

Innovations

Factors and Obstacles Affected the Participation of Suburban Youth in Employment: A study in Hulu Terengganu, Terengganu, Malaysia

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Abstract

The issue of youth employment faces a worldwide predicament. This study discusses the challenging youth unemployment situation in suburban areas of Terengganu. The study strives to explore the vital factors that contribute to these incidents, exploring the socioeconomic dynamics that influence employment opportunities for young adults in suburban areas. This study explores the complex concerns and obstacles that impact the participation of suburban youths in employment, including personal factors, family influence, and environmental effects, from an academic perspective. The study implemented a qualitative methodology, interviewing ten youth informants from Hulu Terengganu, Malaysia. Based on previous research and statistical data, the study provides possible approaches and strategies to diminish unemployment among young people in suburban areas. It aims to promote long-term economic progress and inclusive societal advancement.

Keywords: Youth, Employment, Unemployment, Suburban .

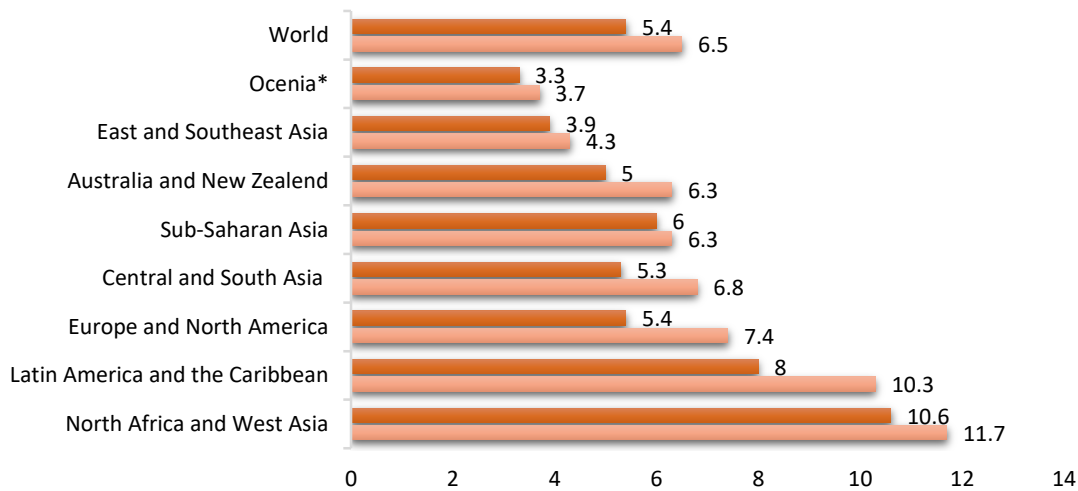
Introduction

Utilizing their unique abilities, skills, and expertise, people can enhance both society and the economy. Similarly, it is crucial to consider the situation of young people who are out of work, empowering them to recognise their full potential and make meaningful contributions to promoting economic growth and development. Youth are precious assets for any country. Because of this, it is necessary to direct resources towards enhancing their growth to ensure the nation's persistent progress. According to the United Nations, individuals aged 15 to 25 are considered youth. However, as stated in the National Youth

Development Policy (1997), the age range for youth is 15 to 40. In Malaysia, the age group commonly known as "youth" includes individuals aged 15 to 40. On the other hand, it is crucial to recognise that most youth development projects and attempts in the country primarily target individuals between the ages of 18 and 25.

The lasting effects of the COVID-19 pandemic continue to hinder the recovery of youth employment, according to a recent study published in 2022. Based on data from the International Labour Organisation (ILO), the number of unemployed young individuals worldwide is estimated to reach 75 million by 2021. There has been a significant rise of 6 million compared to before the COVID-19 pandemic. Experts predict that this figure will continue to rise for at least 15 years. The differences in recovery rates among young individuals depend on the regional disparities observed in countries with different income levels. The worldwide unemployment rate reached 6.5 percent in 2020, indicating a significant rise compared to the previous year (Department of Business and Social Affairs, 2021). There has been a 1.1 percent increase compared to the previous year (see Figure 1).

Figure 1. Youth Unemployment Rate 2019 and 2020 by Continent (%)

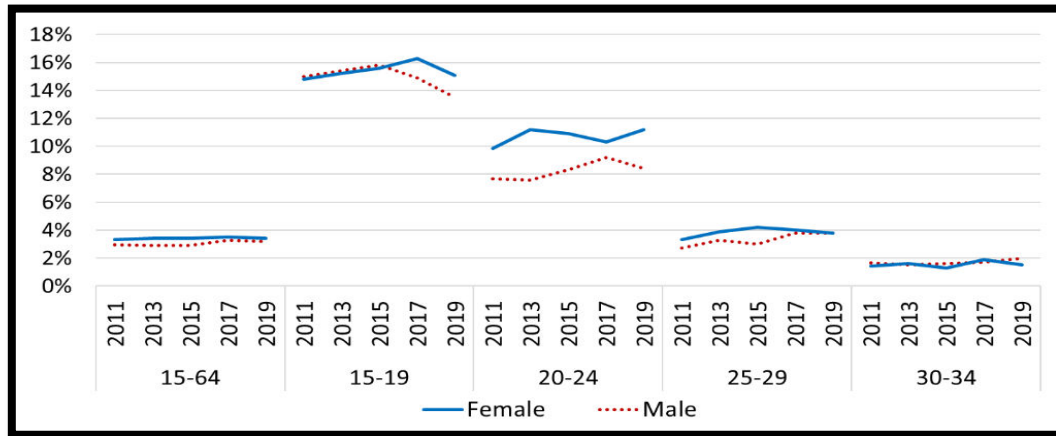


Source: Department of Economic and Social Affairs (2021)

The unemployment rate among young people in Malaysia is considerably higher than that of other age groups. The unemployment rates for those aged 15–19 and 20–24 in 2019 were 14.4% and 9.5%, respectively. Subsequently, the rates declined to 3.8% for the age group of 25–29 while remaining below 2% for all other age cohorts. The extent of youth unemployment and its substantial discrepancy compared to other demographic ages highlight the situation's intensity. An analysis of gender and regional factors reveals additional crucial aspects of unemployment. The unemployment rates for males and females are

mainly identical, except for the 20–24 age group among young people, where a clear gender difference becomes apparent (see Figure 2).

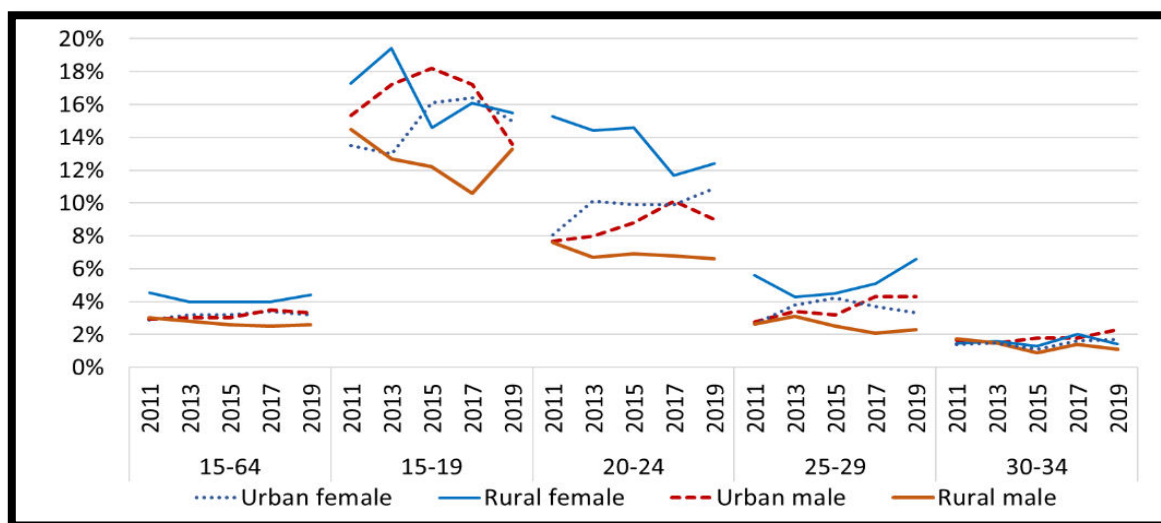
Figure 2: Unemployment rate by gender and age group (2011-2019)



Source: Department of Statistics (2012, 2014, 2016, 2018, 2020)

Regarding spatial distribution, more than 80% of Malaysia's workforce lives in urban areas, slightly above the urbanisation rate of 76% for the country's entire population. There is a discrepancy in unemployment rates among young people in urban and rural areas. The patterns among individuals aged 15–19 are not readily apparent. However, there has been a discernible decline in rural unemployment among individuals aged 20–24 while simultaneously witnessing a rise in urban unemployment (refer to Figure 3). This pattern applies to individuals of both genders.

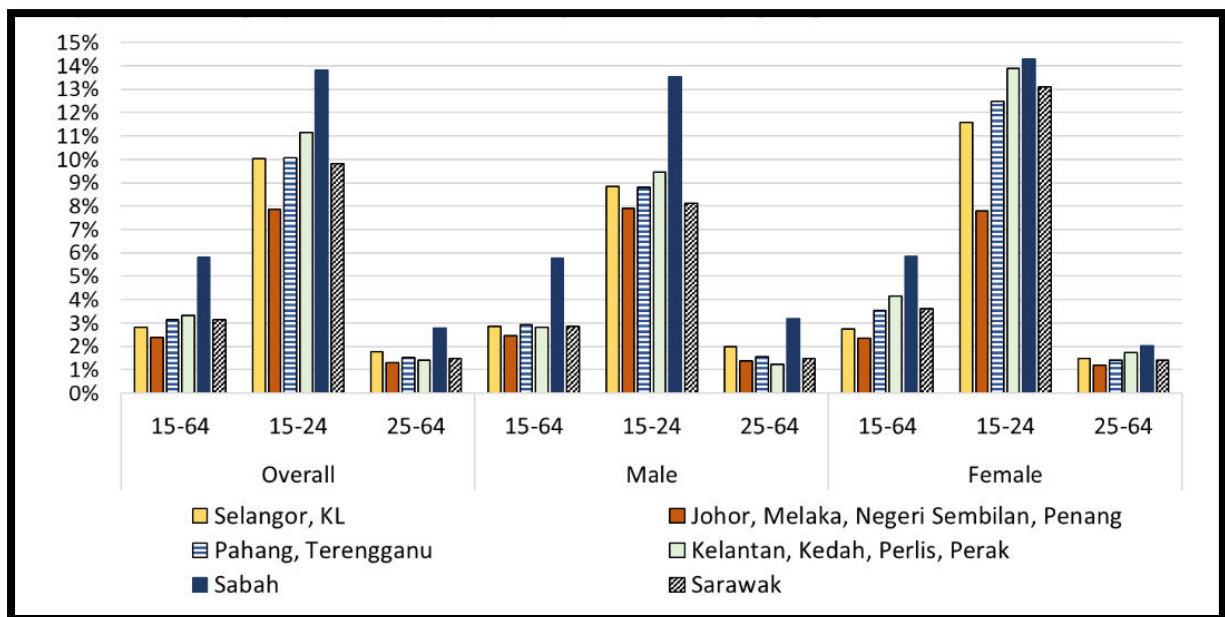
Figure 3: Unemployment rate by gender, area, and age group (2011-2019)



Source: Department of Statistics (2012, 2014, 2016, 2018, 2020)

Figure 4 illustrates specific patterns evident when analysing the labour force distribution across states, geographic regions, and income levels. In the state of Sabah, youth unemployment is the highest, at 14%. The states of Kedah, Kelantan, Perak, and Perlis in the Northern Peninsular region have a closely trailing rate of 11%. The Peninsular Southern states and Penang, which share economic similarities, have the lowest unemployment rates, averaging around 8%. The youth unemployment rate in several locations, including the main economic hubs of Selangor and Kuala Lumpur, stands at roughly 10%. The province of Sabah demonstrates a markedly higher prevalence of unemployment among males. Additionally, female youth unemployment is prevalent in the Northern Peninsula and Sarawak, among other regions. Pahang, Terengganu, Selangor, and Kuala Lumpur are notable regions with a high prevalence of female youth unemployment.

Figure 4: Unemployment rate by region, gender, and age group (2019)

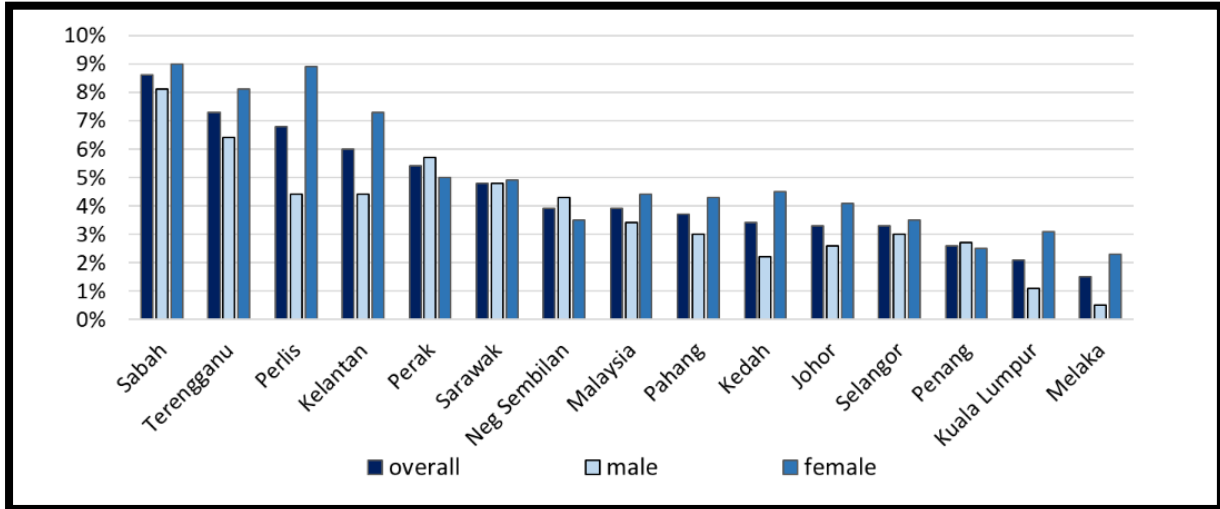


Source: Department of Statistics (2020)

With a macroscopic perspective (Figure 5), we shall delve deeper into the correlation between educational attainment and unemployment, as illustrated in Table 1. The official statistics on labour force data should include a detailed analysis categorised by education and age groups. Thus, our study examines graduates as a unified entity, irrespective of age. Nonetheless, by conducting data analysis by state and gender, it becomes possible to discern noteworthy variations in outcomes. In Sabah, male and female graduates face the most alarming unemployment rates. Nevertheless, it is essential to acknowledge that

women in Terengganu, Perlis, and Kelantan experience a substantial increase in the rate of unemployment among those with advanced degrees.

Figure 5: Unemployment rate of graduates, by state and gender (2018)



Source: Department of Statistics (2019)

Several factors, including proximity to urban centres, educational opportunities, the development of skills, and societal influences, all play a role in determining the dynamics of youth employment in suburban regions. Hulu Terengganu, a region in Terengganu, exhibits a unique blend of rural and suburban features, making it an intriguing area to investigate. This article explores the intricate elements that impede or facilitate teenage employment in Hulu Terengganu.

Youth employment in suburban areas is defined as the involvement of young people in economic activities inside suburban communities (Butler, 2020). Suburban areas are defined by their proximity to urban hubs while retaining distinct rural features. Factors such as job availability, educational infrastructure quality, transportation system efficiency, and prevalent sociocultural norms (Vitale & Cotella, 2020) influence the employment dynamics in these situations.

Hulu Terengganu, a rural area located further inland from the coastal regions of Terengganu, is a prominent illustration of such a locality. The region's proximity to the state capital, Kuala Terengganu, and both agricultural and industrial activity result in advantageous and restricting conditions for youth employment. The present economic activities encompass agriculture, fishing, small-scale industry, and retail, offering distinct prospects for the engagement of the younger demographic.

Hulu Terengganu's cultural norms and societal expectations considerably impact the youthful job environment, shaping professional aspirations and decisions. The intergenerational transmission of traditional beliefs and the

shifting paradigms of modernization give rise to a dynamic struggle that impacts the career trajectories of young individuals in the region.

Literature Review:

Based on increasing evidence, the problem of youth unemployment is becoming more prominent and demanding than adult unemployment (Manpower Group, 2012). Although both youth and adult labour participants may experience similar opportunities and obstacles in finding employment, it is often the case that youth face these barriers more prominently and encounter additional constraints. The growing problem of youth unemployment is becoming more apparent in suburban areas, calling for a thorough examination. While many discussions have focused on urban unemployment, examining the specific complexities of youth unemployment in suburban areas from a different perspective is vital. This article explores the challenges that hinder young individuals from accessing job opportunities in Hulu Terengganu, Terengganu.

The majority of the material is in Africa. Many scholars in African literature argue that the economy's slow progress in transitioning to a modern, export-oriented enterprise sector has led to limited economic opportunities and a lack of job creation. Studies conducted by Baah-Boateng (2016), Fox and Thomlin (2016), and Betcherman and Khan (2015) support this viewpoint. Baah-Boateng (2016) found that the quality of economic growth, particularly the contribution of the agricultural and manufacturing sectors to the overall national output, significantly impacts youth unemployment. Baah-Boateng (2014) argues that exploiting natural resources and capital-intensive service sectors primarily fuels growth. However, these sectors do not contribute to job creation for youth or promote labour absorption.

Compared to Asia or Latin America, a relatively small percentage of the labour force is engaged in private enterprises (Fox & Thomas, 2016). East Asia has experienced a shift towards more labour-intensive industries, such as manufacturing and services, which have become increasingly important in the region's economy. This transformation has also created sufficient job opportunities (Betcherman & Khan, 2015; Grant, 2012). Research from different regions of the globe (Africa, the Middle East, and North Africa; Eastern et al., Asia) reveals that the absence of formal employment (resulting from economic systems that do not foster job growth) poses a significant obstacle to economic opportunities for young people (refer to Morre, 2015; Malik & Awadallah, 2013; Nkechi et al., 2012; Elder et al., 2015). Although the level of impact may vary, youth employment is considered a component of the broader employment challenges (Fox & Thomlin, 2016; Baah-Boateng, 2016).

Various countries face different difficulty levels regarding unemployment, job quality, and working poverty. These challenges are further complicated by the rapid pace of technological advancements and changes in labour markets, leading to new opportunities primarily accessible to highly skilled young workers. Nevertheless, these advancements also add to a sense of unpredictability and unease (ILO, 2017). Over the past few years, there has been a persistent issue with youth unemployment worldwide. The rate of joblessness among individuals aged 15–24 has stayed around 13%, which is about three times higher than the unemployment rate for adults aged 25–64. Southeast Asia and Pacific regions have a noticeably lower level of young unemployment, with an average of around 12%. However, when comparing the youth unemployment rate to that of the adult population, it is evident that the situation for young people is significantly more unfavourable, with a rate over six times higher.

In 2019, Malaysia followed the regional pattern with a youth unemployment rate of 10.5%, more than six times higher than the adult unemployment rate of 1.7%. Over the past decade, the unemployment rate among young people has been consistently higher than the national average. As suggested by historical evidence, previous economic downturns have disproportionately affected the younger demographic with job losses. Throughout the economic downturns in 1985–86, 1997–98, and 2008–09, unemployment rates among young people experienced a more significant increase than the overall average (Cheng & Welsh, 2020). The economic consequences of the COVID-19 pandemic disproportionately affect the younger generation.

Gender, Age, and Marital Status

Paulos et al. (2012) investigated demographic parameters such as gender, age, nationality, marital status, dependency, job experience, and job-seeking activities to explore various factors associated with employment. There is a noticeable difference in age between individuals who start working at 18 after finishing their education and those with seven years of job experience.

Meanwhile, individuals who choose to end their education at 23 can gain two years of professional experience (Aprilinda et al., 2020) if they decide to enter the workforce in the same field at the age of 25. In addition, Tåhlin and Westerman (2020) argue that evaluating job competitiveness by considering the candidate's work experience and position can provide a dependable measure of age disparity. Concerning gender, the Ministry of Finance (2019) has emphasised the importance of increasing women's participation in the labour force to tackle labour shortages and promote a more equitable workforce. Past research (Wulandari & Kassim, 2019; Kamaruddin et al., 2021) has shown that women tend to be more involved in the workforce when faced with family responsibilities. Therefore, demographic factors such as age, gender, and marital status can impact unemployment rates.

Location and Work Flexibility

Rural youth encounter various obstacles, such as limited career opportunities, financial disparities, and employment barriers based on gender, in contrast to their urban peers. In rural areas, most of the population falls under the B40 socioeconomic group, earning less than RM4,850. These individuals require assistance navigating the job market, such as accessing information on job opportunities, building personal networks for better employment prospects, and addressing the issue of lower salaries. Shakur et al. (2020) found that individuals with lower levels of education residing in rural areas are more likely to obtain employment prior to their urban counterparts. Suburban youths are more likely to pursue post-secondary education to improve their long-term career prospects, particularly in management and professional roles. The lack of job opportunities and high levels of poverty in rural areas lead many young people with skills and abilities to choose to move to or migrate to larger cities in search of work. It is a well-established fact that active youth groups migrate from rural to urban areas for employment opportunities. The rural-to-urban migration began in the nineteenth century with the Industrial Revolution. According to a study by Hussain et al. (2018), population migration has consistently increased to urban areas, specifically Kuala Lumpur, in Malaysia since the 1980s.

Work mobility is a trend that occurs in response to new job opportunities, especially with the help of social networks. Estruch et al. (2019) found that the movement of young people toward urban areas is linked to the need for job prospects and insufficient income in rural regions. As per the study by Shakur et al. (2020), rapid urbanisation has led to a significant increase in the number of migrants moving to urban areas. Urban migrants have distinct characteristics that set them apart from rural youth immigrants, who have lower levels of education and limited skills. Ramos (2019) suggests that urban youth aspire to improve their social status and personal growth over time. A discernible trend has emerged in recent years within the European context, wherein women demonstrate a greater inclination towards emigration than men, as Williams et al. emphasized (2018). As Kyrou et al. (2020) pointed out, this trend is different from what we have seen in the past.

Education, Training, and Work Experience

The job market for individuals with university and college degrees has shown signs of improvement, although there is still room for further progress. Several individuals have finished their education but are still searching for job opportunities (Shakur, 2020). In 2019, the Ministry of Finance released a report stating that there were 1.4 million job vacancies in Malaysia. Unskilled employment constituted 86.9% of the total job vacancies, while semi-skilled positions accounted for 8.4%. On the other hand, only a small percentage of job

openings, specifically 4.7%, were accessible to individuals with university qualifications and who were part of skilled groups. This amounted to a total of 64,402 job opportunities.

According to Tåhlin and Westerman's (2020) research, the criteria for recruiting participants vary depending on their skill level. Individuals must highlight the importance of education and job experience when making decisions. Employers carefully match prospective employees with job requirements to ensure a good fit. Work transitions typically happen when individuals seek a job matching their unique skills or expertise (Bowyer et al., 2023). According to Tåhlin and Westerman (2020), people often view differences in educational classifications as indicators of productive potential, which shapes their perceptions of job applicants. Keeping thorough records of resource access and economic factors is crucial for employers to recognise current unemployment rates and work experience gained during university studies as valuable references (Mian, 2019). According to Stuth and Jahn (2020), lack of work experience is a significant obstacle for young individuals in finding employment. In this context, there is a noticeable trend among many young individuals who pause their educational pursuits to gain practical work experience.

According to Trusty et al. (2019), businesses often need help in accurately evaluating the productivity of potential job applicants during the hiring process. This is because they interpret unemployment as a sign of low productivity rather than having direct insight into an applicant's productivity. Based on the research conducted by Ostermann et al. (2022), it has been found that employers tend to favour job applicants who have previous work experience over those who are currently unemployed. Work experience significantly influences an employer's decision to hire individuals for their team.

Aside from previous experience, the level of skill proficiency also plays a crucial role in the high unemployment rates among university graduates. Based on a study conducted by the World Bank and the Talent Corporation, it has been found that a mere 10% of enterprises have the necessary expertise to create a university curriculum or programme (MoF, 2019). Kruppe and Lang (2018) have discussed implementing different training programmes sponsored by the public sector. These programmes aim to improve the skills of individuals seeking employment and help them reintegrate into the workforce. The job seekers participating in this programme will determine the most appropriate employment for their situation.

In addition, individuals who are currently unemployed and looking for job opportunities should focus on analysing job and industry characteristics to increase the demand for skilled workers. This approach will help individuals secure new job opportunities after completing relevant courses or training

programs. Tåhlin and Westerman (2020) argue that low-skilled employment is vital for young individuals as it allows them to enter the labour market.

When it comes to finding a job, individuals currently unemployed or with previous work experience have a wealth of valuable information, skills, and talents at their disposal. The combination of personal choices regarding education, training, and work experience plays a crucial role in this phenomenon (World Economic Forum (WEF), 2014). The labour market is experiencing a growing emphasis on monetizing required skills, not only in the private sector but also in the government sector, as a response to employment challenges (Schotter, 2022).

Various factors, including a lack of career training, can hinder job seekers' chances of finding a suitable job after finishing their education. Other factors contribute to the competitiveness of minority graduates that were not considered in this study. Zwysen and Longhi (2018) argue that these factors encompass participating in co-curricular activities and developing intangible talents that may be challenging to observe. Before entering the profession, it is essential to undergo training to gain work experience relevant to one's desired occupation.

Background of the Family:

When assessing the socioeconomic status of young individuals, various factors are often considered, including their parents' occupation, education, and income (Lögberg et al., 2018). Zwysen and Longhi (2018) conducted research that identified four specific occupational categories that determine a family's socioeconomic status. The categories encompass a range of occupations, including prestigious roles in management and professional fields and supervisory and technical positions in the middle class. Additionally, some working-class jobs involve part-day or daily work, along with opportunities for self-employment.

In addition, parents' socioeconomic status can have both direct and indirect impacts on the labour market. Parents with higher incomes are more likely to pass on valuable "soft skills" to their children, impacting how they are evaluated in the job market. Lee et al. (2019) discovered that individuals engaged in job searching can have their employability influenced by their social networks and socioeconomic standing, especially for young parents. The perspectives presented by Lee et al. (2019) remain highly relevant in the Malaysian context, specifically regarding the issue of unemployment among academically qualified youth of working age. It is worth mentioning that a considerable number of individuals from the low-income category in Malaysia who have finished their education experience unemployment (MoF, 2019).

Methodology

A. Location:

The researchers conducted this study in the Hulu district of Terengganu, Terengganu. All informants identified in this study have been coded as IR01, HT; IR02, HT; IR03, HT; IR04, HT; IR05, HT; IR06, HT; IR0, HT; IR08, HT; IR09, HT; and IR10, HT to preserve their private rights.

B. Sample

A group of ten young individuals who are not currently employed, along with local leaders and organisations working with youth, were chosen to participate in this study. They come from diverse educational backgrounds. All participants are Malays, aged 15 to 40. Table 1: Overview of descriptive statistics regarding informants Many individuals lack stable employment and are currently without a job.

No.	Informant	Age	Status	Employment Status	Education Level	Skill and Training
1	IR01, HT	25	Single	No Permanent Job	SPM	Akademi Bina Malaysia (ABM)
2	IR02, HT	26	Single	No Permanent Job	Bachelor's Degree	Some
3	IR03, HT	20	Single	No Permanent Job	SPM	None
4	IR04, HT	26	Single	No Permanent Job	SPM	Akademi Bina Malaysia (ABM)
5	IR05, HT	24	Single	Unemployed	SPM	Akademi Bina Malaysia (ABM)
6	IR06, HT	17	Single	Unemployed	UPSR	None
7	IR07, HT	20	Single	No Permanent Job	Diploma	None
8	IR08, HT	23	Married	Unemployed	STPM	None
9	IR09, HT	27	Married	No Permanent Job	SPM	None
10	IR10, HT	20	Single	Unemployed	SPM	Some

Table 1: Summary of descriptive statistics about informants

C. Research instruments and data collection procedures

This qualitative study applied semi-structured questions for the purpose of conducting focus group discussions. The interview session lasted for one week and was conducted in the vicinity of Hulu Terengganu. The researchers allocated an approximate duration of 90 minutes for this focus group discussion interview session. However, the extent to which informants' responses to the research questions prompt them to provide further comments on their answers may vary. To ensure the highest level of accuracy during the data analysis and report writing process, we documented the interview replies in written and audio formats.

D. Data analysis

The researcher transcribed the voice recordings obtained during the interview session into textual format using Microsoft Word software. Prior to assigning the suitable codes, it is necessary to thoroughly review each transcription to comprehend the informant's claims from the conducted interviews. The data were categorised to identify recurring patterns. We made a meticulous selection to choose the finest transcriptions for reporting.

Result

The data gathering led to the identification of three primary themes, which will be elaborated upon in the subsequent sections:

A) Theme 1: Individual Factors

According to the provided script, the informants' difficulties in engaging in work are self-inflicted. Illustrations of the subsequent scripts:

Researcher: Is it because you need to know and have information about the latest job opportunities or vacancies you are not working on?

IR01, HT: Yes, that is right, I do not know where to look for job opportunities.

IR03, HT: I am the same. I have been looking for work but cannot find it. I need to find the right platform to find a job.

Researcher: Have you ever felt discriminated against regarding your level of academic achievement in getting a job, such as interviews and so on?

IR02, HT: Yes, it is true, during the interview, it is challenging. Most employers want people with work experience.

IR04, HT: Yes. once. Employers often ask about work experience when we are fresh graduates and have no work experience. It takes much work to get a job today.

Researcher: Have you ever been involved with a training or skills course from any agency? Do you need more training and skills to perform work?

IR06, HT: Yes. I do not choose a job too much, but due to the lack of training and skills, I am afraid and embarrassed when the task given exceeds my ability level.

IR08, HT: Before I got married and after finishing STPM, I worked in my aunt's restaurant for more than a year. Regarding training or skills, I never participated in anycourse.

IR09, HT: Never engaged with skills. I used to feel that I needed more training and skills, making it difficult to do a job.

Researcher: In your opinion, is educational qualification the main factor in finding a job that suits you?

IR02, HT: Yes, it is true that now people look at the high academic qualifications. If the certificate is low, there is much competition.

IR09, HT: Yes, that is right. Considering the high cost of living today, this has forced me to choose a suitable job that matches my educational qualifications.

Researcher: What challenges or constraints do you usually face while applying for a job?

IR01, HT: My challenge, which makes it difficult for them to get a job now, is that employers want those with high experience and certificates. I usually ask for a job, and most of the time, I find an employer who wants something like that.

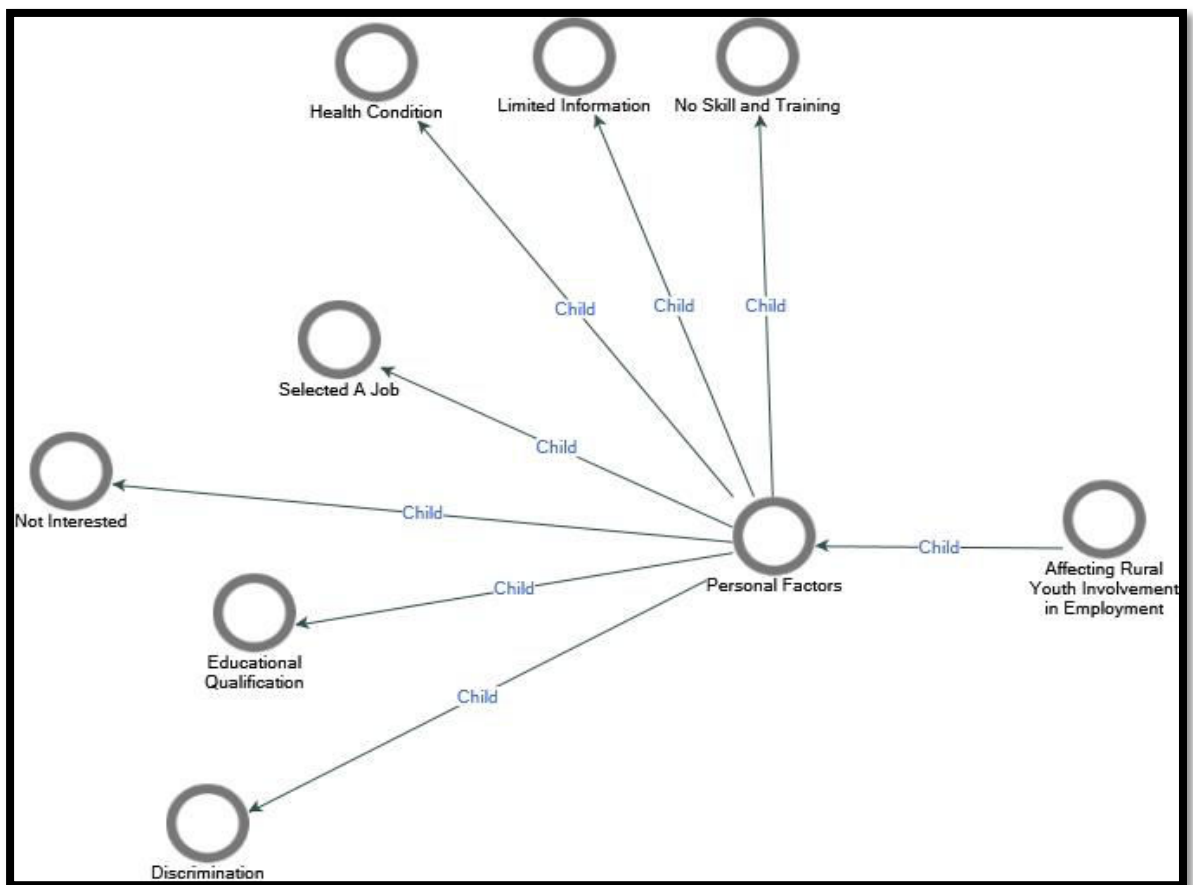
IR02, HT: Like me, only a few people want to give jobs if they do not have experience. In addition, the certificate could be better. I even asked for a KAFA job once. Still, it was hard to get it because there were many competitors, and the certification needed to be higher.

IR04, HT: I have tried looking for a job, but there is none. The challenge is interview time. Employers indeed want a higher certificate with experience.

IR09, HT: The challenge of getting a job is a competitive culture in the world of workers. For example, the level of education or experience that an individual has.

This explains that the informants in this study have various personal factors that can influence why some do not have a permanent job.

Figure 6: Personal factor that affects rural youth involvement in employment.



B) Theme 2: Family Influence

Overall, informants face problems engaging in work due to the influence of their families. Examples of the following scripts:

Researcher: In your opinion, does the family's socioeconomic status affect the field of work you engage in?

IR08, HT: It depends, and it most likely affects the current times because, even if we look at the current situation, it is true that someone, especially a young person, wants to work in a field that suits their family's economic level. So, it really affects.

Researcher: Do you get encouragement and support from your family to get or find a suitable job?

IR08, HT: God willing, if permitted, I will look for a suitable job, but for now, I am more comfortable being a full-time housewife. I have a small child and want to focus on caring for him. In addition, my husband works as a truck driver, so I need more time to work and care for the children simultaneously. After all, according to my husband, he can still care for and provide for my family. Therefore, my husband does not like me to work.

Researcher: Okay, the next question is about work and family. In your opinion, does your parents' education level affect the field of work that suits you?

IR09, HT: Yes, my parents influenced my field of work. Since childhood, I have been sitting with my grandmother, but my mother and father have good jobs.

Researcher: Does your lifestyle in the family influence you to find a job?

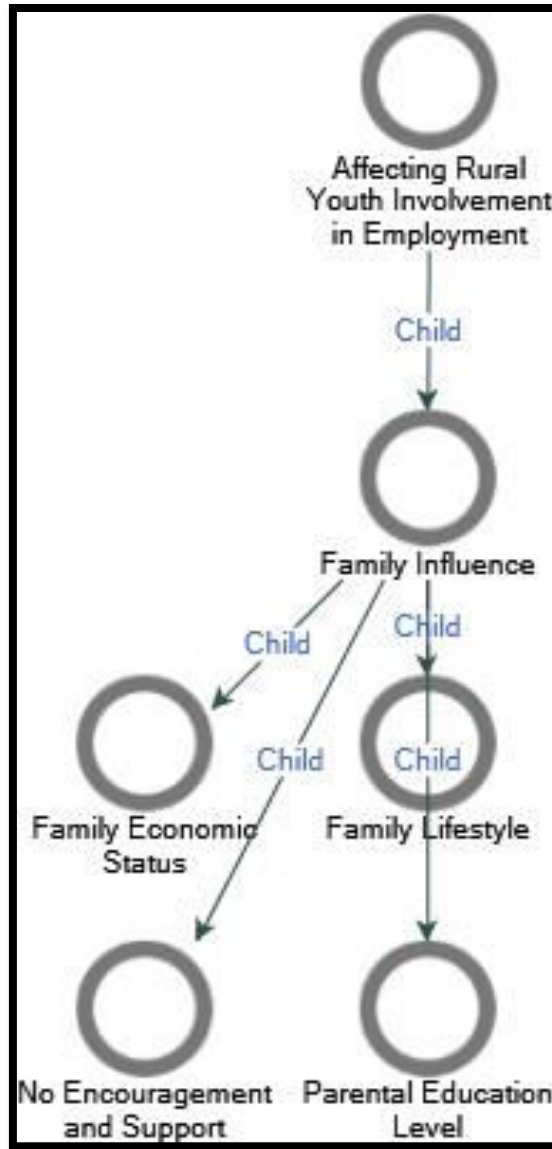
IR01, HT: It is also possible to influence. Family is also challenging for people. So, it affected my work.

IR02, HT: Yes, influence. With a job, I must help my family.

IR04, HT: Yes, I must help the family with a job.

IR09, HT: Yes. The luxurious lifestyle influenced me to find my own money and have a decent spending income.

Figure 7: Family influence that affects rural youth involvement in employment.



C) Theme 3: Environment Influence

The environment also has an impact on their decision to work, according to the script analysis. Examples of the following scripts:

Researcher: How does the family trust you in finding a job?

IR09, HT: My relatives don't believe I can work because they only give my mother and father lousy news.

Researcher: In your opinion, do the cultural factors of the place of residence influence your decision to look for a job?

IR09, HT: Yes, in rural areas, it is challenging to get a job because there is no developed infrastructure like in the city.

Researcher: Does your family not encourage you to find a proper job?

IR09, HT: Yes. The attitude of people around me is always dissatisfying because I have experience getting an easy job. So, I was often beaten, which ultimately affected my mental health.

Researcher: Next, in your view, are infrastructure facilities such as transport system facilities a factor in finding a job?

IR09, HT: Yes. There needs to be transportation to work. So, I need help to move in and get a job.

Figure 8: Environmental influence that affects rural youth involvement in employment.

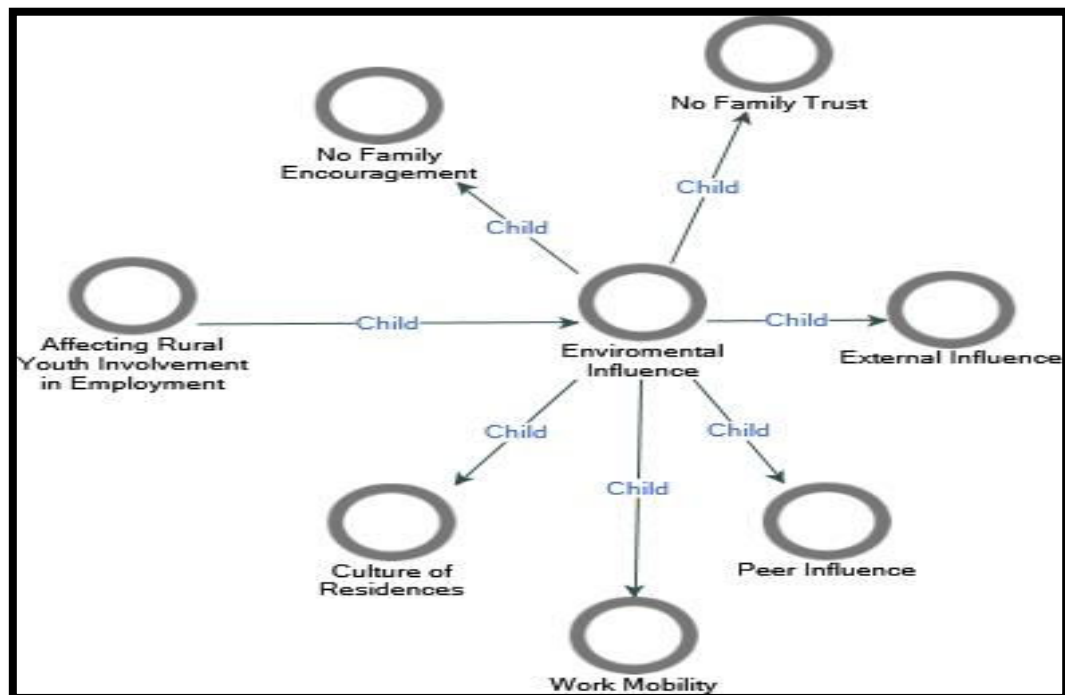
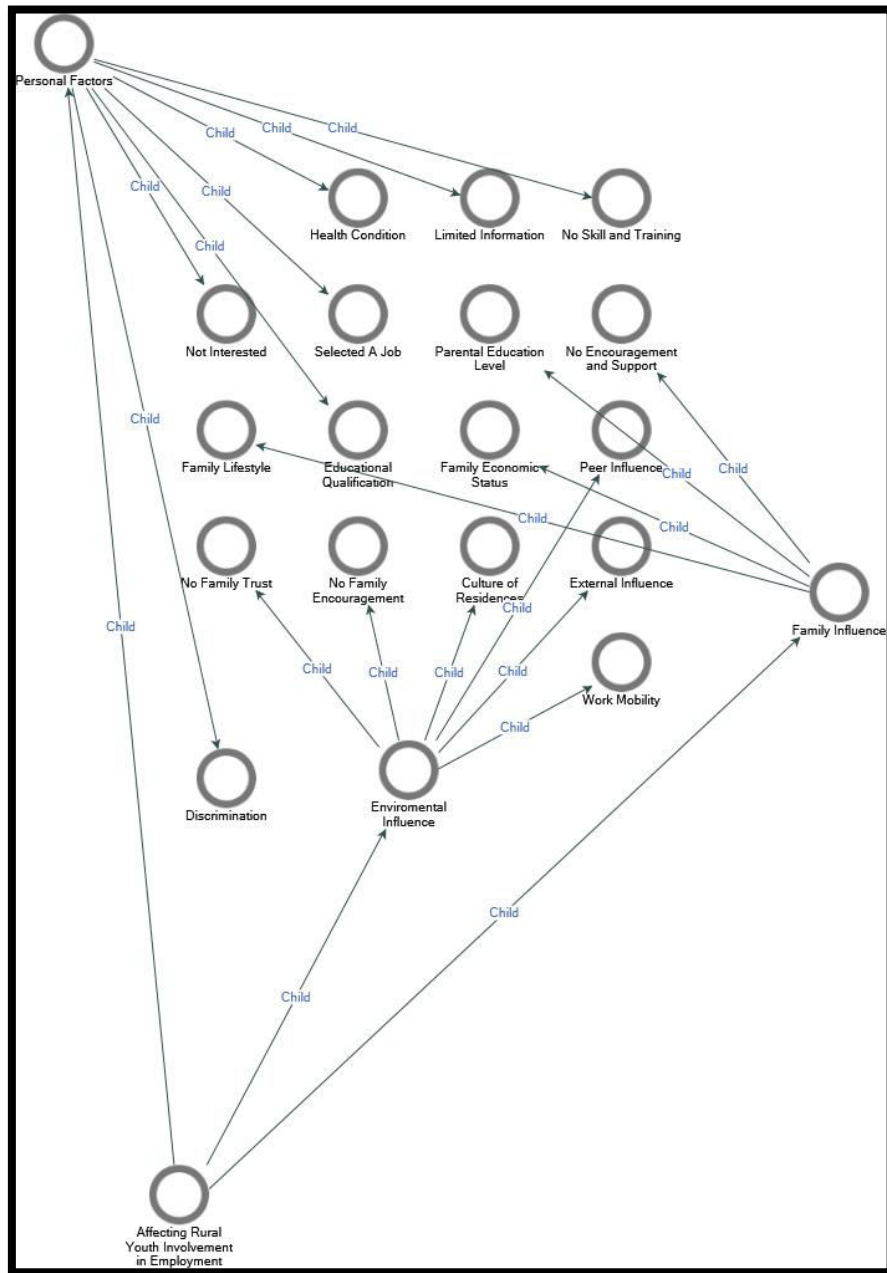


Figure 9: Factors that affects rural youth involvement in employment.



Discussion

An essential issue in Hulu Terengganu is the elevated level of youth unemployment and underemployment. It is essential to conduct a more thorough analysis of the root causes, including insufficient expertise, restricted availability of high-quality education, and a scarcity of opportunities for professional growth. By profoundly understanding these variables, policymakers and stakeholders may develop focused initiatives that address the skills deficit and guarantee that young individuals are more adequately equipped for the labour market.

The educational inequalities worsen the difficulties experienced by the young people of Hulu Terengganu. The lack of sufficient financial resources, geographical isolation, and insufficient infrastructure hinder young people from obtaining the essential skills required for profitable employment. Acknowledging these discrepancies is a crucial measure towards implementing efforts that foster fair and equal access to education, hence improving the employability of the kids in the region.

The dependence on sectors in the area can result in a demand for increased employment prospects for the younger generation. Moreover, a lack of alignment between the skills taught in education and the specific requirements of the local job market exacerbates the difficulties in finding employment. An exhaustive analysis of this matter can provide valuable insights for promoting economic diversification and ensuring educational curricula align with industrial requirements, thus cultivating a well-rounded and flexible workforce.

The influence of gender and cultural factors on career chances for young people is frequently substantial. Young women may face obstacles from conventional standards, societal expectations, and limited entry into industries (Abu Hassan, 2019). Recognising these factors is crucial for developing policies that empower every young individual, irrespective of gender, and facilitate their substantial contribution to the labour force.

In the era of digitalization, the employment scenario has undergone a significant transformation, necessitating people to exhibit proficient skills in digital literacy. Nevertheless, many youths in Hulu Terengganu require access to digital resources and training, resulting in a digital divide that impedes their employment opportunities. It is crucial to acknowledge this gap and improve digital literacy to ensure fair access to job opportunities and provide young people with the skills they need for today's workforce.

Conclusion

Ultimately, the job issues encountered by the youth of Hulu Terengganu are complex and interrelated. Understanding these challenges is of utmost importance. By comprehending the elements contributing to youth unemployment and underemployment, individuals with a vested interest can together strive to create solutions that involve enhanced access to education, diversification of industries, empowerment of genders, and participation in the digital realm. By doing this, Hulu Terengganu can utilise the capabilities of its young population, stimulating local progress and making a valuable contribution to the overall advancement of the region and the country.

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