1 indicate, unemployment steadily decreased between 2014 and 2019, increased steeply in 2020, and decreased again in 2021 and onwards. The greatest average unemployment rate was observed in 2020 at 13.40% which indicated that there was a significant labour-market upheaval in the year 2020. By 2024 the average rate of unemployment had dropped below the 2019 figure, which means that labour-

market conditions on the global level are recovering. As of 2024, the average rate of unemployment decreased below the level of the year 2019, which means that the unemployment trend is improving.

Table 1. Overall Unemployment Trend from 2014 to 2024

Year	Overall Unemployment Rate
2014	12.80
2015	12.67
2016	12.51
2017	12.23
2018	11.86
2019	11.63
2020	13.40
2021	12.88
2022	11.68
2023	11.29
2024	11.25

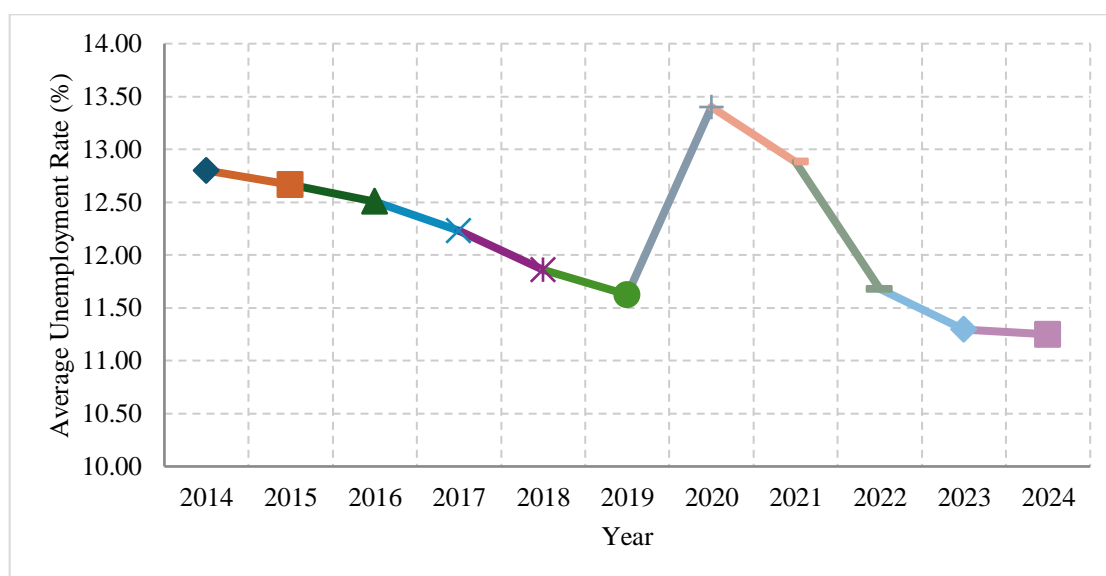


Figure 1. Overall Unemployment Trend from 2014 to 2024

Gender-Based Unemployment Pattern

Gender-based comparison indicates that female unemployment was always higher than male unemployment during the period of study. The average female unemployment in 2014 was 14.00% and male unemployment was 11.60%. By 2024, the unemployment level among women had reduced to 12.52% and that of men had reduced to 9.98%. As shown in Table 2 and Figure 2, the rate of male and female unemployment reduced over the period, though the gap between these two rates prevailed. Gender unemployment gap slightly rose between 2.40 percentage points in 2014 and 2.55 percentage points in 2024. The largest gender disparity was noted in 2020, when the unemployment rate among women was more than 2.93 percentage points higher than the unemployment rate among men. This means that women were facing an incessantly higher unemployment burden than men, especially during the 2020 labour-market disruption.

Table 2. Gender-Based Unemployment Trend from 2014 to 2024

Year	Female Unemployment	Male Unemployment	Gender Gap
2014	14.00	11.60	2.40
2015	13.89	11.44	2.45
2016	13.77	11.24	2.52
2017	13.57	10.89	2.68

2018	13.16	10.56	2.60
2019	12.96	10.29	2.66
2020	14.86	11.94	2.93
2021	14.30	11.46	2.84
2022	13.05	10.31	2.74
2023	12.54	10.05	2.49
2024	12.52	9.98	2.55

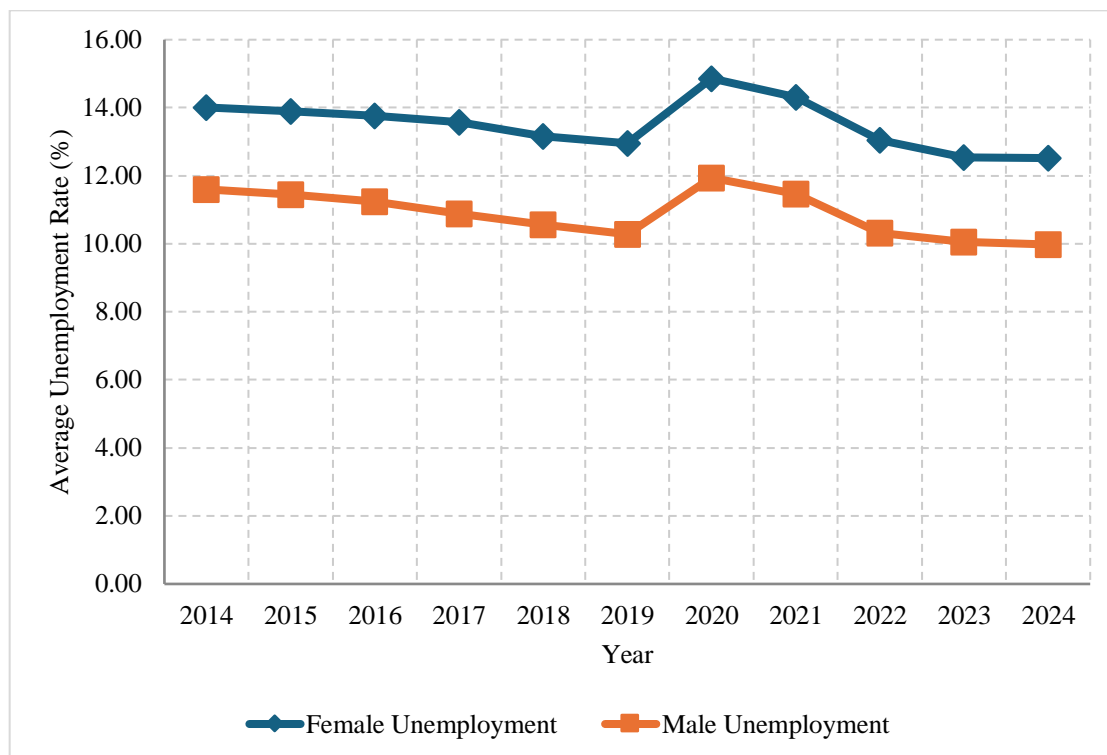


Figure 2. Average Unemployment Rate by Sex from 2014 to 2024

Youth and Adult Unemployment Comparison

The level of unemployment among youths was significantly greater than the level of unemployment among adults in all the years of the study period. The average youth unemployment rate in 2014 has been recorded at 18.85% as compared to 6.74% among adults. By 2024, youth unemployment will fall to 16.63%, adult unemployment will fall to 5.87%. Youth unemployment, as indicated in Table 3 and Figure 3, was nearly three times greater than adult unemployment, throughout the period.

The unemployment gap between youth and adults decreased to 10.75 percentage points in 2024 compared to 12.11 percentage points in 2014. Though this has a slight improvement, the gap was still high during the period. The largest youth-adult gap was in 2020 with the gap of 12.81 percentage points, which meant that the youth were more at pressure of unemployment in 2020.

Table 3. Youth and Adult Unemployment Trend from 2014 to 2024

Year	Youth Unemployment	Adult Unemployment	Youth-Adult Gap
2014	18.85	6.74	12.11
2015	18.63	6.70	11.93
2016	18.41	6.61	11.80
2017	18.02	6.44	11.58
2018	17.52	6.20	11.32
2019	17.15	6.10	11.05
2020	19.81	6.99	12.81
2021	18.88	6.88	12.01
2022	17.19	6.17	11.02

2023	16.66	5.92	10.75
2024	16.63	5.87	10.75

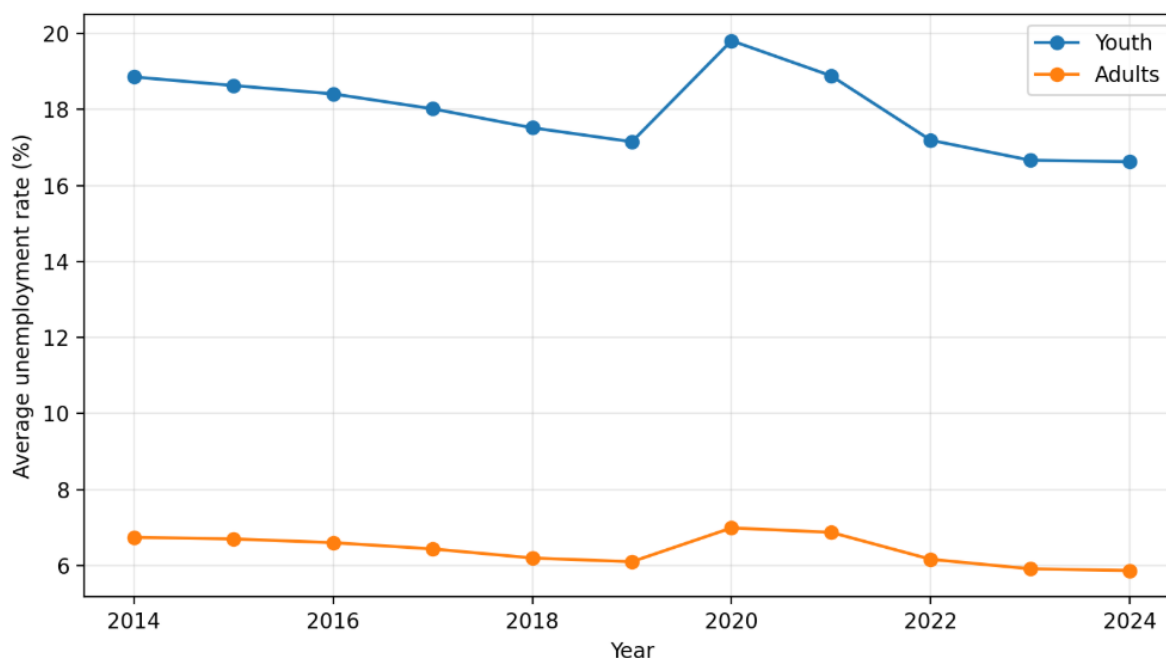


Figure 3. Average Youth and Adult Unemployment from 2014 to 2024

Combined Gender and Age-Based Unemployment Pattern

The collective gender and age-based comparison reveals the highest unemployment burden among all years, in the female youth. Table 4 shows that in 2014, female youth unemployment stood at 20.44% as compared to 17.27% in male youth, 7.57% in female adults, and 5.92% in male adults. By 2024, female youth unemployment had decreased to 18.28%, although it remained higher than all other demographic groups.

The data in Table 4 also indicates that female youth unemployment reached its peak in 2020 and was 21.93%, whereas male youth unemployment had gone up to 17.68% in the same year. This substantiates that the 2020 disruption had a stronger impact on young workers, with female youth bearing the greatest unemployment burden.

Table 4. Combined Gender and Age-Based Unemployment Trend

Year	Female Youth	Male Youth	Female Adults	Male Adults
2014	20.44	17.27	7.57	5.92
2015	20.24	17.02	7.54	5.86
2016	20.09	16.73	7.45	5.76
2017	19.83	16.20	7.31	5.57
2018	19.28	15.75	7.04	5.36
2019	18.92	15.38	7.00	5.21
2020	21.93	17.68	7.80	6.19
2021	20.85	16.92	7.75	6.00
2022	19.01	15.37	7.09	5.25
2023	18.29	15.04	6.78	5.05
2024	18.28	14.97	6.76	4.98

Long-Term and Short-Term Change in Unemployment

The long-term comparison of 2014 to 2024 reveals that the unemployment decreased in all major demographic groups. General unemployment reduced by 12.11%, female unemployment reduced by 10.56% and male unemployment reduced by 13.99% as shown in Table 5. This shows that male unemployment was rising at a higher rate than that of the female unemployment.

The youth unemployment was reduced by 11.82% and the adult unemployment was reduced by 12.93%. The female youth unemployment has reduced by 10.53% and the male youth unemployment has reduced by 13.35%. These results imply that despite the overall improvement in the conditions of unemployment, the rate of improvement was slower in the case of female groups, in particular, female youth.

The short run analysis between 2019 and 2020 also reflects a definite rise in unemployment of all groups. As demonstrated in Table 5, the total unemployment increased by 15.25% in the course of the period. The largest absolute change was female youth unemployment, which rose by 3.01 percentage points and then the male youth unemployment with 2.30 percentage points change. This indicates that the youth and especially female youth bore the brunt of the short-term unemployment shock.

Table 5. Long-Term and Short-Term Change in Unemployment

Category	2014	2024	Change 2014–2024	% Change 2014–2024	2019	2020	Change 2019–2020
Overall Unemployment	12.80	11.25	-1.55	-12.11	11.63	13.40	1.77
Female Unemployment	14.00	12.52	-1.48	-10.56	12.96	14.86	1.91
Male Unemployment	11.60	9.98	-1.62	-13.99	10.29	11.94	1.64
Youth Unemployment	18.85	16.63	-2.23	-11.82	17.15	19.81	2.66
Adult Unemployment	6.74	5.87	-0.87	-12.93	6.10	6.99	0.89
Female Youth	20.44	18.28	-2.15	-10.53	18.92	21.93	3.01
Male Youth	17.27	14.97	-2.31	-13.35	15.38	17.68	2.30

Country-Wise Unemployment Pattern in 2024

The country-by-country analysis reveals significant difference in the rates of unemployment among countries in 2024. Djibouti had the highest average rate of unemployment at 49.48, followed by South Africa at 38.52%, Libya at 34.80%, Eswatini at 32.44%, and Botswana at 31.83% as shown in Table 6. These results suggest that unemployment pressure was a factor that was more cumulative in some national settings.

The female youth unemployment rank in Table 6 further indicates that the highest female youth unemployment rate was in Djibouti at 78.64%, followed by Libya with a rate of 67.02%, Iraq with a rate of 64.06%, South Africa with a rate of 55.76% and the Syrian Arab Republic with a rate of 52.59%. Figure 4 visually shows the top 10 countries with the highest level of female youth unemployment in 2024. These findings affirm that female youth unemployment was among the most serious types of labour-market inequality in 2024.

Table 6. Country-Wise Unemployment Indicators in 2024

Rank	Highest Average Unemployment Rate (2024)	Rate	Highest Female Youth Unemployment	Rate
1	Djibouti	49.48	Djibouti	78.64
2	South Africa	38.52	Libya	67.02
3	Libya	34.80	Iraq	64.06
4	Eswatini	32.44	South Africa	55.76
5	Botswana	31.83	Syrian Arab Republic	52.59
6	Sudan	31.20	Jordan	50.59
7	Iraq	31.13	Eswatini	49.30
8	Jordan	30.61	Sudan	48.88
9	Tunisia	29.09	Botswana	48.53
10	Gabon	28.45	Algeria	46.95

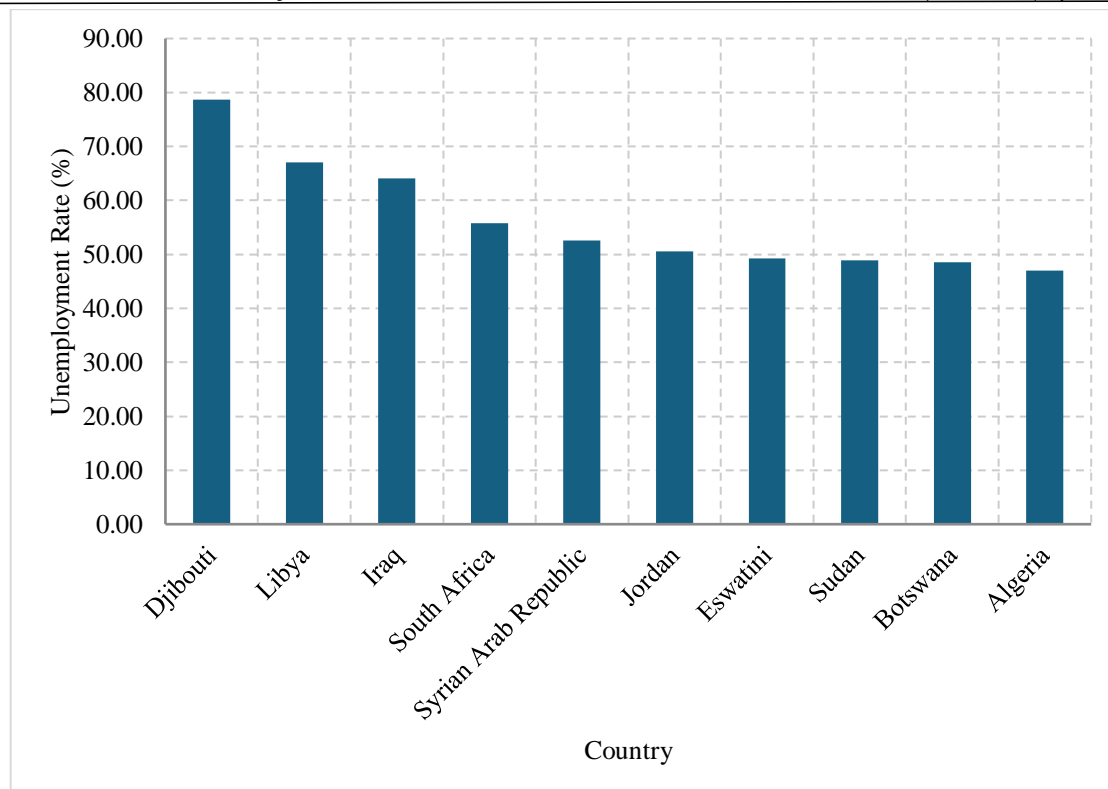


Figure 4. Top Ten Countries by Female Youth Unemployment in 2024

Discussion

The results of the current study show that unemployment among young people and gender inequality continue to be characteristics of interrelated issues in the labour markets around the globe. Despite the overall decrease in the unemployment rate between the period of 2014 to 2024, the increase in the unemployment rate was not equal among all demographic groups. The findings demonstrate that youth unemployment was significantly high in comparison to the level of unemployment in adults during the study period and that female unemployment was always high in comparison with the level of unemployment in adults during the study period. These trends indicate that the recovery and the improvement of the labour-market do not necessarily positively influence all of the groups. Rather, age and gender remain important factors to lack of equity in access to employment opportunities, and youth unemployment and female susceptibility to the labour-market are therefore of interest to social development.

Among the most significant discoveries is the level of youth unemployment which remains high. This analysis demonstrated that in most years youth unemployment was almost three times greater than adult unemployment. This is a confirmation that the youths find it more challenging to join and stay in the labour market. Limited work experience, skills mismatch, absence of professional networks, weak labour-market absorption, and limited access to decent work are factors that can influence the transition between education and employment. The finding is relevant to the argument that unemployment among young people is no longer a mere economic problem but a more general social development concern as long-term unemployment among young people can delay their financial independence, social mobility, frustration, and undermine long-term formation of human capital. More recent literature on youth employment also highlights that youth unemployment is determined by structural labour-market obstacles and needs specific employment strategies instead of universal economic growth (Verick, 2023).

The findings also indicate that female unemployment was still more than that of males throughout the period. The decrease in the rates of both male and female unemployment in the period between 2014 and 2024 did not eliminate the gender unemployment gap. Indeed, the gap marginally grew by 2.40 percentage points in 2014 to 2.55 percentage points in 2024. This indicates that women are still disadvantaged structurally in relation to their participation and access to the labour-market. These drawbacks can be associated with the unequal distribution of care obligations, occupational

segregation, discrimination in employment, limited mobility, reduced access to training and development of skills, and social norms that restrict employment choices of women. The existence of the gender gap is in line with larger-scale evidence that gender inequality at the societal level is strongly linked to unequal labour-market outcomes, such as an increase in female unemployment and an expansion in the employment gap (Algül, 2024).

The gender and age-based analysis in combination gives a more precise picture of the vulnerability of the labour-market. The unemployed young women carry the greatest burden of unemployment across years, which suggests that young women bear overlapping disadvantages in terms of age and gender. This conclusion is especially significant since youth unemployment in itself is not the best measure of the unequal experience of young men and young women. Female youth unemployment was still greater than male youth unemployment and the rate of improvement between 2014 and 2024 was weaker among female youth than among male youth. This demonstrates that not all of the labour-market advancement was equally distributed. The discovery also represents broader gender-based development issues, with women and girls still faced with unequal opportunities in education-to-work transitions, economic opportunities, and decent jobs in many societies (UN Women and United Nations Department of Economic and Social Affairs, 2024).

The other significant observation is that the level of unemployment has risen drastically in 2019 and 2020. The findings reveal that the total unemployment increased significantly over this period, youth unemployment was increasing at a higher rate than unemployment in adults. The young women were especially hit by the short-term disruption to the labour-market, as the largest increase in the absolute level of youth unemployment was in the case of young women. The implications of this are that the labour-market shocks are more likely to increase the existing disparities, than to have an equal impact on all workers. This observation is in line with evidence that the effects of economic shocks can be gendered, in the sense that we can observe that women are disproportionately concentrated in vulnerable sectors, in informal work, in temporary jobs, or in occupations more subject to disruption (Ivandić and Lassen, 2023). Thus, the 2020 increment can be interpreted as not only a temporary increase in unemployment but also as the testament to the precarious nature of the working conditions of already vulnerable populations.

The country-specific findings as well indicate high cross-national differences in the unemployment situation. In 2024, the average rate of unemployment was high in countries like Djibouti, South Africa, Libya, Eswatini, Botswana, Sudan, Iraq, and Jordan. In some countries female youth unemployment was extreme, namely: Djibouti, Libya, Iraq, South Africa, the Syrian Arab Republic, Jordan, Eswatini, Sudan, Botswana, and Algeria. These results indicate that global inequality of unemployment is not balanced and equal and is faced worse by some national settings than by others. Cross country differences can be due to differences in the economic structure, political stability, education systems, demographic pressure, labour regulation, gender norms, and the ability of economies to create decent jobs to the youth. Recent research on the hidden drivers of youth unemployment also tend to suggest that youth unemployment is a consequence of multiple factors that interact, such as education-employment mismatch, economic instability, technological change, and weak labour-market readiness (Ng et al., 2025).

The wider implications of the findings to the social development also exist. Unemployment among the youth may lead to poverty, dependency, delayed formation of families, social exclusion, pressure to migrate and loss of trust in the institutions. In a situation whereby the unemployment is among young women, the effects can be even more traumatizing as it strengthens gender inequality and restricts the involvement of young women in the life of the economy and society. The International Labour Organization has highlighted that a better way to improve youth employment is by providing them with decent work opportunities, skills training, inclusion of labour policies, and enhancing school-to-work transition systems (International Labour Organization, 2024). Thus policies to tackle youth unemployment should go beyond temporary job creation to sustainable employment opportunities, vocational training, support to self-employment, digital skills and gender responsive employment programmes.

Of interest also is the interplay between unemployment and social well being. Along with the loss of income, the lack of employment is also linked to such issues as psychological stress, low self-esteem,

indecision, and social marginalization. The continued elevated rate of youth unemployment might lead to psychological and social instability especially amongst youths who are repeatedly rejected by the labour-market or are completely idled. There is evidence worldwide that unemployment is linked to poor mental health outcomes, such as anxiety and depression, and thus, employment is an important determinant of communal health and social prosperity (Yang et al., 2024). This goes to strengthen the argument that youth unemployment needs to be dealt with as a social development multidimensional issue as opposed to a single economic indicator. These results imply that the aspect of labour-market inequality must be perceived as not only an economic but also a social developmental problem. Policies that could be used to curb unemployment must therefore be sensitive to the special vulnerability of the youth, women and more so young women in the high unemployment countries.

Conclusion

This study has looked at youth unemployment and gender inequality in the global labour market during 2014-2024, with specific focus on age differences and gender differences. The results indicate that despite a reduction of the overall unemployment levels during the period of the research, the improvement of the labour-market situation was not uniformly spread among the members of the population. The level of youth unemployment was still significantly higher than the level of adult unemployment, which means that the young people still had to face more problems when it comes to entering and maintaining a participation in the labour market. The study has also established that female unemployment would be higher than male unemployment throughout the whole period. The fact that this gender gap has persisted indicates that women are still faced with structural disadvantages in accessing the labour-market. These disadvantages may be linked to care responsibilities, occupational segregation, limited access to decent work, and restrictive social norms. The gender and age-based analysis further indicated that the young women had to endure the greatest burden of unemployment, and that young women have dual vulnerabilities in the global labour markets. The comparison of the year 2019 and 2020 revealed a definite rise in unemployment levels, and the youth and female youth were more significantly affected. The findings country-wise also indicated a high level of variation with some countries registering very high levels of unemployment, particularly among the youths of the country. To overcome these challenges, it is essential to have targeted labour-market policies, gender-responsive employment strategies, enhanced skills development systems, and increased support to young people in their transition into decent work. It is crucial to reduce unemployment disparities to achieve an equitable economic participation and long-term social development.

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