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ABSTRACT

This comparative analysis studies the political issues that Spain and Pakistan faced when putting youth employment policies into practice, highlighting the different conditions and complexities that impact the effectiveness of strategies. However, both states have high rates of youth unemployment; their political situations are very diverse. Spain deals with bureaucratic inefficiency and regional discrimination, but Pakistan faces political instability and corruption. Using comparative analysis approaches, the investigation relates pre-existing documents that undergo thematic analysis to find significant trends and interpretations. Important outcomes show that while agency support and governance are necessary in certain circumstances, political determination, public involvement, and socioeconomic restrictions make policy execution even more difficult. The current research emphasizes the measures for context-sensitive procedures that take long-term consistency and supporter input into description. Finally, by highlighting best practices and potential strategies for more effective results in various political conditions, this investigation emphasizes the ability of the youth employment strategy.

Keywords: Political Challenges, Youth Employment Policies, Policies Implementation, Comparative Analysis, Pakistan, Spain

INTRODUCTION

In various countries over the globe, youth unemployment becomes a major threat that frequently indicates further substantial social and economic problems, which have long-term concerns for political stability, economic development, and social structure. Youth unemployment is an important issue in both Spain and Pakistan. However, each country faces distinct structural, political, and economic challenges. To efficiently decrease youth unemployment and provide them with economic opportunities, it is crucial to understand how political issues affect the growth and execution of youth employment strategies.

Therefore, the issues associated with young employment in Pakistan are intensified by the country's "rapidly increasing population, indeterminate economics, and uncertain political environments. It is known that more than 230 million people live in Pakistan; among them, 64% are less than 30 (World Bank, 2020). The country's labor sector fights to provide the increasing number of young people pursuing jobs. Political uncertainty, corruption, and a deficiency of funding for the education sector and vocational training have all hindered efforts to lessen youth joblessness (Qureshi & Ahmad, 2017). Furthermore, "substantial obstructions to social and economic development are illustrated by high rates of youth unemployment" (Khan, 2021).

The country faces a gap between institutional accomplishment and labor market demands, which leads to persistent joblessness among educated youth (Hussain & Majeed, 2022). Regardless of these issues, the government has tried to address the matter through programs such as the National Vocational and Technical Training Commission (NAVTTTC), the Youth Entrepreneurship Scheme (YES), and skill development initiatives (Pakistan Economic Survey, 2022). But the execution of these programs is sometimes delayed by insufficient structure, insufficient funding, and political support.

On the other hand, Spain faces a distinctive number of challenges as a member of the European Union, while its political circumstances are more protected. After climaxing at "above 55% in 2013 following the worldwide financial crisis, Spain's youth unemployment rate remains high even after the economy has restored" (OECD, 2014).

Severe labor marketplace protocols, a high ratio of provisional contracts, and an economic structure that helps old laborers have all made it challenging for young people to find stable and permanent service (Granados & Rodríguez, 2020).

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Researchers stated that “Spain’s high youth joblessness rate, which peaked at over 50% among young people, was rendered worse by the 2008 financial crisis” (Eurostat, 2021).

As a result, “the Spanish government has applied various actions designed to increase the integration of young persons into the labor marketplace, with creativity that highlights professional training and private enterprise” (OECD, 2019; García & O’Reilly, 2020). It is known that Spain government has executed many initiatives to address these problems, such as the Youth Guarantee Scheme (European Commission, 2024), that purposes to provide young individuals with access to quality education, training activities, and job opportunities. But these struggles have been exacerbated by the slowdown in economic development, the purpose of low-wage trades, and the challenge of integrating young individuals into a labor marketplace that is controlled by older employees.

This comparative analysis aims to highlight the political problems and policies utilized in both countries to implement young employment plans. This study will observe the routes in which governance structures, policy agendas, and social and economic situations influence the efficiency of struggles targeted at educating young people about job consequences in varied political perspectives to recognize best practices and practical solutions.

STATEMENT OF THE PROBLEM

This research paper examines the important political issues that both countries have faced when developing and executing youth hiring initiatives to establish how these challenges influence the results for young employment researchers. In conclusion, a comparison of practices between Pakistan and Spain, this research seeks to find practical policies and strategy agreements that can develop young people hiring prospects in various political perspectives.

SIGNIFICANCE OF THE STUDY

This investigation examines both Pakistan’s and Spain’s youth employment guidelines in a struggle to suggest useful understandings into actual policies and best practices that may be amended for regional application. By better consideration of the political obstructions that influence the employment of these advantages, politicians in both countries can improve more targeted and actual involvement.

RATIONALE OF THE STUDY

The main objective of this study is to recognize political barriers and policy implementation dynamics in Pakistan and Spain to improve young unemployment, providing comprehensive, long-term, and sustainable strategies.

OBJECTIVES

1. To study the main political barriers to increasing the implementation of youth hiring policies in Spain and Pakistan.
2. To evaluate the influence of Spanish and Pakistani governance structures on the efficacy of plans and the hiring results of young persons.
3. To highlight and measure the best performance from the young hiring plans in both countries, to propose paths for the next plans and policies.

RESEARCH QUESTIONS

1. What are the strategic political challenges faced by Pakistan and Spain in the design and execution of youth employment guidelines?
2. How do the political circumstances in each country influence the execution and effectiveness of these guidelines?
3. What influence do governance structures have on the job results of young individuals in Spain and Pakistan?

LITERATURE REVIEW

The strategies of the European Union (EU), mainly the EU Youth Guarantee program, have had a substantial impact on Spain’s youth employment strategies. Cabasés et al. (2016) logically investigate the program’s implementation, highlighting the administrative barriers and political struggles that have hindered its effective execution in Spain. It has been claimed that, regardless of the youth agreements assurance, a deficiency of clear policy placement at many administrative levels has led to unsuccessful outcomes in handling youth unemployment (Cabasés et al., 2016).

On the other hand, Pakistan faces certain political problems in its approach to young hiring. The irregular nature of political geography and the lack of consistent policy paths make it more challenging to execute policies for youth employment. Baah-Boateng (2016) emphasizes that political concerns, comprising problems with corruption

and good governance, are major contributors to Pakistan's youth unemployment concerns. Programs designed to boost the establishment of young employment often fail in this complex environment due to a lack of political determination and confidence (Baah-Boateng, 2016).

It is noted that diverse socio-economic issues in both countries disturb the young public's job conditions. In Spain, the economic crisis has considerably obstructed the young generation's career choices, causing high rates of youth unemployment (Mínguez, 2016). Moreover, during and after the Great Recession, youth's long-lasting joblessness has been affected by economic situations, labor market strategies, and educational achievement (Verd et al. 2019).

The deficiency of employment chances in Pakistan is made worse by the country's growing youth population, which is struggling to generate employment (Fox et al., 2016). Maguire et al. (2013) studied that youth joblessness is not only a consequence of economic issues but is also intensely associated with social problems such as accessibility and quality of education. The outcomes reveal that Pakistan's educational structure does not provide young individuals with the skills that industries need, powering the unemployment succession (Maguire et al., 2013).

Additionally, the strategy of the teenage work plans in the two states varies significantly. In low-middle-income countries like Pakistan, actual youth hiring advantages should promote skillfulness growth and entrepreneurship (Fox and Kaul, 2018). They claim that adding professional training with useful job employment plans can grow the expertise of young people. On the other hand, as Cabasés et al. (2016) highlighted, Spain's methodology has often depended on administrative methods that fail to justify the authentic necessities of youth.

Similarly, Abisuga-Oyekunle and Fillis (2017) point out how small trades in Pakistan have the capacity to inspire youth hiring, indicating that micro business advantages can assist as a facilitator for job development. The distinction between this system and Spain's dependence on widespread hiring advantages highlights the requirement for a different plan that considers numerous economic regions.

Regardless of the widespread investigation presented in both states, numerous data gaps persist. There is a lack of comparative research assessing the efficacy of precise youth hiring advantages in Pakistan and Spain. The forthcoming investigation should highlight long-term research that measures the long-term influences of youth hiring advantages in both states. Furthermore, more qualitative investigations are necessary to recognize the authentic practices of young individuals in both situations, directing the job marketplace. This could lead to a deeper understanding of the issues youth face and the causes controlling their hiring results. Finally, investigations on how digital stages and technology could raise the expertise of young individuals are still missing. Investigating how digital job training activities and virtual job panels could be included in current youth hiring programs could produce valuable facts for strategies being recognized in Spain and Pakistan.

MATERIALS AND METHODS

In this paper, the researchers applied a comparative research-based approach to inspect and distinguish the youth hiring policies of two countries. The main method for gathering data is document analysis, which involves observing academic journals, policy documents, and government documents concerning youth hiring. Thematic analysis has applied to recognize frequent subjects and important problems in the information, with an attention on the political parts that disturb young hiring programs. The political environments, authorized methods, and results of youth hiring initiatives in individual countries will then be carefully measured by applying a comparative logical procedure.

RESULTS

The data for this study have been analyzed into three phases. Initially, the youth employment policies of both countries, Pakistan and Spain have been discussed. After that, researchers have explained political challenges in the implementation of youth employment policies in Pakistan and Spain, and finally, a comparative analysis has been provided.

Youth Employment Policies in Pakistan

The youth employment policies in Pakistan are provided in detail below.

National Youth Employment Policy (NYEP)

It is noted that the National Youth Employment Policy (NYEP) program is one of the most important structures for encouraging youth hiring in Pakistan. The program's objective is to produce a background that inspires youth by:

- Stimulating entrepreneurship: The policy motivates young individuals to initiate their own businesses and supports the growth of businesspersons.

- Increasing young people's expertise, set to make them more functional in a multiplicity of industries, is identified as skills growth.
- PPPs (public-private partnerships): These contain the government cooperating with private initiatives to increase job opportunities.
- To develop the talents that companies need and increase hiring scenarios, it is imperative to support technical and vocational education and training (TVET) (Ministry of Youth Affairs, 2012).

Prime Minister's Kamyab Jawan Program

The Kamyab Jawan Program (Successful Youth Program) was started in 2019 and provides an inclusive youth growth program that offers economic support, talent growth, and secure development. By providing skilled training programs, scholarships, and business funding, it especially aims to help young people from needy backgrounds. Youth Loan Program:

- Offering low-interest loans to young people so they can initiate their own business. Training in a variety of fields, including engineering, information technology, and vocational fields, is known as skills development.
- Support with Internships and Jobs: "Facilitating youth to secure valuable real-world work skills" (Government of Pakistan, 2019).

The Skills Development and Vocational Training Policy

To increase technical and vocational education and training (TVET), this program aims to bridge the gap between the labor marketplace and the educational structure. The establishment of new services for professional training in combination with private sector support is one of the key objectives.

- Improving the current vocational training facilities to increase their capacity to provide top-notch training courses.
- Making connections between young people and the demands of different industries and the labor market.
- "Encouraging public-private sector partnerships to improve employment outcomes" (Ministry of Federal Education and Professional Training, Pakistan, 2020).

Youth Empowerment and Employment Scheme (YEES)

For young people who want to start their own businesses, the Youth Empowerment and Employment Scheme was created to provide networking opportunities, financial help, and mentorship. This includes Supporting Youth Business Initiatives through Microfinance and Startup Grants.

- Skills Development and Certification: Developing a skilled workforce ready to satisfy industry standards.
- Mentorship programs: "Establishing links between inexperienced business owners and experienced mentors" (Pakistan Poverty Alleviation Fund, 2020).

Internship and Apprenticeship Programs

Numerous programs from public and private organizations have been set up to provide youth with the opportunity to gain real-world experience through internships and apprenticeships. Prominent instances include:

- The government launched the National Internship Program (NIP) to provide university graduates with internships in both public and private sector organizations.
- Several private sector organizations in Pakistan offer internships that are intended to give young people practical work experience (Ministry of Planning, Development & Special Initiatives, 2019).

Digital Pakistan Initiative

In response to the growing importance of the digital economy, the Digital Pakistan Initiative was introduced in 2020 to enhance youth digital skills and generate new job opportunities in the technology and digital industries.

- IT and Digital Proficiency Skill Development Programs: These programs give young people training in areas including digital marketing, software development, and IT assistance.
- Supporting Freelancing: Highlighting platforms such as "Upwork and Fiverr to promote freelancing as a feasible employment option for young people" (Ministry of Information Technology and Telecommunication, 2020).

Youth Employment Policies in Spain

The youth employment Policies of Spain are explained below.

National Youth Guarantee Scheme

One of Spain's most important initiatives to combat youth unemployment is the Youth Guarantee Scheme (Garantía Juvenil). Within four months of losing their jobs or finishing their education, all young people under 30 years old can acquire a good-quality job offer, education, or training as part of the European Union's broad creativity. It consists of:

- Training and apprenticeships: providing young people with internships and apprenticeship opportunities to get work experience.
- Job deployment services: career counselling and pairing young people with appropriate jobs.
- Encourage young people to launch their own companies by giving them access to financial support and guidance (Spanish Ministry of Employment and Social Security, 2020).

Binary Vocational Training System

Through the Dual Occupational Training System, classroom instruction is combined with in-person, hands-on training. It was started in order to ensure that young people have the skills that businesses and the labor market require. Youth's employability is increased by the system's ability to switch between jobs and schooling. Its attributes consist of:

- Businesses and educational institutions form partnerships to provide students with practical work experience.
- IT, healthcare, and engineering are among the industries with a strong labor demand that are the focus of sector-specific training.
- Financial incentives and support for Spanish training expenses are two ways that companies are urged to hire apprentices (Ministry of Education and Vocational Training, 2023).

Youth Employment Plan

As part of its efforts to lower youth unemployment and boost job creation, Spain has implemented the Youth Employment Plan. Among the many initiatives in the effort to increase youth employment are:

- Funded Employment Programs: these initiatives provide financial assistance to companies that hire young people, especially those who are unemployed for an extended period of time or who face social isolation.
- Training and mentoring: providing young employees with specialized training and mentorship to improve their abilities and future employment opportunities.
- According to the Spanish Ministry of Labor and Social Economy (2021), "promoting mobility involves assisting young people in moving throughout Spain in search of employment opportunities, particularly from places with higher unemployment rates to those with a labor shortage".

The Youth Employment and Social Inclusion Program

The goal of this initiative is to provide NEETs (young people not in school, work, or training) with all-encompassing support. The initiative provides:

- Job training, which equips youth with marketable skills like technical trades, digital skills, and language competency.
- To assist young people in their transition into permanent employment, work experience assignments and internships are facilitated.
- Social inclusion strategies: "Assisting young people who are at risk, like those from underprivileged homes or with impairments, to enter the workforce" (Spanish Ministry of Social Rights and 2030 Agenda, 2022).

Entrepreneurship and Innovation Programs

Several programs in Spain encourage young people to start their own businesses in an effort to lower youth unemployment and foster innovation. These consist of:

- **Emprende XXI:** A program launched by "Caixa Bank that provides mentorship, networking opportunities, and financial support to young entrepreneurs (Caixa Bank, 2023).
- **Youth Innovation and Entrepreneurship Program:** Designed to support "young people in starting small and medium-sized businesses (SMEs) and it provides incubation services, grants, and training" (Spanish Ministry of Industry, Trade and Tourism, 2023).'

Job Placement and Guidance Services

Many national and local programs concentrate on providing youngsters with career counselling, information on labor market trends, and direct job placement assistance. Among the principal programs are:

- **SERVICIO Público de Empleo Estatal (SEPE):** the national public employment service that provides services for youth and other job seekers to receive training, find jobs, and improve employability.
- **Youth Employment Offices:** regional offices that offer young people specialized guidance and employment prospects (State Public Employment Service, 2023).

Youth Employment in Rural Areas

Since rural areas have greater unemployment rates than metropolitan areas, Spain has also concentrated on addressing youth unemployment in these areas. To provide employment possibilities for young people in these regions,

- The Rural Youth Employment Program supports sustainable tourist initiatives and agricultural projects, which encourage young people to pursue careers in fields with room for expansion in rural areas.
- Supporting remote work: providing resources and training to young people in rural areas so they can work remotely and in the digital economy (Ministry of Agriculture, Fisheries, and Food, 2021).

Political Challenges in the Implementation of Youth Employment Policies in Pakistan and Spain

The following challenges are being faced in Pakistan while implementing the youth employment policies.

Political Instability: Political unrest frequently results in uneven application of policies and a lack of sustained dedication to programs promoting youth employment (Memon et al., 2017). Ongoing programs may be disrupted by frequent changes in government (Ali, 2016).

Corruption: The efficient distribution of funds and execution of youth employment initiatives may be impeded by corruption within public organizations. Ineffectiveness and a lack of trust among young people may result from this (Shah, 2018).

Bureaucratic Inefficiencies: The implementation of laws and programs intended to give young people employment opportunities may be delayed by intricate bureaucratic procedures. Appropriate solutions to labor marketplace demands may be obstructed by bureaucratic formalities (Khan, 2017).

Lack of Coordination among Agencies: The execution of strategies is recurrently not synchronized since several government officials regularly function in barrier. This may lead to gaps in facility distribution and corresponding advantages (Iqbal, 2020).

Socioeconomic Problems: The effectiveness of young hiring plans may be hindered by sociodemographic concerns, extensive deficiencies, and limited access to excellent education. High joblessness rates among young generations with education are often affected by these problems (Zubair & Qureshi, 2019).

Insufficient Political Will: It is known that representatives often think of more persistent financial concerns; there might not be enough political determination to provide young hiring as a first priority. Youth enterprises may be ignored and insufficient as a result (Rahman, 2021).

However, the challenges mentioned below are being faced in Spain while implementing the youth employment policies.

High Youth Joblessness Rates: It is noted that Spain has generally had high rates of adolescent joblessness, regardless of a number of challenges, which can make it more challenging to put real strategies into place. It might be challenging for politically influential individuals to successfully address this critical issue (Martínez & Rojas, 2020).

Austerity measures and economic crises: The funding and Supportability of youth hiring initiatives have been obstructed by public expenses declines caused by financial disasters and the severe procedures that followed (González, 2018).

Fragmented Labor Market Regulations: There is a prominent parting between provisional and long-lasting work in Spain's dual structure labor marketplace. Advantages of young hiring may be less effective as a result of this disintegration (Dolado & Jimeno, 2016).

Disparities in Opportunity Access: Inconsistencies in admittance to work opportunities by socio-economic status, education level, and topography can affect the effectiveness of young hiring policies (Ramos, 2019).

Insufficient Coordination between Government Levels: Synchronization complications may arise from the contribution of some administrative ranks (national, regional, and local), making it interesting to set together comprehensible and effective youth hiring strategies (Caballero & García, 2020).

Political Difference: It can be challenging to bargain on youth hiring plans and changes when political separation rises; subsequently, it can result in variances in program significance (Rodríguez, 2021).

Comparative Analysis

In Pakistan, the political uncertainty and governmental variations disturb policy stability, whereas Spain's uncertainty, like the Catalan independence movement, makes it interesting to implement comprehensible general strategies. Corruption delays youth hiring policies in Pakistan, leading to misuse of incomes and deficiency of assurance, regardless of current public government efforts targeting responsibility and transparency. Administrative red tape delays strategy implementation, interrupts programs, and marketplace reaction in Pakistan, whereas Spain has struggled to decrease governmental expenditures and reorganize measures.

Pakistan's youth hiring plans aspect tasks due to a deficiency of coordination among administrative and non-administrative organizations, leading to intersection and service distribution gaps. Pakistan's poverty, lack of education, and demographic issues significantly affect employment directions and youth skills, whereas socioeconomic inequality in Spain also disturbs youth hiring based on region and educational success. Pakistan's youth hiring rewards are often disregarded due to political separation, but Spain presented them, irrespective of economic problems. Little public belief in Pakistan's government policies disturbs youth involvement in employment strategies, while political plans are affected by expectations in Spain's government.

Interpretation of Findings

1. Political strength in Spain supports regular policy execution, but Pakistan faces issues like corruption. Opposing corruption and humanizing governance is vital for youth hiring policies, but Spain's effort on transparency and accountability may suggest appreciated lessons for Pakistan.
2. Pakistan faces severe administrative inadequacies, affecting delays and incompetence in youth hiring initiatives. Enhancing direction between agencies and regional-national synchronization is essential for Pakistan, whereas Spain could increase service distribution and identical policy application.
3. Youth qualification in Spain and Pakistan needs holistic methodologies to present educational access, poverty, and skill improvement. Spain's regional inequalities require personalized resolutions, whereas Pakistan may need larger developments. Political determination is important for achievement, and support is necessary to elevate youth concerns.
4. Public observation impacts hiring plans' efficiency. Pakistan's low expectations need transparency and public commitment, but Spain's youth organizations support actual strategies through public participation.

Theoretical Contributions

This study highlights the influence of political strength, governance, and corruption on strategy execution, underlining the essential for strong authority structures for existing youth hiring plans. It also highlights the status of governmental capability, inter-agency combination, and political determination.

The study gives a relative politics by inspecting how diverse political structures challenge socioeconomic problems, highlighting historical, cultural, and institutional aspects. It supports socioeconomic growth concepts and highlights holistic methods for youth joblessness.

The study underlines the significance of political determination, community trust, responsibility, and civilian commitment in executing useful hiring procedures, mainly in expressing youth hiring. It also boosts cross-national policy education and compliance with effective policies for comprehensive policy determinations.

Lessons Learned from Comparative Analysis

1. Enhanced partnership between administrative agencies for youth hiring in both states can lead to more actual policy execution, attracting private sector sponsors, educational institutions, and civil society organizations.
2. Both states should adapt strategies to regional inequalities and local perspectives, as one-size-fits-all methods may not be effective. Transparency and youth participation can boost public trust in government initiatives.
3. Both states should pay attention to long-term policies for sustainable hiring, comprising current investment in learning, skills improvement, and support structures to adapt to changing labor market dynamics.

DISCUSSIONS

The analysis shows that the effectiveness of youth employment policies in Spain and Pakistan is formed not just by designing schemes but by quality governance, operational labor marketplace, and institutional capability as well.

However, both nations have employed intended youth employment policies; their endings reveal different economic and political settings.

Moreover, the youth employment schemes have progressively emphasized entrepreneurship and vocational teaching. The currently presented National Youth Employment plans goal to enhance access to the labor market, ordinary job stands, and arrangements of the green economy (Government of Pakistan, 2023). The youth employment plan of Spain is rooted in the EU's Young Individuals Guarantee scheme, that the associate states to conform to, where the youth gain employment, training facilities, and education (European Commission, 2024). Its action strategy for young people's employment adds traineeship, vocational training, and initial employment facilities.

In addition, regardless of policy extension, Pakistan faces continuous youth unemployment due to political instability and limited youth unemployment tendencies. In addition, less traineeship programs and an inadequate job market limit the growth in the private sector, and mismatch skills. Research advocates that political imbalance and insufficient funding significantly increase extended period success of training-based interventions (IIPS, 2022). Spain, however, endures institutionally to fight with great young person's unemployment virtual to European Union modes, especially in the economic heads. A key structural restraint is labor market dualism, like disunion between permanent and temporary contracts (European Commission, 2024).

In Pakistan, a major hurdle is political instability. Repeated government rotation and changing policy preferences weaken its endurance, assessment approaches, and formal learning. It shows a solid connection between political imbalance and increasing youth unemployment, signifying that employment plan failures might be wider social and political concerns (Soomro et al., 2025). In contrast, the political hurdles in Spain are of different forms. Instead of instability, the nation faces organizational disintegration and collaboration hardships across regional and national settings. Further, obedience with European Union financial laws compels a costly labor market. Such governance changes delay reform application and confuse the struggles to work structural severities.

CONCLUSIONS

Pakistan and Spain's political scenarios significantly affect youth employment policies. Pakistan faces political insecurity, corruption, and administrative disturbances; however, Spain assistances from a persistent situation. Real governance, anti-corruption agencies, and effective governmental measures are important for actual youth hiring initiatives. Both Pakistan and Spain face socio-economic issues disturbing the youth's talents. Pakistan is fighting poverty and educational inadequacies, and Spain is fighting regional differences. Political willingness is essential for emphasizing youth hiring issues in Pakistan and Spain. Support and planned prioritization are necessary to express separation and build public trust. Engaging youth in policymaking adopts ownership and responsibility.

RECOMMENDATIONS

1. It is needed that Pakistan and Spain should encourage political stability through comprehensive authority, negotiation, and consensus-building, through the consolidation of democratic practices, executing strong anti-corruption procedures, and starting independent oversight bodies for youth hiring strategies.
2. Pakistan and Spain should justify administrative measures, decrease administrative red tape, and reflect digital resolutions for effective policy execution. An alliance between government agencies, NGOs, private sector actors, and educational institutions is suggested as a holistic method for youth employment.
3. The study recommends that Pakistan and Spain should invest in education and professional training plans to develop youth talents and decrease socio-economic differences, mainly in marginalized populations.
4. Pakistan and Spain should highlight youth hiring through awareness campaigns and participant commitment, whereas Spain should set it within economic recovery strategies, post-COVID-19 emergencies.
5. Including young individuals in policymaking through discussions, youth assemblies, and feedback mechanisms can increase significance, improve sustainable hiring strategies, and support entrepreneurship and innovation for youth.
6. Applying these recommendations can assist Pakistan and Spain in successfully navigating youth employment strategies, adopting partnership, increasing governance, and concentrating on the essentials of the young community for economic development and social stability.

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