



# The Labour Market between Great Resignations and Great Reshuffles. Which are the Consequences for Younger Workers?

Interview with Viktorija Proskurovska  
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*To understand the state of the art of the labour market today, would you say we are experiencing mass resignations or major reorganization process? What is/are the main driver/s of this fast-changing scenario?*


**V. Proskurovska:** Yes. The great resignation is really more like a U.S phenomenon, with over 40 million people who left the job market over the last two years. For Europe it's more about what we call the great mismatch, that is employees developing different expectations from what the employers are offering, creating tension in the labour market. As for the reasons for this situation, during the covid pandemic people discovered that they could carry out many tasks at home and basically they expected management to be flexible and to provide opportunities of working from home and provide extra care for health and their well-being. But this is not always in line with some employers, who are still adopting the old approach, failing to consider that nowadays people are looking for other ways of working. This does not necessarily mean working nine to five, but also looking for a job in another sector or working less than full-time or even working fully online as an independent person who doesn't need to be connected only to one employer, as he has many clients to whom he provides specific service, depending on his skills. It's a really complex picture and it's very country- and industry-specific. Furthermore, it's more about the mismatch between the expectations from the workers and the employers.

*Workers' expectations of work have changed in recent years, especially since the pandemic crisis. Considering the recent period, is there any significant difference between the perspectives of younger and older workers regarding their position in the labour market?*

**V. Proskurovska:** We definitely see younger workers utilizing different ways of finding jobs and we see that the younger population is no longer committed to finding a lifetime job, as they are looking for temporary jobs with different employers to see what they like the most and to find what is important for them in terms of value and how they fit in the job. This kind of phenomenon is called “consumerization of work”. It is like younger people who shop around, they want to work at their conditions, on the topics they want and in the way and where they want.

*With specific regard to the so-called "twin transitions", how could private employment agencies further support employers and companies in identifying and retaining skills and talent?*

**V. Proskurovska:** Yes, definitely the twin transition is providing a new opportunity for developing new skills and new knowledge to be able to meet the requirements of today's work. I think private employment agencies are really well placed to help companies providing proper training and find the best match for the skills and the interests that people have to thrive the life that they want.

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