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PEOPLE IN KAZAKHSTAN

**Abstract.** The basic way of decision of the question of employment among young people is bringing the system over of education, in accordance with the requirements of labor market. In the system of education competition basis must be organized for every professional link with stage-by-stage integration of young people to the market of labor. Unemployment among young people in regions differs notably. The level of education plays an important role in the employment of young people and decline of unemployment. Unemployed young people are the most vulnerable layer of population that can present an enormous threat for the society and country as well. Young people in our country understand the shortage of workplaces influences on the whole market of labor. Unfortunately, there are modern methods of enticement of young people in destructive structures, for example, through the social networks, by means of cash disbursements to the vulnerable layers of population, including unemployed young people. Unemployment is straight related to falling of level of accosts and quality of life of population, that conduces in close connection with the level of crime.

**Keywords:** unemployment, self-employment, accosts of population, labor exchange, employment, salary, labor market, employer, experience, profession.

Inalienable parts of economy are such concepts as employment, labor force, able to work population and, unfortunately, unemployment. There is work key making life able to work for everybody. Regardless of its maintenance, the level of the requirements, produced to the worker, degree of responsibility and complication, and also skill, determines the system of subjective values, nearest and farther prospects of individual, i.e. it be possible to say, all vital mode. The different types of professional activity reflect the level of development of society, character of standing before the tasks, and the estimation of professions in public consciousness allows to judge about the degree of their “prestige”. It is a substantial factor in the choice of profession, educational establishment, place of the supposed work, forming the sense of satisfaction by labor [1, P. 53].

Speaking about work, in consciousness of any man, there is a concept of employment. It is not so insignificant economic indicator. Under employment a quantity is understood of adult (older than 16 year old), able to work population, having work. Unemployment is characterized as a quantity of adult, able to work population, not having work and actively searching it. General quantity busy and unemployed makes labor force [2, P. 20].

For the calculation of unemployment use different indexes, but generally accepted, including the International Organization of Labor, there is a norm of unemployment. It is determined as attitude of general amount of unemployed persons toward the quantity of labor force, shown in percent's [3, P. 385]. Every type of unemployment, however, is all sharper felt among young people. For instance, frequently yesterday's students, have academic diploma of higher educational establishment, cannot settle down on work. Why? What is reason? Speaking about “youth” unemployment it is impossible to distinguish someone principal reason. There is a great number of reasons, stipulating the increase of quantity of unemployed persons among young people, including:

- orientation of industrial enterprises on self-preservation and survival, but not on development and expansion of production;

- absence of sufficient experience for young people, in this connection they are in last recruited of vacant positions and abbreviated at the decline of production volumes;

- disparity of professional preparation to the requirements of labor market and developed not enough professionally orientation work with young people;

- training of personnel's not always corresponds to the objectively existent requirement in them and presence of workplaces;

- the unclaimedness of young people at the market of labor is related to considerable part of unemployed young people, aims to get work, corresponding to the preparation and highly pay.

Whether or not youth are enrolled in school, receiving training or working, has important implications for future economic growth, development and stability. If overlooked, youth unemployment has a potential to have significant and serious social repercussions. Youth unemployment can lead to social exclusion and unrest. Investing in decent job creation however, as well as in education and training opportunities for the youth, will help them find their place and contribute to more prosperous and stable societies. Unemployment is affecting young women more than young men in almost all regions of the world [4, P.155]. More than two thirds of all child domestic workers are girls. They are vulnerable to exploitation and violation of their rights.

Gender norms are one of the main obstacles faced by girls and young women when they want to access education or the world of work. Working with families, community and religious leaders, men and boys is crucial to challenge these social norms and attitudes.

Young people follow trainings in essential soft and hard skills, such as career counseling, life skills, and work and technical skills. They are either trained to be ready to work in a specific sector, or to become entrepreneurs. Plan International then helps bridge the gap between training and employment by supporting young people finding a job placement or starting their own enterprise.

To the unemployed young people, having working specialties, work can offer in the first day of appeal, while employment of young people with higher and middling-special education, presents large complication. On the process of employment of young people negatively the low cost of labor force effects on many professions required at the market of labor, for example, carpenter, gas welder, driver, watch.

For young unfussy people at the market of labor, as a rule, characteristically:

- decline sense of satisfying with life;
- predominance of moods of pessimism and fatalism in attitude toward life on the whole;
- loss of sense of life;
- strengthening of sense of loneliness and social isolation [5, P.64].

Young people without any skills are much more likely to be unemployed (structural unemployment). To some extent, the service sector has offered more unskilled jobs such as bar work, supermarket checkout and waiters. However, the nature of the labor market is that many young people lack the necessary skills and training to impress employers. Many young people leave college with a degree but then find graduate jobs are in short-supply. Some find they can be over-qualified for the job market they enter. Youth unemployment is often highest amongst deprived areas where there is pessimism over job prospects. Youth unemployment is often higher among people who have a history of broken families, drug use or criminal record. Youth unemployment is also higher amongst ethnic minority groups.

Coming from all before said the development of the measures, aimed the creation of favorable terms for self-determination of young man at the choice of suitable professional industry, answering his qualification, and is considered useful. The role of skilled agencies is actual in conducted by Centers of employment: fairs of vacancies, monthly collections in Center of Employment with the workers of skilled services. For more effective assistance of employment of young people it is needed to increase cooperation between educational establishments, center of employment, skilled services and firms. Such general service will become mutually beneficial for all. For educational establishments this device is to work of graduating students, for skilled agencies is cognition of single situation in a small town, selection of personnel, handling employees to the conformable interesting dilemma. For Center of employment of population in advising about the celled agreements on internship of graduating students with pointing of companies and qualifications conformable to the workplaces and, as a result, to work with the population.

Official unemployment may occur in areas where there is a thriving black economy. i.e. there are unofficial jobs for people to take. These jobs may be illegal such as dealing in soft drugs. However, it is hard to ascertain the extent of these unofficial jobs and it is easy to make sweeping generalizations about deprived areas. Youth unemployment rate statistics skewed by relatively higher numbers in education [6, P.58]. Young workers least qualified with lowest levels of relevant skills. Therefore, less employable. Some young workers leave university with degrees but find graduate jobs are in short supply. Young workers may be perceived as less reliable by employers. Young people who are unemployed find it hard to break the cycle of no job, therefore no experience, therefore hard to get a job.

Rising unemployment among the youth has become a major social issue for many nations globalwide. The rate of unemployment grew due to large-scale restructuring and changes in the modes of employment. Also, the latest of economic recessions has brought about long-term unemployment as a result of decreases in labor demand. It is also a serious social problem. Unemployment is a major concern in efficient utilization of social resources and is a personal issue for the many too. Unemployment causes serious social losses, such as; income cut-offs and other financial difficulties for the unemployed, the rising feelings of social injustice and potentially exacerbated conflicts, lower quality of human resources due to poorer technology skills and little knowledge, rising socioeconomic costs of the unemployment relief, etc.

The necessary element of decision of unemployment also is informing of young people of position at the market of labor, by notification in social networks and plots on television[7].

Deciding the problem of youth unemployment is possible by means of introduction of quotas into working places for the graduating students of higher educational establishments. To date this mechanism is applicable only to the next categories of citizens: the orphans, invalids, many children families. It is also possible to create the system of terms, consisting in introduction of tax deductions for employers that recruit graduating students of higher educational establishments. Certain financial arrangements will be possible to define strategy of realization of this idea. It is also necessary to fix temporal employment of graduating students on social works, in marketing researches, advertisement actions, passing of productive practice, activity as volunteers. It will allow getting experience and earning reputation that plays very important role in the modern labor market.

In Kazakhstan fight youth unemployment effectively; to date its level makes 82 thousand young people. According to research of finprom.kz., unemployment rate among young people on results the first half-year 2018 year made preliminary 3,9%, for analogical period the last year - 4,1%. Reduction of unemployment of young people is related to the height of number of the hired workers on 3,1%, from 1,5 to 1,6 million persons. Number independently busy vice versa grew short on 7,9% and made 455,6 thousand persons (I semi year. 2017 - 494,9 thousand persons). At the same time, the amount of labor force did not change practically, increasing only on a 0,2% year to the year. A busy population increased on 0,4% (a plus is 8,6 thousand persons). The number of persons not entering in the complement of labor force grew short on 3,5%, from 1,41 to 1,36 million persons[7].

There is descending trend of youth unemployment rate in a long-term dynamics. For period 2012-2017 unemployment of population rate in age from 15 28 to grew short with 5,4% to 3,9%. In the country among young people with the results two quarters of 2018 out of employment there are 82,4 thousand persons - 4,8% less than, than for the same period by year before is 86,6 thousand persons [7].

The unemployed person is regarded as a lesser manpower in terms of labor competitiveness, income, and employment capacity. Furthermore, the unemployed person is classified as a protected person by the government at the national level. This also causes problems for the national economic base, such as extra social costs, higher inflation, etc. the middle class is consistently decreasing in numbers, while the lower income group has been increasing steadily. Government has been looking out for solutions through policy changes that can spur job creation and improve the national employment rate. Job insecurity is defined as the anxiety experienced by people who are preparing for employment or who are proceeding with employment. It refers to the fear of employment failure, the fear of psychological pressure in the case of employment failure, and the fear of the threat posed by the factors considered to be barriers to employment.

The existing research trend is on the job satisfaction and job stress in the workplace, and researchers are searching for policies that can improve the employment rate of young people, to arrest the rising

unemployment of such demographic, by looking into all the issues discussed in this study. One of these issues is the job seeking stress, also known as the unemployment stress syndrome, which refers to the mental and physical pain that occurs as a result of one's repeated job failures or prolonged unemployment. Job stress can be defined as a state in which college students feel that their physical and psychological equilibrium is being destroyed by problems related to employment, which brings about a crisis, tension, and anxiety during college life [8, P.70].

It can also be considered a form of stress that college students subjectively feel while preparing for their future employment. Job insecurity is a form of insecurity that can be defined as the insecurity of college students with regard to the prospect of obtaining future employment. The college students in the upper grades feel relatively more anxious about their future employment than the college students in the lower grades. In general, job insecurity can be classified into the three categories discussed below. When college students experience job insecurity, they are irritable, uneasy, unconfident, and cannot concentrate on anything. Also, for their physical condition, their metabolism shows several sharp changes, and their heart is often pounding or they have difficulty breathing. At this time, as reported by the media or one's acquaintances, obtaining employment is difficult due to the recession, and many college students are experiencing job insecurity, especially those who are about to graduate, who are worried about their future employment. The college graduates who fail to get a job soon after they graduate also develop job insecurity. The causes of job insecurity can be classified into internal and external causes. The internal causes are the college major, transcript, level of foreign language ability, employment preparation, etc. The external causes, on the other hand, are the expectations of their families and friends, among others. Job insecurity refers to the feeling of insecurity felt by prospective college graduates and college graduates with during the employment preparation process. The right degree of job insecurity can serve as a positive motivation for employment preparation. On the other hand, excessive job insecurity due to employment uncertainty is bound to have a negative effect on employment preparation, and can make college students feel disappointment or develop depression, social phobia, or other similar conditions when extended over a long period.

On the types of activity most interest among young people is caused by the sphere of wholesale and retail trade, repair of cars and motor cycles. 16,5% of all working young people is employed in this industry, that makes 335,6 thousand persons the second most widespread type of activity there is a rural, forest and fish economy - 276,7 thousand persons (specific gravity - 13,6%). In the field of education the number of working young people makes 229,2 thousand persons (specific gravity - 11,2%). 221,7 thousand young people (specific gravity - 10,9%) are busy in industry. Locks TOP-5 of the most highly sought types of activity among young people building. In this area the number of worker young people makes 149,5 thousand persons (specific gravity - 7,3%) [7].

Thus, it is impossible not to mark the dynamics of improvement of position of young people at the market of labor in Kazakhstan. Because 2019 year was adopted as the Year of Young People in our country. To our mind, such concept, as unemployment among young people, will not remain regardless. In accordance with it Kazakhstan will go out on new economic level. The analysis of reasons of the problem of youth unemployment allowed doing a next conclusion. Main way of overcoming of public tension at the market of labor of young people is the creation of normative and financial base of the single complex system of public professional orientation to young people. Such work would become component part of politics of work with still human resources [9].

In the conclusion we would like to stress that at the level of regions it is quite necessary to apply the system of quota of workplaces for young people, to create new workplaces for the graduating students of educational establishments, and also to stimulate youth self-employment and development of small business.

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#### **ҚАЗАҚСТАНДАҒЫ ЖАСТАР АРАСЫНДАҒЫ ЖҰМЫССЫЗДЫҚ**

**Аннотация.** Жастарды жұмысқа орналастыру мәселесін шешудің негізгі жолы білім беру жүйесін Еңбек нарығының талаптарына сәйкес келтіру болып табылады. Білім беру жүйесінде жастарды еңбек нарығына

кезең-кезеңмен біріктіре отырып, әрбір кәсіби буын үшін бәсекелестік негіз ұйымдастырылуы тиіс. Өмірлерде жастар арасындағы жұмыссыздық айтарлықтай ерекшеленеді. Білім беру деңгейі жастарды жұмысқа орналастыруда және жұмыссыздықты төмендетуде маңызды рөл атқарады. Жұмыссыз жастар қоғам мен жалпы ел үшін үлкен қауіп төндіруі мүмкін халықтың ең осал қабаты. Жастар жағдайына және оның көңіл-күйіне еңбек нарығындағы жұмыс орындарының жетіспеушілігі әсер етеді. Бүгінгі күні жастарды деструктивті құрылымдарға, мысалы, әлеуметтік желілер арқылы, халықтың осал топтарына, соның ішінде жұмыссыз жастарға ақшалай төлем жасау арқылы құлақтандырудың заманауи тәсілдері бар. Жұмыссыздық халықтың табыс деңгейі мен өмір сүру сапасының төмендеуімен тікелей байланысты, бұл қылмыс деңгейі мен оның жас құрылымымен тығыз байланыста болады. Жастардың жойылуының ең ауыр салдары бірінші құқық бұзушылық жасаған тұлғалардың «жасаруы» болып табылады.

**Түйін сөздер:** жұмыссыздық, өзін-өзі жұмыспен қамту, халықтың табысы, еңбек биржасы, жұмысқа орналастыру, жалақы, еңбек нарығы, жұмыс беруші, жұмыс тәжірибесі, мамандық.

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### **БЕЗРАБОТИЦА СРЕДИ МОЛОДЕЖИ В КАЗАХСТАНЕ**

**Аннотация.** Основным путем решения вопроса трудоустройства молодежи является приведение системы образования в соответствие с требованиями рынка труда. В системе образования должна быть организована конкурентная основа для каждого профессионального звена с поэтапной интеграцией молодежи на рынок труда. Безработица среди молодежи в регионах заметно отличается. Уровень образования играет важную роль в трудоустройстве молодежи и снижении безработицы. Безработная молодежь - наиболее уязвимый слой населения, который может представлять огромную угрозу для общества и страны в целом. На положение молодежи и ее настроения влияет в целом нехватка рабочих мест на рынке труда. На сегодняшний день существуют современные способы заманивания молодежи в деструктивные структуры, к примеру, через социальные сети, с помощью денежных выплат уязвимым слоям населения, в том числе безработной молодежи. Безработица прямо связана с падением уровня доходов и качества жизни населения, что ведет к тесной связи с уровнем преступности и ее возрастной структурой. Самым тяжелым последствием неустroенности молодежи является «омоложение» лиц, совершающих первое правонарушение.

**Ключевые слова:** безработица, самозанятость, доходы населения, биржа труда, трудоустройство, заработная плата, рынок труда, работодатель, опыт работы, профессия.

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