

# QAZAQ JOURNAL OF YOUNG SCIENTIST

2026, Vol.4, No. 5 (May)

<https://qazaqjournal.kz/>



UDC 331.56

## THE PROBLEM OF UNEMPLOYMENT AMONG THE YOUTH IN KAZAKHSTAN

*Raimbek Maulenov*

Bachelor's Student, Business Informatics, Faculty of Informatics, University of Debrecen, Debrecen, Hungary

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

**Key words:** *Unemployment, job offered, job, job market.*

### Introduction

Kazakhstan became an independent state in 1991, with a vector of developing a market economy. At that time, Kazakhstan's economy went through hardships related to the formation of the labor market and transitioning to a new system of running the household economy. In this way, the transition from the command system to the market system in the 20th century led to the release of labor force from the labor system and workforce. In the new situation, self-employment became the only way for many people of our republic to earn money. In addition, from 1991 to 2017, self-employment took a prominent place. This was not effectively influenced by legislative regulation and state programs developed for employment development, economic growth, and state policy.

In the development of international integration and issues of strengthening Kazakhstan's competitiveness, difficulties in employing youth in many foreign countries are observed. According to data of the International Labour Organization (ILO), halving youth unemployment would have the effect of doubling the world's gross domestic product. In this aspect, the issue of youth employment in Kazakhstan is especially important, with youth comprising up to 25.0% of the total.

As we all know, youth is the group that constitutes the socio-economically active, innovative, and creative potential of the population, but does not have sufficient experience in any branch of professional service related to their age. Therefore, issues

of employing youth and supporting professional competitiveness in the labor market are among the most important and strategic priorities of the state policy of the Republic of Kazakhstan. The formation of competitive youth is a key factor, and their high ambitions and the need for the national economy's labor market to match them should be considered. The labor market is a mechanism for effectively employing the population and is a basic element of the social sector aimed at combating unemployment.

### **Materials and Research Methods**

In accordance with the Law of the Republic of Kazakhstan "On Population Employment," state measures to assist employment include the following:

- Freedom to choose the type of work and type of occupation. Any citizen has the right to choose the type of work in any sector of the labor sphere.
- Equal opportunities to be protected from any form of discrimination and to work professionally, to choose employment and labor conditions; the state helps utilize all labor force in Kazakhstan.
- Social protection from unemployment. The state assists officially registered unemployed people and provides them support.

This situation is related to the inequality in training specialists in the humanitarian and technical directions, as well as secondary vocational education. In recent years, the state has been taking measures to expand the higher education (HE) sector in order to reduce the level of "diploma unemployment." Furthermore, in order to further improve the process of training specialists with higher and secondary vocational education, they need to be placed in higher educational institutions with an appropriate material-technical base and a highly qualified professor-teacher composition. It is important to strengthen the role of the state in planning the optimal structure for training personnel with higher and secondary vocational education.

### **Results and Discussion**

It should be noted that among youth, the unemployment rate of graduates with secondary education is significantly lower compared to graduates with higher education. This is because HE diploma holders have high aspirations for high wages, social benefits, prestigious career advancement, and incentive conditions during job placement. Therefore, employers prefer experienced workers rather than inexperienced ones, along with those who have proven their competence. In addition, experience shows that college graduates are relatively modest in their employment conditions and can find work in various sectors of the economy in a short time. Foreign experience shows that people with secondary vocational education are a more productive and profitable generation in basic labor service skills at the present time. Moreover, youth, being equipped with certain skills, approach the future choice of HE and specialty more deliberately. A peculiarity of Kazakhstan's labor market is that the demand for youth's future specialty choices is related to changes in career orientations, and an incompatibility is observed between supply and demand.

Therefore, this group of the population faces important life problems, one of which is the issue of employment.

To solve this issue, state programs have been adopted at the national level: "Employment-2020," "Business Roadmap-2020," and "Diploma for Village." For example, from 2009 to 2012, under the "Diploma for Village" program, 24,577 young specialists were sent to rural areas, of which 75.0% were teachers, 20.0% - healthcare specialists, the rest: culture specialists - 225 people, sports - 268 people, and veterinary specialists - 184 people. In practice, many employers are not interested in paying high wages to HE graduates, and most of them lack practical experience. As a result, they cannot perform any significant socio-economic functions in the production services of enterprises.

The growth of competitiveness levels in the labor market is a legitimate process in the economic market. Business entities need specialists with high ambitions and experience. In this aspect, the "Youth Practice" program that has been implemented since 2009 plays an important role. Under this program, significant work is done to help HE graduates gain practical experience based on their specialty. However, graduates of higher and secondary education institutions are often not aware of this program. Therefore, it is necessary to conduct explanatory work through the media about the advantages and opportunities of this program aimed at reducing the unemployment level.

Foreign experience should be used to solve the issue of young specialists' employment. For example, in Germany, the development of young people's entrepreneurship plays an important role in youth employment. The state support system for youth has been recognized as an effective tool in the global community's fight against unemployment. The state, developing youth initiatives, provides certain benefits and advantages for young specialists as much as possible. For example, vacancies arising as a result of organizing a return to production and shortening the working day, etc., should be filled by giving priority to young entrepreneurs. Furthermore, laws obliging entrepreneurs to give priority to youth should be adopted. Indeed, the current system of fighting unemployment is mainly aimed at finding and creating job places, but it does not fully take into account the qualifications of workers. Many HE graduates cannot find work immediately after finishing their studies. At the same time, Kazakhstan's national economic enterprises feel the shortage of qualified personnel.

According to data of the Ministry of Social Protection and Healthcare of the Republic of Kazakhstan, the state's demand for personnel in the country's economic sectors amounts to 287 thousand people for 2012-2014. In turn, to implement the country's industrial-innovation development strategy, it is necessary to attract 108 thousand people, of which 59.4 thousand are employees with technical and vocational education.

In connection with this, the "New Employment-2020" program was adopted in 2011, and its roadmap - "Employment Roadmap 2020" - was adopted in 2013; these

together represent the fourth period of state regulation of self-employment in Kazakhstan. The main participants of the Employment Roadmap 2020 (ER-2020) were unemployed and self-employed citizens of the Republic of Kazakhstan. Three directions were considered for implementing ER-2020:

- \* Providing employment through infrastructure development and housing - communal economy development;

- \* Stimulating entrepreneurial initiative. This direction is implemented through training in entrepreneurship basics, providing microcredit for up to 5 years and up to 6 million tenge, as well as providing project support services within one year;

- \* Assisting in employment through training and retraining according to employer's needs. This direction is implemented through state budget funds that provide services for professional training, inclusion, short-term preparation courses, personnel preparation, searching for free workplaces, and assistance in employment.

In his address to the people of Kazakhstan entitled "Kazakhstan in a New Global Reality: Growth, Reforms, Development" in 2017, President of Kazakhstan N.A. Nazarbayev indicated that starting from 2017, the project "Free vocational-technical education for all" would begin. That is, it is planned to introduce secondary technical education on a free basis for the specialties needed for the national economic sectors of the republic. This gives most young people the opportunity to obtain a specialty and, through it, new opportunities for providing production with specialized personnel. This is especially important for many school graduates in cases where they cannot enter the country's universities and colleges due to financial difficulties.

With the operation and development of the Eurasian Economic Union, a great need for highly qualified personnel in the labor market is expected. Therefore, the structure and number of personnel training for individual sectors and specialties with secondary and higher education in the republic's territory should be adjusted.

In the state youth policy of Kazakhstan until 2020, support centers for youth initiatives, creation of state-private partnerships, preparation of specialists on employer's orders, etc. have been considered.

### **Conclusions**

Thus, in order to further improve the youth employment system and reduce unemployment, work should be conducted on personnel training through forming practical experience according to their chosen specialty. Taking into account the structure and characteristics of the national economy, planning the number of personnel also by specialty distribution and educational level, employing youth, applying well-developed and advanced foreign experience in reducing the unemployment level, and also strengthening the role of state and private partnership in the process of youth training and employment.

## REFERENCES

1. <http://www.stat.kz> - Website of the Statistics Agency of the Republic of Kazakhstan
2. <http://www.nationalbank.kz> - Website of the National Bank of the Republic of Kazakhstan
3. <http://www.zakon.kz> - Information portal

### ПРОБЛЕМЫ ТРУДОУСТРОЙСТВА МОЛОДЕЖИ НА РЫНКЕ ТРУДА В КАЗАХСТАНЕ

*Райымбек Мауленов*

*Данная публикация исследует характерные особенности молодежной незанятости в Казахстане и дает оценку государственным стратегиям, реализуемым для устранения этой социально-экономической проблемы.*

**Ключевые слова:** безработица, трудоустройство, работа, рынок труда.

### ҚАЗАҚСТАННЫҢ ЕҢБЕК НАРАҒЫНДАҒЫ ЖАСТАРДЫ ЖҰМЫСҚА ОРНАЛАСТЫРУ МӘСЕЛЕЛЕРІ

*Райымбек Мауленов*

*Бұл зерттеу жұмысында Қазақстандағы жастар арасындағы жұмыссыздықтың ерекшеліктерін зерттеп, осы әлеуметтік-экономикалық проблеманы жоюға бағытталған мемлекеттік стратегияларды бағалайды.*

**Кілт сөздер:** жұмыссыздық, жұмысқа орналастыру, еңбек, еңбек нарығы.