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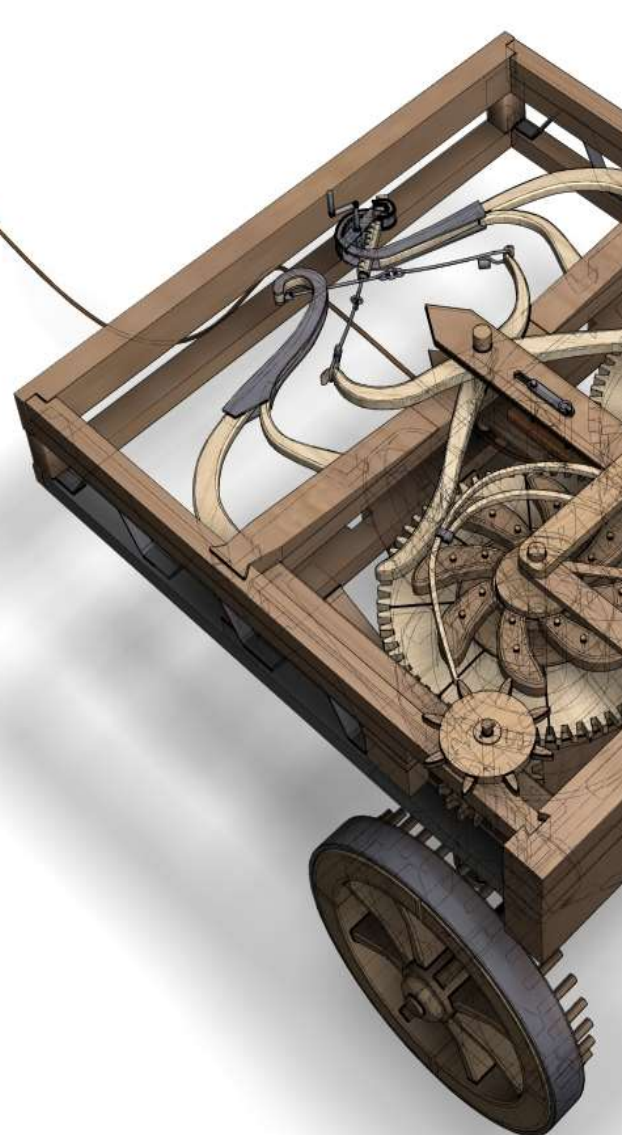
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Management of Unemployment and Employment of Youth in the Labor Market as a Factor of the Key Direction of Sustainable Development of Kazakhstan

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Abstract

The scale of youth employment and unemployment in Kazakhstan attracts the active attention of both public authorities, business and the population as a whole. Young people today find themselves in the risk group, as they have considerable difficulties in finding a job. State policy to support youth has proposed a large number of programs, however, able-bodied, highly qualified young people are leaving their home country in search of a better life and the remaining young people are desperate to get a job in their field, they take any job, moreover, as a result of the crisis due to the pandemic, there is a lack of jobs and they are forced to be food delivery, goods, courier mail, handing out flyers on the streets, etc. The authors conducted a study to find out the main reasons for the pessimistic attitude and the desire of the main mass of young people to leave Kazakhstan. By means of trend forecasting we revealed the dynamics of migrant youth who are easily employed abroad as good product is in high demand. This phenomenon will inevitably lead our society to degradation and inability to form a knowledge-based economy. In connection with this the authors were proposed solutions to all of the identified problems for the prospective employment of young people in the labor market in the formation of knowledge-based economy of Kazakhstan.

Keywords: employment; unemployment; youth; labor market; formation; high-tech economy; employment.

JEL Classification: E24, R23; R11; Q01.

Introduction

State policy at the labor market covers two directions, first, regulation of the level and duration of unemployment, and second, social protection of the unemployed. The most important macroeconomic task is to reduce the level of unemployment to the natural level since natural unemployment refers to those types of unemployment which are completely intractable and accompany the long-term equilibrium of the labor market. Degradation of labor motivation of some people means that, firstly, unemployment is not always unrealized right to work, and secondly, the number of unemployed may indicate not the needlessness of the person to society, but whether, for example, the local labor market demanded the profession which he possesses. Therefore, the regulating potential of the state is directed first of all, on technological, structural, regional unemployment. Improvement of competitiveness of national personnel and development of human resources is a priority task and a condition for stable economic development of Kazakhstan. The implementation of the Third modernization of Kazakhstan stipulates high requirements for the quality of human resources with significant educational, professional, qualification potential.

Kazakhstan has selected 17 key areas, the implementation of which can potentially lead the country to sustainable development of all major spheres of life and the solution of global problems affecting every person in this world. Among which:

1. Eliminate social insecurity and inequality
2. Restore public confidence in government
3. Maintain environmental sustainability
4. Promote high-performance economic growth

Thus, we have proposed one of the directions, namely, youth unemployment and its employment. Since this problem is acute for Kazakhstan. The outflow of intellectual youth is increasing annually, and if this situation continues, the country will degrade at a tremendous rate. About what in more detail, this article is dedicated to the authors of the study, who presented a forecast for the further development of the country and proving why it is necessary to follow the principles of sustainable development of the country.

1. Literature Review

The theory of the labor market is presented in the works of such outstanding scientists as A. Marshall, P. Samuelson. Foreign economists and sociologists: P. Bourdieu, J.V. Didkovskaya, V.T. Lisovsky devoted to the problems of youth unemployment and ensuring employment at the labor market. Among modern studies one should mention works by M. Vorona, A. Dolgova, I. Zhukova, T.I. Trubitsina. Based on the sources we have studied, it can be noted that most of them are devoted to the problem of value orientations of young people and the mismatch between the profession chosen by students and labor market demands, as noted in the works of T.V. Cherevichko, V.E. Chekmarev, F.R. Safiulina.

Improving the competitiveness of national personnel and the development of human resources is a priority task and a condition for sustainable economic development of Kazakhstan (Zhusupova A. 2019).

2. Methodology

The authors of the article during the study used formal-logical research methods: the method of induction, deduction, analogy, synthesis, comparison to study youth employment in modern economic conditions, the authors also used a systematic approach to analyze the economic, political and social parameters that explain and condition the current state of the youth employment problem. A forecast scenario of the future labor market is presented. The problems of the impact of digital transformations on socio-economic relations were also investigated using a systematic approach.

3. Case Studies

One of the sustainable development goals of Kazakhstan is to promote development-oriented policies that promote productive activities, decent job creation, entrepreneurship, creativity and innovation, and to encourage the formal recognition and development of micro, small and medium-sized enterprises, including through providing them with access to financial services.

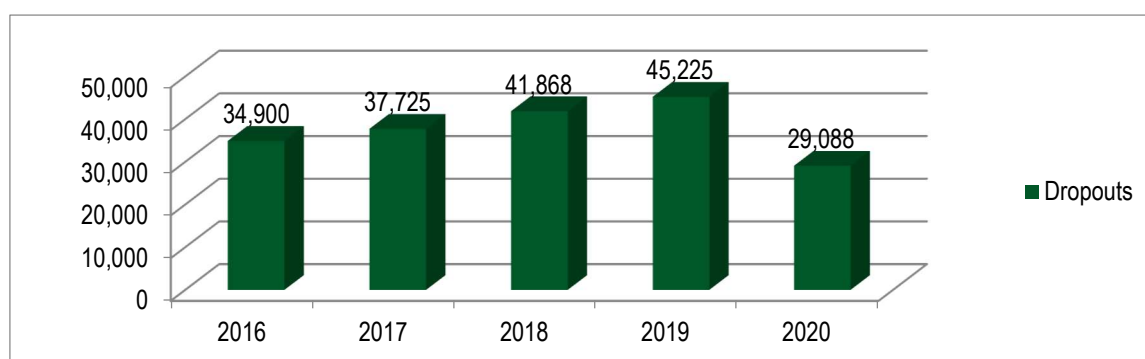
The Growth of Labor Productivity is a Factor of Unemployment Increase. The specificity of connection between labor productivity and unemployment consists in asynchrony of their movement: the curve of labor productivity reveals a steady tendency of increase, and the level of unemployment fluctuates. Kazakhstan retains a high proportion of self-employed youth, about 23%. However, it should be noted that self-employment in Kazakhstan in most cases is in close correlation with low income and labor productivity. Thus, in rural areas, where employment opportunities are rather low, self-employment is an alternative form of employment. Thus, a

significant proportion of wage-earners are in the city (64.2%) and self-employed youth are in the countryside (66.4%). Moreover, the young population living in the city chooses to be employed in most cases while the rural youth are self-employed as a result of the shortage of jobs.

However, in Kazakhstan the total productivity of labor and capital at the current stage of the information revolution is in its infancy. But it has a highly intellectual potential. This is the main reason for migration from Kazakhstan which seeks to improve their material well-being, make up for the lack of prospects, realize career growth and development, and allow high quality educational services abroad. In the last ten years more than 366 thousand people left the country irrevocably.

The number of those who left the Republic of Kazakhstan in 2016-2020 is shown in Figure 1.

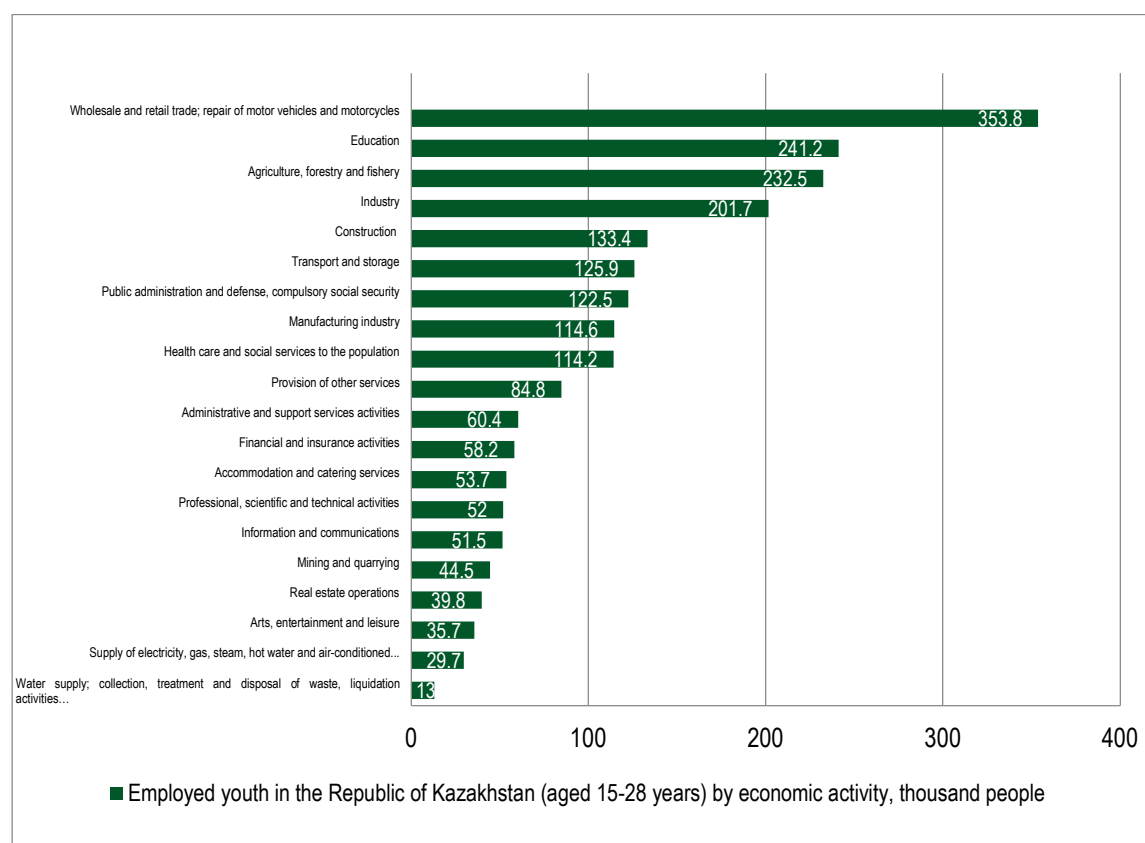
Figure 1. Number of populations leaving the Republic of Kazakhstan for 2016-2020



In Kazakhstan, the number of people leaving the Republic of Kazakhstan increases every year, in 2020 there is a decrease in this indicator, due to the fact that the pandemic coronavirus caused delayed migration. Most of the migrants are able-bodied, educated, with qualifications and capital. If such an outflow does not stop then in 10 years Kazakhstan will experience a shortage of skilled workers who could fill innovative jobs.

Regarding the employment of young people in the labor market in the conditions of the formation of Kazakhstan's knowledge-intensive economy, let us consider the structure of their involvement by type of economic activity.

Figure 2. Employed youth in the Republic of Kazakhstan (aged 15-28 years) by economic



The biggest part of employed youth work in such sectors as trade - 353,8 thousand people or 18,1% of total number), agriculture, forestry and fish industry - 232,5 thousand people or 12% and education - 241,2 thousand people or 11,5%.

The lowest level of youth employment is in such sectors as water supply; waste collection, treatment and disposal, pollution elimination activities - 13%, supply of electricity, gas, steam, hot water and conditioned air - 29.7%. As we can see, the main part of young people are engaged in trade, in education work 12%, as scientific and teaching activity is low-paid.

In order to increase the competitiveness of young people in the labor market of Kazakhstan and to provide them with necessary labor skills and adaptation at the first workplace - employment centers are organizing the employment of unemployed youth at the first workplace. However, these measures have not brought real results.

Unemployment has a negative impact on young people just beginning their independent existence and on their social and personal development. First, the lack of earnings lowers young people's standards of living, and unemployment benefits are usually small and do not provide a living wage to an adequate extent. Second, young unemployed people lose out in social competition to their working peers who have prospects for social advancement. Third, youth unemployment provides fertile ground for the development of deviant behavior. Fourth, long-term unsettlement results in young people losing the value of professional skills and readiness to learn new professions and psychological fear of the labor market.

Among unemployed youth 35.9% have higher or incomplete higher education and 39% have specialized secondary education. At the same time, unemployment among youth with higher and incomplete higher education is 3.3%, among youth with secondary and vocational (special) education - 4.2%, with basic, secondary, general and primary education - 4.8%. Unemployment among women remained at the level of 4.6% compared to 3.4% among men. The existing scale of youth unemployment shows the unstable position of this population group in the labor market. Moreover, the mobility of the young labor force only increases the problems of employment and exposes them to even greater unemployment.

Youth unemployment is a chronic disease that affects many countries.

Employers are willing to offer young people jobs with low pay which does not satisfy young workers and employers are dissatisfied with the professional training of young professionals.

Employers today have rather high requirements for young professionals. Many companies do not see the prospects of application of youth labor and treat their abilities and opportunities with great disrespect, do not see for them conditions of career growth within their enterprise. Consequently, one of the main areas of youth employment promotion could be a mechanism that would soften the criteria for hiring, employment without work experience, creation of flexible working hours for full-time students, etc.

Deficiencies in the level of training of young professionals:

- Lack of knowledge and skills in various programs (lack of mastery of information technology);
- Lack of practical skills;
- Low level of knowledge of foreign languages;
- Poor understanding of the current state of the business.

Nevertheless, young specialists have a number of advantages:

- vigor and a high level of adaptability;
- flexibility;
- mobility: territorial, professional, qualification, which implies the absence of psychological barriers in relation to the possible change of occupation, professional development or (and) relocation.

Strengths include: the tendency of young people to take risks; the potential ability of young people to withstand high labor and nervous stress accompanying entrepreneurial activity, especially at its initial stage; a high level of opportunities to update their entrepreneurial knowledge and skills in the wake of changing production and market conditions; high mobility to explore new markets.

An important problem in the issues of employment and unemployment of young people in the labor market in the conditions of formation of knowledge-intensive economy of Kazakhstan is that in the context of the state policy there is an outflow of young people abroad, that is, more than half of Kazakh graduates cannot find any work, especially work in their specialty, in addition, the remuneration of labor in Kazakhstan is much lower than abroad.

Kazakhs migrate in order to seek higher wages and better living conditions. However, there is a high percentage of departure of highly qualified young specialists which is a loss for the state.

Table 1. Number of young people aged 15-29 leaving the Republic of Kazakhstan in 2016-2020.

	2016	2017	2018	2019	2020
Young people of the number of dropouts aged 15 to 29, in %	36,6	42,0	46,6	50,6	54,3

The number of young people aged 15-29 leaving the Republic of Kazakhstan for 2016-2020 has a stable growth dynamics, the calculations of which in absolute and relative values are presented below.

The largest number of young people leaving Kazakhstan is recorded in the East Kazakhstan, Karaganda, Pavlodar and Kostanay regions; it is in these regions that the population over the past 50 years has been the possessor of deep technical knowledge and high education in various fields of science and creativity. In the case of dynamics of migration of young people in the age of 15-29 years abroad, we have made a forecast of further outflow and its consequences.

The Sustainable Development Goals of Kazakhstan, which are defined by the government of the country, are globally accepted goals aimed at eliminating poverty and poverty, fighting inequality and injustice, as well as protecting the planet and ensuring peace and prosperity for the entire population. However, the country's policy is not aimed at their implementation, but pursues a policy that contradicts the sustainable development of all major spheres of life and the solution of global problems. In the country, there is not a science-intensive development of youth employment, but its intensive outflow of technical intelligentsia, doctors and teachers from the country.

Table 2. Chain indicators of the dynamics series of young people aged 15-29 leaving the Republic of Kazakhstan for 2016-2020

Period	Young people of the number of departures at the age of 15 to 29 years, in %	Absolute increase	Rate of increase, %	Growth rate, %	Absolute 1% increment	Accretion rate, %
2016	36,6	-	-	100	-	0
2017	42	5,4	14,75	114,75	0,366	14,75
2018	46,6	4,6	10,95	110,95	0,42	12,57
2019	50,6	4	8,58	108,58	0,466	10,93
2020	54,3	3,7	7,31	107,31	0,506	10,11
Total	230,1					

In 2020 compared to 2019, there was a 3.7% increase in the number of youth departing between the ages of 15 and 29.

The maximum increase is observed in 2017 (5.4%).

The minimum increase is recorded in 2020 (3.7%).

The rate of increase shows that the trend of the series is decreasing, indicating a slowdown in the number of young people between the ages of 15 and 29.

In 2020 there is a 17.7% increase in the Departed Youth aged 15 to 29 compared to 2016.

The average absolute increase is a generalized characteristic of the individual absolute increases in the series of dynamics.

The average absolute increase.

$$\overline{dy} = \frac{y_n - y_1}{n - 1}$$

$$\overline{dy} = \frac{54.3 - 36.6}{4} = 4.43$$

With every year the outflow of young people at the age from 15 to 29 years old will increase on average by 4.43 %.

In Kazakhstan in the last 10 years State Programs on youth employment support were developed for youth, such as: "Youth of Kazakhstan", housing program for young families without age qualification, providing rental housing for working youth, increasing the number of grants for education development, etc. There is an employment organization under the project "The first job" is carried out for graduates (including graduates of

universities), looking for work for the first time, job seekers, unemployed persons, regardless of registration in the employment center.

A large number of state programs to support youth employment have not played a major role in youth employment, according to our study of Internet sources and social networks, negative attitudes of young people about employment and further growth prospects were revealed. The main mass of highly qualified specialists who do not know foreign languages seek to migrate to Russia while those who have this knowledge, make a request for visas to foreign countries for permanent residence.

The true reason for young people to go abroad was published by experts of Radio Azattyk. As a result of their survey, it was found out that the main reasons for young people leaving Kazakhstan are:

Table 3. Result of the survey of migrants from Kazakhstan

Answers	%, surveyed
Corruption and bureaucracy at all levels, impunity and irresponsibility of officials, inefficient public administration	51,3
Professional unfulfilment, lack of prospects for self-fulfilment and career	31,3
Low level of development of the country, archaization and retraditionalization of society	27,5
Uncertainty about their future and the future of their children	26,3
High unemployment, low wages, lack of social guarantees	23,8
Deterioration of the quality of medicine and education;	23,8
Frequent human rights violations	21,3

Corruption and bureaucracy at all levels, impunity and irresponsibility of officials, and inefficient public administration took 51.3% of the basis of the outflow of young people abroad.

The Kazakh migrant is a good commodity, as a very able-bodied, highly qualified specialist will provide greater competitiveness to the country to which he or she migrates.

Despite the fact that youth unemployment in Kazakhstan is at a relatively low level, a large number of young people face certain barriers. The labor market problem in Kazakhstan is related to both the imbalance of labor resources and jobs and their quality.

More affluent young people can afford to migrate, the rest are forced to actually survive so the real work for young people is delivery of food, goods, handing out flyers on the streets, etc. In this sphere there are constantly vacancies that do not require special training. Today, however, young people are not only taking but also fighting for these jobs. According to recent data, half of young people looking for a job after graduation cannot go to stable employment, spending up to 4 years in search of it. Young people faced a difficult situation on the labor market before the crisis and in the COVID-19 pandemic they are three times more likely to be unemployed than adults.

In Kazakhstan, the government must step up its fight against corruption and nepotism, provide young people with well-paid jobs, strengthen control over the observance of political rights and freedoms, develop civil society institutions, modernize the political system, introduce real elections of government representatives, create an independent judicial system, certainly, thoroughly improve the educational system, provide high quality services in health care, improve the socio-economic situation of the population

Improving the professional educational trajectory of young people especially those studying in general educational institutions, taking into account the prospective needs of the real sector of the economy. To implement this direction it is necessary: first, to develop a system of professional orientation of young people, in particular schoolchildren, in order to choose the sphere of labor activity in the areas of training and specialties demanded in the regional labor market, especially scarce working specialties; second, to consider the process of active modernization, involving the updating of fixed assets, innovative change in technology and advanced technology.

Improvement of the system of forecasting the labor market and the system of training on the basis of increasing the effectiveness of the mechanism of interaction between educational institutions and the business sector. Today there is an opportunity to combine the secondary employment of young people with the orientation on the future profession. If reasonably organized, this form of employment can be economically profitable for companies and enterprises, and focused on social functions.

Develop mentoring programs in youth entrepreneurship with the possibility of attracting successful entrepreneurs with experience in building sustainable business processes.

Implementation of measures to promote the employment of young people of certain age groups experiencing difficulties in finding a job and the organization of temporary jobs for the employment of unemployed

youth. Facilitating the organization of paid public works, including seasonal, as additional social support for young citizens, improving the quality of existing jobs by increasing the wages of highly skilled young workers and improving working conditions (safety and comfort), including for employees of small organizations. As well as increasing the level of awareness of young citizens who are in search of a primary job of the situation in the labor market.

The state should oblige companies to create quota places at their own expense of those employers who have an average number of employees of more than one hundred people, whose list of work does not include harmful or dangerous working conditions.

Institute of education in its formation and development must prepare specialists demanded by the institute of the labor market on qualitative educational programs, take into account demand for qualification composition of the labor force, presented by the institute of the labor market and actively influence it by forming supply of the prepared labor force.

The results should consist in targeted training of trainees; increasing the level of adaptation of young people in the labor market; organizing internships, public and temporary works, providing an opportunity for young people to gain practical work experience and increase the level of competitiveness in the labor market, etc.

The tendency is quite unambiguous - scientific and technological progress, replacement of humans with automated and intelligent systems in the labor market pushes workers from the sphere of traditional employment to the sphere of non-traditional employment.

Young people have a number of advantages which include the following: the level of young people is higher in new innovative forms of employment related to the use of digital technology; young people are more mobile both productively and territorially.

In the current situation of pandemic, it is the digital channels of communication that have become the main tools of assistance in employment and other services to the population. In the conditions of the crisis, the load on state employment centers has increased dramatically. The introduction of digital solutions makes it possible to noticeably increase the efficiency of their work. Training young people in high-level digital skills should be with the further provision of entrepreneurial opportunities.

The set of digital skills should be extensive and classified as follows:

- Developed digital skills that are needed to develop, test and analyze ICTs and manage them. Including programming, software and application development, machine learning, network management, big data analysis, cybersecurity and blockchain technology, etc.
- Include use of professional online platforms.
- Include graphic design and marketing, publication production, and social media management for mid-level jobs and entrepreneurial pursuits.
- Develop skills necessary for effective collaboration in the digital economy, such as: teamwork, leadership, communication skills, and others.
- Digital entrepreneurial skills market research, strategic planning, business analysis, and the use of fundraising platforms.

Digital technologies not only create opportunities but also increase competition, if digital development is active, inequality and massive structural unemployment will emerge in Kazakhstan among the older generation and allow workers to find paid jobs online (such as data entry, image categorization, graphic design, office assistance) as well as traditional jobs. Freelance services should not be taken into account in this case, digital technology about employment should be at the state level based on a new model of flexible employment which would monitor and regulate the employment and unemployment of not only young people but the entire population.

Conclusion

Young people work in the informal economy only because the modern sector and the real segment of the economy are unable to create enough jobs in the formal economy. The difficulties young people face in the transition from school to work are often illustrated by the following indicators: changes in youth unemployment rates over time; youth unemployment rates compared to adult unemployment rates; cases of chronic youth unemployment; and the proportion of young people who do not study, work, or receive vocational training.

Digital technologies stimulate new ways of producing and consuming goods and services. Digital transformation affects the nature of jobs and the skills young people need to successfully enter the labor market. The growth of digitalization will greatly expand economic opportunities for young people. New high-skill jobs will

spur innovation and increase demand for the workforce. The negative side of development in the level of digitalization is that there is a strong gap between the regions and the big cities.

To realize the digital potential, it is necessary to build infrastructure, develop the necessary human capital, deregulate the digital environment and strengthen their innovation capacity. Most young people seeking to participate in and benefit from the digital economy struggle to compete with their highly skilled and well-funded counterparts in other parts of the world.

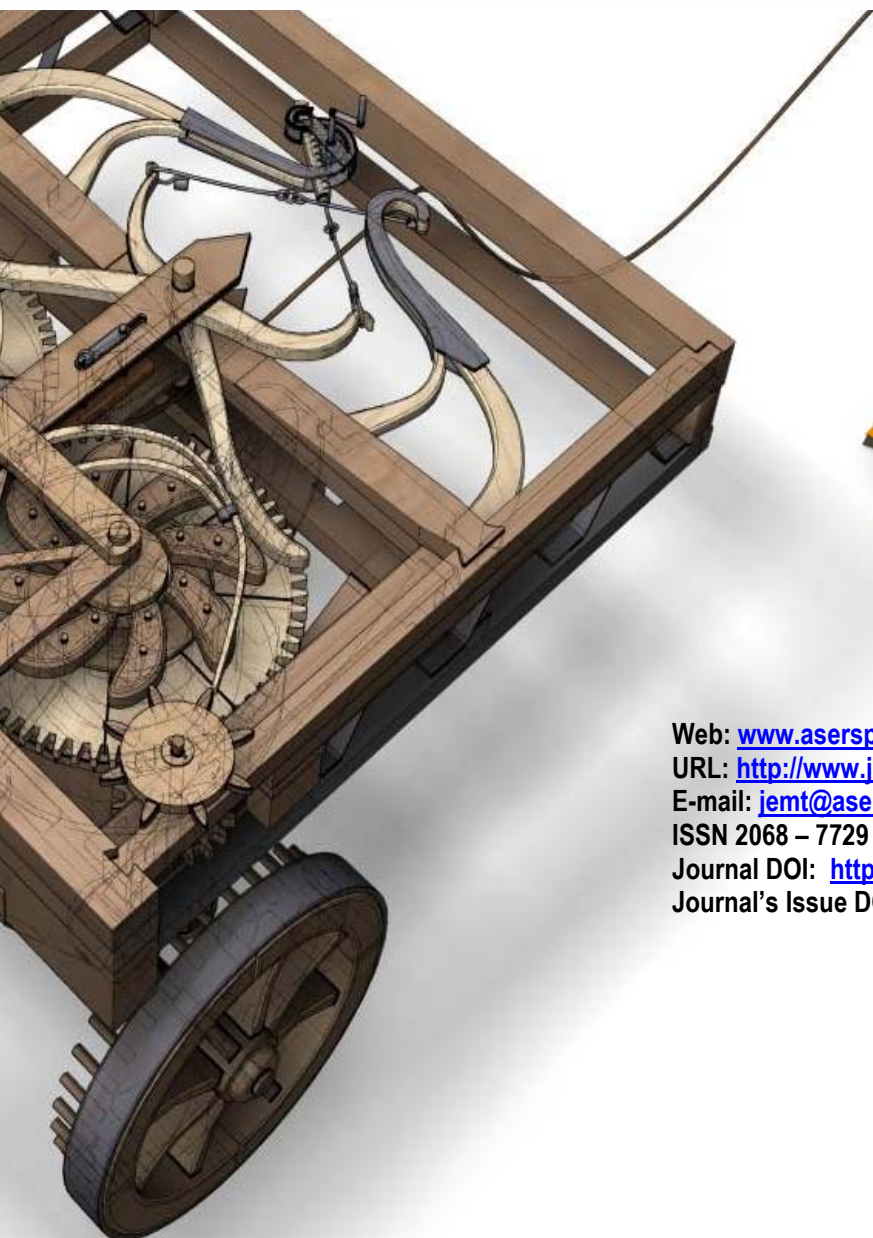
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