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## UNEMPLOYMENT AMONG THE YOUTH

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This article describes the features of unemployment among the youth in Kazakhstan and policy for solving the problem of unemployment.

**Keywords:** *Unemployment, job offered, job, job market.*

### **Introduction**

The article examines youth unemployment. During the current period of instability, socio-economic phenomena in the conditions of market requirements are causing concern for the fate of millions of young people. The reasons preventing youth employment and job placement are examined. Social conditions encountered in the labor market and national policies of the state in ensuring employment for young specialists are analyzed. It has been shown that considerable time is needed to eliminate the mentioned reasons and restore the situation.

### **Materials and Research Methods**

One of the daily social issues of the labor market is the risk of unemployment. Based on statistical data, as the level of education of young people increases, the level of unemployment decreases, and people with vocational education face fewer problems of unemployment. However, in the labor market, people with lower educational levels face greater barriers to finding employment positions. Therefore, the unemployment rate among specialists with only secondary vocational education is growing, as specialists with higher vocational education occupy positions that also require secondary vocational education.

Researchers at the Higher School of Economics found that 28% of individuals aged 20-24 with higher education are unemployed. The high level of unemployment

among higher education graduates is explained by the low quality of their educational level.

Youth unemployment is one of the main issues of national policy. The economic crisis has weakened the economies of many countries and affected the social standard of living of the population. From this perspective, society and political-economic institutions are concerned with the issue of youth unemployment and matters of youth employment.

The problem of youth unemployment arising from the global crisis became one of the concerns about the loss of state supervision. According to 2014 state figures, Kazakhstani youth up to 25 years of age are classified as "unemployed." Indeed, such indicators require important decisions to be made by the state.

According to researchers, over the past 20 years, the number of full-time students in higher education among young people has tripled, while the number of those employed has decreased from 65% to 50%. And unemployment among youth aged 20-25 with higher education has grown from 7% to 28%. Experts explain such data by the low quality of higher education institutions and the shortage of specialists demanded in the labor market.

In international statistics, such a category is called NEET (Not in Employment, Education or Training - not studying and not working, not engaged in any service). It is believed that people in this category have less chance of finding stable employment, have lower income levels, poorer physical and mental health, and behavioral characteristics that negatively affect their careers.

The majority of people belonging to the NEET category in Kazakhstan are young people aged 20-24. In 1995 figures, 25% of this age group were shown to be not studying and not working. However, by 2015 their number had decreased to 17%, but this improvement was mainly due to attracting young people into education, while employment coverage, on the contrary, showed a decline. Experience shows that precisely these young people become "victims" of economic downturns.

### **Results and Discussion**

After World War II and until 1960, unemployment indicators in the world were low (approximately 2%). In the 1970s, the situation changed fundamentally. The reasons for the decline in employment were the Arab oil embargo of 1973-1974, as well as the 1979 Iranian revolution, the 1980 Iran-Iraq war, the consequences of oil price crises, declining production rates, and in 1988 the growth of unemployment among the population.

In 1976, researchers began presenting "youth unemployment" as a special type of unemployment. After 2008, the wave of unemployment in our country significantly changed the percentage of youth employment indicators. In 2013, Denmark registered 13% of youth as unemployed, Luxembourg - 17.4%, Austria - 9.2%. These indicators are above France - 23.7%, Great Britain - 20.5%, reaching 49.7%, causing concern regarding Croatia's national unity. Cyprus and Portugal also showed lower

indicators - 38.9% and 38.1%. The highest percentage of youth unemployment was recorded in Greece - 58.3%. After Greece, Spain's youth rate - 55.5%. The lowest indicator is in Germany - 7.9%.

It is important to note that the current economic situation has improved. However, the issue of youth employment still has a place. Young specialists face significant difficulties in finding vacant positions.

Such socio-economic phenomena create the need for programs that guide young people in finding a place in the labor market and direct them toward obtaining good education. The knowledge and competencies obtained by students and schoolchildren directly influence their employment and the positions they hold.

Today, quality alone is not enough in education; quantitative indicators also need to be shown. In order to support and improve the higher education system, educational monitoring should be conducted across salary sectors.

At the current economic downturn, young people are classified in the NEET (not in employment, education or training) category - they have no stable job or have not received the necessary education. The risk group includes those with health issues, migrants, divorced young couples, and people with low educational levels.

Factors affecting the occurrence of youth unemployment:

- The overall growth in the number of unemployed;
- Closure of industrial enterprises due to the impact of crises on state and private enterprises;
  - The activities of industrial enterprises are aimed not at self-preservation and expansion of production, but at survival factors;
- The lack of sufficient experience among youth; as a result, when vacancies arise, they are the last to be hired and the first to be laid off when production volumes decline;
- The lack of professional orientation work for youth in the upper grades of school;
- The increase in the share of individuals without a profession (foreign citizens) in the labor force supply structure and the decrease in the prestige of working professions;
  - The low interest of employers to train and retrain working specialists;
  - A significant portion of young people in the labor market aspire to find employment that corresponds to their education or is paid highly, i.e. the mismatch between supply and demand in the labor force.

Those without a profession, "black" labor - it is possible to offer work to unemployed youth from the very first day, while placing youth with higher and secondary specialized education is a major challenge. The low value of specialists required for youth employment in the labor market, such as carpenters, gas welders, drivers, salespeople, and security guards, negatively affects the situation. Due to the rise in prices of goods and services, young people refuse to work at lower wages.

The main requirement for good employment of young people is the vocational education of young specialists. Currently, the market has high demand for technical specialists, computer program developers, and those providing information security; demand for biochemists is also high. The need for humanitarian education is secondary, and many graduates' education does not meet market and employer needs.

Unfortunately, graduates of colleges and universities who have specialized in fields not required in the labor market cannot find employment. As a result, they spend their time waiting for any offer. Some go to search for work in EU member countries, mostly Germany. However, the majority remains in an uncertain situation. Pessimistic mood, constant discussions, and the search for guilty parties in radio and television broadcasts only provoke social conflict.

At this moment, young specialists show helplessness in the time they have spent on job searching. Today, in international practice, temporary employment contracts are showing their advantages over permanent labor contracts. This approach allows employers to secure their rights, to terminate unnecessary employees quickly and without complications. In this regard, "rare" employers consider their own rules.

However, factors negatively affecting the employment of young specialists should also be noted, specifically expectations for high wages and placing high demands on their skills and competencies. Specifically, these factors hinder finding a long-awaited good job.

The totality of the above-mentioned circumstances and conditions leads to low competitiveness and, consequently, a high level of unemployment among youth.

If we talk about the processes of organizing the employment of the young generation, today temporary employment (immediate contracts, project work, etc.) and living in remote areas as a form of employment for youth are being considered. Experience shows that youth with 1 year of work experience find it easier to get permanent employment, because many institutions do not want to raise additional material and financial costs for training or teaching young specialists.

### **Conclusions**

Thus, there are many barriers to the employment of young workers. Starting from the moment the global economic crisis hit, the unemployment problem that was placed in the foreground has shown its results. A positive dynamic of employment coverage was observed, however, this issue is still at the stage of finding the most optimal solution.

Not knowing labor legislation and lack of work experience continues to affect the employment of young people of the Republic of Kazakhstan. What is needed now are short-term measures that produce visible results in the current situation.

In the issue of unemployment, it is particularly important to keep in mind the role of the psychological factor in addition to the economic situation. In all investment rationales of the Republic of Kazakhstan, it is noted that the long-term status of people as "unemployed" leads to the depreciation of human capital.

To solve the problem of youth employment, employers need to be attracted to make requests for specialists, and also company managers need to be made responsible for employing graduates trained by universities.

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## ПРОБЛЕМА БЕЗРАБОТИЦЫ СРЕДИ МОЛОДЕЖИ

*Райымбек Мауленов*

*Данная публикация исследует специфику молодежной безработицы на территории Казахстана, а также анализирует государственные меры, направленные на преодоление этой проблемы.*

**Ключевые слова:** безработица, обеспечение занятости, трудовая деятельность, сфера труда.

## ЖАСТАР АРАСЫНДАҒЫ ЖҰМЫССЫЗДЫҚ МӘСЕЛЕСІ

*Райымбек Мауленов*

*Бұл зерттеу жұмысында Қазақстан жастары арасындағы жұмыссыз қалудың негізгі сипаттары мен осы түйткілді шешуге бағытталған мемлекеттік саясат талданған.*

**Кілт сөздер:** жұмыссыздық, жұмыспен қамту, еңбек ету, еңбек ресурстары.