

**Czech University of Life Sciences Prague**

**Faculty of Economics and Management**

**Department of economy**



**Bachelor thesis**

**Unemployment in Kazakhstan**

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**CZECH UNIVERSITY OF LIFE SCIENCES PRAGUE**

Department of Economics

Faculty of Economics and Management

# **BACHELOR THESIS ASSIGNMENT**

Kirill Lebedev

Economics and Management

Thesis title

**Unemployment in Kazakhstan**

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## **Objectives of thesis**

The main aim of the thesis is to analyse unemployment rate in Kazakhstan from 2007 to 2009 to define the perspective directions of a state policy of fight against unemployment.

## **Methodology**

Literature review will be conducted using methods of synthesis, induction, deduction and extraction. Analytical section will be done using qualitative and quantitative methods such as regression analysis. The thesis will use mainly comparative and descriptive methods.

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**The proposed extent of the thesis**

35-40 Pages

**Keywords**

Unemployment, GDP, labour force, demand, supply

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**Recommended information sources**

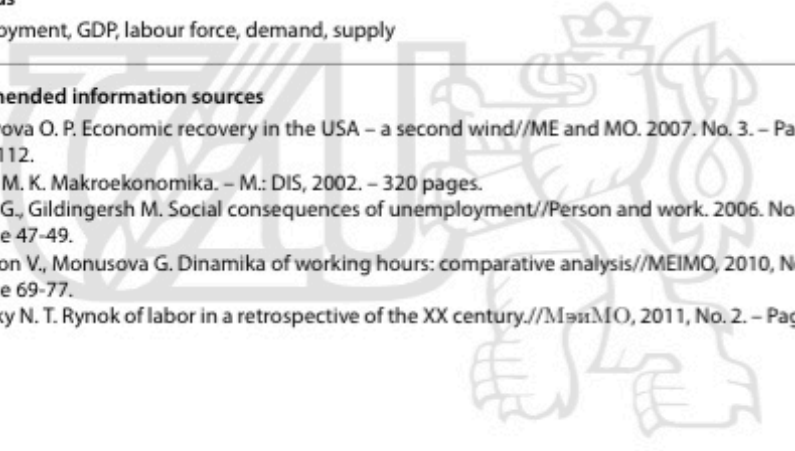
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### **Statutory declaration**

I claim, that I wrote my bachelor thesis "Unemployment in Kazakhstan" independently under direction of supervisor of my bachelor thesis and with use of specialized literature and other informational sources, which are quoted in work and inducted in the reading list at the end of the work. As an author of this bachelor thesis I proclaim, that I did not breach copyright of the third person, when I wrote this work.

29. 4. 2015 in Prague

## **Acknowledgement**

I want to thank here Assoc. Prof. Ing. Mansoor Maitah Ph.D. et Ph.D for his lead, professional advice, patience and knowledge, that he had for me when consulting about my work.

# Nezaměstnanost v Kazachstánu

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## Unemployment in Kazakhstan

### Souhrn

Cílem této práce je popsat problém nezaměstnanosti v Republice Kazachstán, analyzovat míru nezaměstnanosti v Kazachstánu od roku 2007 na rok 2009, studium zahraničních zkušeností realizace státní politiky na boj proti nezaměstnanosti a identifikace na jejím základě nejnovější příležitosti zaměstnanosti v Kazachstánu, definovat směry státní politiky boje proti nezaměstnanosti, najít podstatu moderního nezaměstnanosti. Nezaměstnanost je makro-ekonomický problém, který se koncentruje vlády a všech společnostech. Je třeba vzít pozornost na mnoha indexů v průběhu posuzování vlivů na hospodářství a jeden z nich je i nezaměstnanost. Tento index je velmi důležitý, protože je s sebou přineslo velmi významných ekonomických i společenských důsledků.

### Summary

The aim of this work is to describe the problem of unemployment in the Republic of Kazakhstan, to analyse unemployment rate in Kazakhstan from 2007 for 2009, to study foreign experience of realization of a state policy on fight against unemployment and identification on its basis of the latest opportunities of employment in Kazakhstan, to define the directions of a state policy of fight against unemployment, to find the essence of modern unemployment. Unemployment is a macro-economic problem, that is concentrated by the governments and all societies. It has to be taken the attention to a lot of indexes during the assessment of economy effects and one of them is also the unemployment. This index is very important because it is brought with it very significant economic and society consequences.

**Klíčová slova:** Nezaměstnanost, HDP, trh práce, poptávka, nabídka, dopady nezaměstnanosti, rizikové skupiny.

**Keywords:** Unemployment, GDP, labour force, demand, supply, unemployment impacts, risk group.

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# Introduction

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Global crisis of the end of the first decade of the XXI century staticized studying of adaptation opportunities of national economic systems to dynamic changes in conditions of strengthening of their interaction and interference. The sharp aggravation of problems of unemployment in world economy demands coordinated actions of all states on studying and overcoming of their consequences. According to the International Labour Organization, by the end of 2011 the increase in number of the unemployed to 210 million people, in comparison from 190 million people in 2007 is possible. Questions of protection and support of the steady enterprises, expansions of opportunities of employment, the help to the unemployed were among the priority summits in the agenda devoted to overcoming of an economic crisis.

Relevance of research of structural features of unemployment as key indicator of national economy in the conditions of the changing requirements of labor market is caused by need of the analysis of the happening changes in this area, detection of risk factors of unemployment depending on education levels, qualification; professional accessory, age, sex, other characteristics. Relevance of studying of structural features of unemployment increases and in connection with the influence on labor market of the international economic relations amplifying in the conditions of globalization and need of development of the policy directed on minimization negative for the consequences of the growing commodity import, production transfer occupied at the relevant enterprises abroad; and also reductions of workplaces at the enterprises under control to the foreign capital. Consideration of organizational and legal, and financial and economic mechanisms of support of the unemployed and assistance to their employment in Kazakhstan represents also practical interest in view of an urgent need of formation of system of protection against the unemployment adequate to requirements of modern economy. In this regard the increasing value gets the analysis of the interaction of all levels of the power allowing to resolve more flexibly a set of the issues connected with guarantees the unemployed at the republican level and their realization in regions.



# Methodology and Aims

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The aim of this work is to describe the problem of unemployment in the Republic of Kazakhstan, to analyse unemployment rate in Kazakhstan from 2007 to 2009, to study foreign experience of realization of a state policy on fight against unemployment and identification on its basis of the latest opportunities of employment in Kazakhstan, to define the directions of a state policy of fight against unemployment, to find the essence of modern unemployment. In the first part of my work I want to clearly explain basic concepts connected with the problem of unemployment, types of unemployment, its essence, problem groups at labour market and so on. In the second part I want to analyse unemployment in Kazakhstan from 2007-2009. The third part of my work tries to find the solutions of unemployment. The information for this thesis I got from books of macroeconomy, from books aimed especially on unemployment, but also from internet sources.

Literature review will be conducted using methods of synthesis, induction, deduction and extraction. Analytical section will be done using qualitative and quantitative methods such as regression analysis. The thesis will use mainly comparative and descriptive methods.

For processing this work I used MS Word and MS Excel for making tables and graphs.

# I. Theoretical bases of unemployment

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## 1. Essence of unemployment

Unemployment - the social and economic phenomenon at which the part of labor isn't occupied in production. This cyclic phenomenon which is expressed in excess of the offer of work over demand for it (Gryaznova of A.G. Makroekonomik).

The population can be divided into those people who are in the labor force (L) and those who are not (N). The labor force consists of those people who are employed (E) and those who are unemployed but would like to be employed (U). The concept of unemployment is somewhat ambiguous, since, in theory, virtually anyone would be willing to be employed in return for a generous enough compensation package. Economists tend to resolve this dilemma by defining unemployment in terms of an individual's willingness to be employed at some prevailing market wage. Government statistics take a more pragmatic approach, defining the unemployed as those who are on temporary layoff waiting to be recalled by their previous employer or those without a job who have actively searched for work in the previous month (of course, "actively" is not precisely defined). Given these definitions, the unemployment rate ( $u$ ) is measured as the ratio of the number of the unemployed to the number in the labor force:

$$u = \frac{U}{L} \quad (\text{Sources: U.S. Department of Labor, 2001})$$

Much attention is focused on how the national unemployment rate varies over time and how unemployment rates vary across geographic areas and age/race/gender/ethnic groups.

It is important, however, to understand the limitations of unemployment rate data. They do reflect the proportion of a group that, at a point in time, actively want to work but are not employed. For a number of reasons, however, they do not necessarily provide an accurate reflection of the economic hardship that members of a group are suffering. First, individuals who are not actively searching for work, including those who searched unsuccessfully and then gave up, are not counted among the unemployed. Second, unemployment statistics tell us nothing about the earnings levels of those who are employed, including whether these exceed the poverty level. Third, in most years, a substantial fraction of the unemployed come from families in which other earners are present - for example, many unemployed are teenagers-and the unemployed often are not the primary source of their family's support. Fourth, a substantial fraction of the unemployed receive some income support while they are unemployed, in the form of either government unemployment compensation payments or private supplementary unemployment benefits.

## 2. Types of unemployment

Depending on the reasons of emergence distinguish unemployment: frictional, structural, natural, cyclic, seasonal, stagnant, institutional, hidden and technological.

The frictional unemployment is the least problematic type among all. As I mentioned before this type of unemployment can always be found, it is mainly caused by miscalculation in a "between jobs" situation, intermittent demand or the voluntary resignation of workers due to low wage rates. It may happen due to the time an individual spends looking for a job, either after graduating or after losing the previous one. Nowadays with internet the labor recruitment became much easier due to an approximation between employers and employees. Frictional unemployment also includes those individuals who, due to some delay, are not working until all the required procedures involved in changing from one job to another are concluded. The women re-entrance in the workforce after having children may also be considered as frictional unemployment.

Structural unemployment is a part-time employment, i.e. workers, are taken part-time or according to the order of administration are compelled to go on leave, etc. Hired workers, owners of the small enterprises in the sphere of retail trade and services, especially during crises and a depression are subject to this type of unemployment. But more it is shown in agrarian sector, from where people are ready to leave at any time. Emergence of structural unemployment means that many people should master new professions. It is impossible to avoid structural unemployment. It is connected with that technical progress all the time gives rise to new goods, technologies and even the whole branches production of personal computers, laser disks and fiber optics, for example, concerns to them. As a result strongly the structure of labor demand changes, and people with unnecessary more professions in former quantity appear out of work, joining ranks of the unemployed.

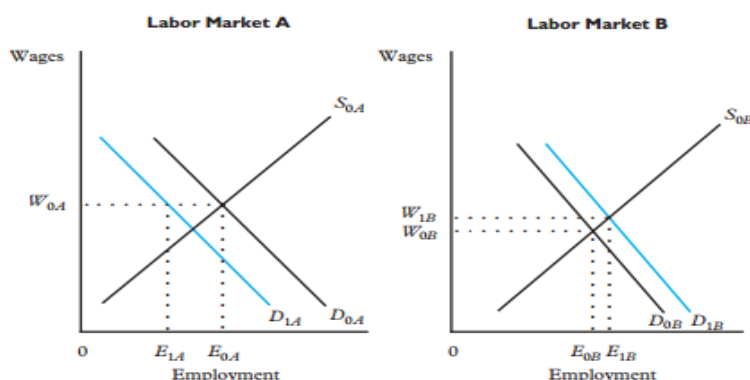


Figure 1(Ronald G. Ehrenberg, Robert.S.Smith. 2012)

A two-sector labor market model, represented by Figure 1, can be used to illustrate how structural unemployment can arise. For the moment, we shall assume the sectors refer to markets for occupational classes of workers; later, we shall assume that they are two geographically separate labor markets.

The sum of frictional and structural unemployments is called as natural unemployment.

It is the best unemployment rate which, on the one hand, isn't too high that it was possible to speak about a problem of employment of resources, and on the other hand, it is sufficient for ensuring flexibility of labor market and creation of healthy competitive elements.

Cyclic unemployment is the unemployment caused by a phase of recession of a business cycle. In recession production activity decreases, the separate enterprises are closed, and, therefore, unemployment grows. The difference of the actual and natural unemployment rates also makes the size of cyclic unemployment.

Seasonal unemployment - appears because of natural factors, is easily predicted because of the recurrence. This type of unemployment is characteristic for travel business, agriculture, some crafts, building industry. Often seasonal unemployment is referred to the frictional.

Stagnant unemployment - includes working not at factories and plants, and at itself at home. Their specifics that they are occupied only in certain time, and all rest of the time are the unemployed. The lowest layer of a stagnant overpopulation the poor people who are thrown out from production and forever form the deprived opportunities to return to it. It include old men, crippled and disabled workers, and also thieves, prostitutes, beggars, tramps.

The hidden unemployment is characteristic for domestic economy. Its essence is that in the conditions of incomplete use of resources of the enterprise, don't dismiss workers, and transfer to the reduced mode of working hours, or send on the compelled unpaid leaves. Formally it is impossible to recognize such workers as the unemployed, however actually they are those.

Technological unemployment the newest form of reduction of employment of labor connected with introduction of the poorly populated and deserted technology based on electronic equipment. For example, if now 40 typographical workers of the top skills can gain about 170 thousand signs an hour, by means of computer technologies of 10 people are capable to gain for the same time about 1 million signs therefore technological unemployment increases by 20 times.

Thus, unemployment is characteristic feature of market economy. It has to be put in a certain framework within which the mode of optimum growth and a condition of economic stability is reached

### **3. Economic and social consequences of unemployment and methods of fight against it**

The first to what unemployment leads, is a not achievement of the GDP potential level, (a situation when the actual unemployment is more natural, there is an excess unemployment).

Existence of cyclic unemployment represents a serious macroeconomic problem, serves as manifestation of macroeconomic instability, the certificate of a part-time employment of resources.

Allocate economic and not economic consequences of unemployment which are shown both at the individual level, and at the public level.(Gendler G,2006)

Not economic consequences of unemployment are psychological and social and political consequences of loss of work.

At the individual level not economic consequences of unemployment consist that if the person for an appreciable length of time can't find work, it often leads to psychological stresses, despair, nervous and cardiovascular diseases, family disorder. Loss of a stable source of the income can drive the person to a crime, asocial behavior.

At the level of society it, first of all, means growth of social tension, up to political revolutions. Not incidentally American president Franklin Delano Roosevelt, explaining the reason of development and carrying out policy by him "A new course" for an exit from the Great Depression which main problem was a huge unemployment (in the USA during this period every fourth was the unemployed), I wrote that thereby he wanted "to prevent revolution of despair". Really, military coups and revolutions are connected with the high level of social and economic instability. Besides, social consequences of unemployment are growth of an incidence and mortality in the country, and also crime rate growth. It is necessary to refer to expenses of unemployment also those losses which bears society in connection with expenses for education, vocational training and providing a certain skill level to people who are as a result not able to apply them, and, therefore, to pay back.

Economic consequences of unemployment at the individual level are in loss of the income or part of the income, i.e. decrease in the current income, and also in qualification loss that is especially bad for people of the latest professions and therefore reduction of chances to find highly paid, prestigious work in the future, i.e. possible decrease in level of future income. (Elkin S.E. 2008)

Economic consequences of unemployment at the level of society in general consist in underproduction of a gross national product, lag of the actual GDP from potential GDP. Existence of cyclic unemployment i.e. when the actual unemployment rate exceeds its natural level, means that resources are used not completely. Therefore the actual GDP is less, than potential (GDP at a full employment of resources). Lag of the actual GDP calculated from potential GDP as difference percentage between the actual and potential GDP to the size of potential GDP:

$$\text{GRPgap} = \frac{Y - Y^*}{Y^*} \cdot 100\%$$

Figure 2 (Okun A, 1960)

where Y– the actual GNP, and Y \* - potential GDP

Dependence between lag of volume of release (at that time GNP) and the level of cyclic unemployment empirically, on the basis of studying of the statistical given USA for a number of decades, the economic adviser to the president J. Kennedy, the American economist Artur Okun removed. In the early sixties he offered a formula which showed communication between lag of the actual volume of release from potential and the level of cyclic unemployment. This dependence received the name of "Okun's law".

$$\frac{Y - Y^*}{Y^*} = -\beta(u - u^*)$$

Figure 3(Okun A, 1962 )

In the left part of equation the formula of a rupture of GDP is written down. In the right part  $u$  is the actual unemployment rate,  $u^*$  - natural unemployment rate, therefore  $(u - u^*)$  – the level of cyclic unemployment,  $b$  - Okun's coefficient ( $b > 0$ ). This coefficient shows, on how many percent the actual volume of release in comparison with potential (i.e. on how many percent lag increases) if the actual unemployment rate increases by 1 percentage point is reduced, i.e. it is coefficient of sensitivity of lag of GDP to change of level of cyclic unemployment. For economy of the USA those years, by Okun's calculations, he made 2,5%. For other countries and other times it can be other in number. The sign "minus" before the expression standing in the right member of equation means that dependence between the actual GDP and level of cyclic unemployment the return (than unemployment rate, than less size of the actual GDP in comparison with potential is higher).

$$\frac{Y_t - Y_{t-1}}{Y_{t-1}} = 3\% - 2(u_t - u_{t-1})$$

Figure 4 (Okun A, 1962)

where  $Y_t$  – the actual GDP of this year,  $Y_{t-1}$  – the actual GDP of previous year, i.e. in the left part of equation is written down a formula of lag of GDP by years,  $u_t$  – the actual unemployment rate of this year,  $u_{t-1}$  - the actual unemployment rate of previous year, 3% - the growth rate of potential GNP caused: a) population growth, b) scientific and technical progress; 2 – it is the coefficient showing on how many percent the actual GDP at growth of unemployment rate by 1 percentage point is reduced. It means that if unemployment rate increases by 1 percentage point, the actual GDP is reduced by 2%. This coefficient was calculated by Okun on the basis of the analysis of empirical statistical data for the American economy.

Number 2 is called as Okun's number, Okun's parameter, or Okun's coefficient. The statistics shows that this coefficient in the different countries and during various periods of time can fluctuate ranging from 2 to 3. Its size depends on the importance of a factor of work in creation of a product.

According to many economists, unemployment today - the central problem of the countries with the developed market economy.

Cyclic unemployment generates besides not achievement of the GDP potential level and some other negative consequences. As a result of high unemployment the income of the population falls, that is solvent demand falls. Falling of solvent demand is a further deepening of recession if the state doesn't take necessary measures. Falling of the income of the population owing to unemployment causes reduction of real savings. As savings is a source of investments, such process causes also reduction of investment opportunities.

Besides purely economic consequences it is impossible to dismiss both considerable social and moral consequences of unemployment, its negative influence on social values and vital interests of citizens. The compelled divergence of considerable mass of able-bodied population and each person separately conducts to emergence of a vital depression, loss of qualification and practical skills; moral foundations decrease, the crime grows, the self-esteem is lost, families break up, social tension grows in society which is characterized also by increase of number of suicides, mental and cardiovascular diseases. Finally also the physical health of society is affected.

Due to the work loss, many families appeared below the poverty line. Poverty is such economic condition of people who have no minimum (on norms of the country) means of livelihood. The number of the poor changes with change of the economic invoice in the country.

Homelessness is one more negative influence of unemployment. That somehow I could support the family irresponsible parents let the children on a crime, both criminal, and the moral direction. And in this regard the number of suicides among youth increases. And young mothers are afraid to give birth to more than one child. In this regard the situation is traced when mortality exceeds over birth rate. Natural losses of the population are followed by production falling.

The unstable situation in labor market, economic reforms, unemployment, social vulnerability especially of youth attracts growth of crimes, drug addiction and alcoholism among the young population. Many families which appeared on the verge of poverty in connection with work loss, and, therefore, the only source of the income, look for means of livelihood in shadow business. One of such is distribution of drugs, and also their distribution, among youth that negatively it develops on intellectual and physical development of children.

Methods of fight against unemployment are defined by the concept by which the government of the concrete country is guided.

Modern malthusianists suggest to maintain stability in labor market by means of a state policy of restriction of birth rate.

Pigou and his followers considering that root of all evil – in a high salary, offer:

- to promote reduction of wages;
- to explain to labor unions that growth of a salary which they achieve, turns into unemployment growth;
- to the state to employ the workers applying for the low income, in particular, to encourage development of the social sphere.

From Pigou's recommendations division of a rate of a salary and working hours between several workers is widely applied. Use of the partial working day reduces unemployment even at preservation of adverse conditions.

Keynesian programs of fight against unemployment assume use of two blocks of actions.

The first block is aimed at easing of unemployment in the short-term period when positive shifts in economy aren't felt yet. Public works which the state at the expense of the budget has to organize and pay become its contents. It is recommended to concentrate these works in the field of formation of production and social infrastructure (a construction of roads, hospitals, etc.).

The main thing – to occupy the population for the sake of social stability and maintenance at least of the minimum consumer demand from workers.

The second block covers system of the strategic measures capable to recover market condition, to create investments and, as a result - a consumer demand that has to lead to increase in commodity weight and employment of the population. This block turns on two levers: the state order to major companies and reduction of discount rate at the expense of increase in the public expenditures (it is possible and with a growth of scarce budgetary financing). It is supposed to carry out the state order to major companies, the economic communications having a big network. Such order to suppliers and suppliers considerably will expand a field of investment activity. Not one firm which secured the state order, and their whole network is put in action that, certainly, increases labor demand and respectively resolves unemployment.

Keynesian programs were successfully applied after World War II in many countries. However there came the period when there were natural objective difficulties for their implementation. The state budget, to be exact a public debt was sources of financing of these programs always. The last infinitely can't expand because the debt increase of the state conducts to an additional currency issue that without the corresponding growth of commodity weight promotes inflation. In the conditions of inflation the investment demand decreases.

Besides, process of reproduction put new problems which the state couldn't solve completion of a lack of demand. Sharply resources that led to economic recession rose in price. Other ways conducting to growth of the offer were necessary.

Such ways were found the economic school which received the name of the monetary. Monetarists offer in conditions when unemployment and decline in production proceed against inflation, to remove all loads of the state budget, urgently to reduce the state budget deficit. In these conditions the state is compelled will evade from social programs that, certainly, conducts to forcing of social tension.

The following step of the monetary program is connected with realization of idea of the effective market which itself clears itself of backward production, ruins producers which production doesn't meet the newest requirements of the market. Usually the market carries out these functions gradually, but in the conditions of cyclic decline in production of bankruptcy gain mass character. After this severe operation the market puts forward on vanguard positions of the strong and adapted producers which fill the market with new goods, expand production and increase labor demand. The following



step of the monetary program is connected with realization of idea of the effective market which itself clears itself of backward production, ruins producers which production doesn't meet the newest requirements of the market. Usually the market carries out these functions gradually, but in the conditions of cyclic decline in production of bankruptcy gain mass character. After this severe operation the market puts forward on vanguard positions of the strong and adapted producers which fill the market with new goods, expand production and increase labor demand.

It must be kept in mind that the first steps of monetary programs lead to sharp deterioration of a standard of living of the population that worsens a social situation and provokes the population to spontaneous forms of a protest. Danger of explosion of the uncontrollable population is less when the country quickly copes with difficulties of an economic crisis. Removal of administrative, legal and economic restrictions, the interfering free sale of labor is important for elimination of unemployment, namely: cancellation of institute of a registration, development of housing market, overcoming of monopolism of state ownership, development of the mechanism of state regulation of employment of the population. Measures for unemployment reduction following:

1. Employment directly at the enterprise by creation of new workplaces, expansion or creations of divisions, retraining on other specialties, etc.
2. Organization of public works: improvement of territories, forests and city streets, work on vegetable warehouses, on cleaning of agricultural production.
3. Encouragement of private business and stimulation of self-employment of the population, development of small business in the form of association, cooperative, farms.
4. Retraining and vocational training on scarce specialties and professions.
5. Use of flexible forms of employment: home work, part-time, week.
6. Wide information of the population on possibility of employment, carrying out fairs of vacancies, Open Days, etc.

#### **4. A state policy of fight against unemployment in foreign countries**

Creation of a number of the state departments at all levels of the power testifies to the significance attached in the USA to questions of work and unemployment. At the federal level carrying out in legislation life in the sphere of work is carried out by the Ministry of Labour, National administration on the labor relations, Federal service of mediation and reconciliation, the Commission on providing equal opportunities in the sphere of employment, other departments(Grigorieva, 2006).

The American experience of regulation of the labor relations, in particular in the sphere of employment, integration of the unemployed into a social production is interesting also to that the active policy of creation of conditions for increase of competitiveness of able-bodied persons in labor market, improvement of system of insurance on unemployment is carried out in the country, with rather weak, on world ratings, regulation of labor market. Employers in countries of Western Europe, in Japan, a number of the Latin American countries are compelled to reckon with much bigger number of legislatively set restrictions. (Lyutov A.A, 2008).

The state in the USA not only acts as the guarantor of observance of legislatively established standards in the sphere of work, but pursues active policy of improvement of quality of labor, its preparation according to the changing requirements of the market, assistance to employment of the most vulnerable groups of the population in labor market and, first of all the unemployed. At the end of the current decade along with the become already traditional measures of long-term character for adaptation of labor to consequences of globalization, information revolution, acceleration of introduction of the latest results of research and development, economic recession demanded immediate steps on support of the persons which lost work owing to sharp deterioration of an economic environment (Lyutov A.A. 2008).

Throughout 1960-2008 of unemployment rate underwent essential fluctuations: from 3,5-3,8% in 1966-1969 to 9,6-9,7% in 1982-1983. After stabilization at the level of 5,3-5,5% in 1988-1989, at the beginning of 90 it increased to 7,5% in 1992 and only 1995 decreased to 5,6%. By the end the 90-hkh of of the XX century unemployment rate reached the smallest 70th of values since the beginning, having made in 1999 4,2%, and in 2000 — 4,0%. After the period of the 90th (first of all their second half) when unemployment rate was the lowest for the last 30 years, the beginning of the XXI century was marked by the sharp growth of unemployment which level in 2002 reached 5,8%, and in 2003 - 6,0% (in comparison with 4,9% in September, 2001) . But also these years unemployment rate in the USA was much lower, than in Germany (9,3%), France (9,6%), Italy (8,5%). However for low-skill persons, representatives of a number of ethnic minorities, youth, the former recipients of the welfare social benefits the problem of unemployment remains very sharp. (Deykin, 2010)

During the first years of the second term of stay in power I showed to J. Bush Jr. administration of the loudspeaker of unemployment a tendency to reduction. Number occupied these years increased annually on average approximately by 2,2-2,3 million people and made in September, 2007 144,9 million people. During the same period the number of the unemployed was reduced from more than 8,8 million people in 2003 to 7,0 million people in 2006 - the beginning of 2007 that allowed economic advisers of J. Bush Jr. administration which is in power to make in 2007 very optimistic forecast according to which average annual growth rates of GDP till 2012 have to make 5,1%, and unemployment rate - 4,7-4,8%.

In 2008 - the beginning of 2009 U.S. authorities were compelled to take additional measures for improvement of system of insurance for unemployment taking into account the general tendency of its growth in process of deepening of recession in the American economy. The management of employment and a vocational education of the Ministry of Labour of the USA carries out work with the authorities of states to promote more expeditious and effective employment of the jobless population. The legislative projects presented in 2008 allow to make exceptions of some federal requirements to provide to states opportunity to experiment the innovative projects aimed at improvement of management of programs for unemployment insurance including acceleration of employment of unoccupied citizens that in case of their acceptance, will allow to use more flexibly the mechanism of insurance not only for temporary replacement of the income lost by the unemployed, but also in providing a new place of work(Motylev V.2005).

In 2009-2010 in the USA the "Plan of the American Restoration and Reinvestment" program intended worked in order that in the short term to promote fight against unemployment, and in the long-term - to provide long economic growth (Maples V. G. 2009).

The plan consists in a combination of two methods: reductions of taxes and large-scale budgetary investments into economy. The total cost of this project made 800-900 billion US dollars.

Block 1. Help to the needing. To go on the dole, the working American has to work certain time and earn a certain sum.

Calculation of level of a grant is defined by an assessment of a salary of the given unemployed for some period of time: usually in 6-12 months of year worked him preceding dismissal. For example, in the State of Connecticut to apply for a grant, the unemployed has to earn not less than 600 US dollars a month, in the State of Maine earlier - 3376 US dollars, and in the State of Washington it is required to specify not the amount of earnings, but work term - not less than 680 hours in a month for the estimated time. Besides, in many states of chances of a grant people of liberal professions and some agricultural workers have no. Besides, in 13 of 50 states at determination of the amount of payments existence in a family of the unemployed of children and dependents is considered.

Financing of programs of retraining and professional development of the unemployed. The special attention is paid to training of young people, at the age of 21-24 years. Thanks to this program of 380 thousand people passed retraining.

Block 2. Infrastructure projects. Provides such projects as construction of new roads, development of public transport, repair and an innovation of buildings, investments into production which not only promote creation of new workplaces, but also will bring economy out of crisis. By estimates of Society, for restoration and updating of infrastructure of the USA it is required to spend 2,2 trillion US dollars within the next five years. The similar orientation of policy on fight against unemployment in the USA can be adopted when developing strategy of employment in Kazakhstan.

Block 3. Taxes. The U.S. President Barack Obama suggested to reduce tax burden on small business, including for a year to exempt businessmen from payment of a tax on the income from a capital gain, and also to guarantee them access to the credits. According to the president, it has to lead to that in 2011 they will start recruiting employees again. In particular, small business enterprises can write off from taxable base to 250 thousand dollars of the USA spent as investments. The accepted program provided reduction of taxes on individuals (in particular, the individual taxpayer could save to 600 US dollars). Besides, the U.S. President addressed to the congress with the offer to raise limits for the credits for small business from 2 million US dollars to 5 million US dollars ( Lebedeva L.F. 2007).

Deserves attention and experiment of the USA on implementation of the federal program of adaptation of workers to consequences of the international trade strengthened at the turn of the century by the new legislative initiative aiming, in particular, at support of the persons which lost a workplace as a result of

strengthening of the competition from the imported goods. At the level of executive bodies of the power within the Ministry of Labour the special department of bureau of the international labor issues which knows the program of the help in the adaptation of the workers affected by the foreign competition functions( Lyutov A.A.2008).

Not the smaller attention is deserved also by experience of realization of a state policy of fight against unemployment in the Russian Federation. In 2009 in Russia the anti-recessionary program directed on elimination of consequences of crisis, intensity in labor market and decrease in unemployment rate was accepted. 2010 was declared by the president of the Russian Federation as year on fight against unemployment. In total 36,4 billion rubles were allocated for support of regional labor markets in 2010 from the budget of the Russian Federation. Spends the most part of the means allotted for employment policy for measures of passive character - payment of doles (Kapelyushnikov R. I., 2000).

The anti-recessionary program includes the following items:

- Public works. In regions public works for those who lost continuous earnings were organized. The most popular types of social work - cleaning of streets, improvement of territories, service of public transport, repair of monuments of culture. Thus the most important and serious actions, such as construction and repair is expensive, for various reasons fade into the background. Instead of long-term works of the power try to occupy the unemployed though with something. As showed the last year, aren't torn to public works, preferring to go on the dole. As showed 2009, public works help with fight against unemployment a little. People don't hurry to be busied "dirty" janitors and cleaners.
- Creation of new workplaces. For this purpose in 2010 6,2 billion rubles are allocated for stimulation of medium and small business. It is the only system measure of the government not only directed on decrease in social discontent, but also im Credit for own business. On opening of own business the unemployed will be able to receive more than 100 thousand rubles (in 2009 gave out 58800 rubles). A key condition for this purpose - creation of workplaces not only for itself, but also for other official unemployed. The program of self-employment of the population became one of the most demanded among the unemployed.
- Meanwhile inaccessibility of the credits to small and average business remains to one of the main problems in Russia. According to poll of "Research of a segment of wealthy Russians, owners of small and medium business", carried out by in common Russian microfinance center and Citibank, only 25% of businessmen this year obtained the credits and used them for business. As a result of 95 thousand people found work on the program of support of small business.proving economy. As a result of the program of 95 thousand people (from 6,5 million people of the unemployed) found work on the program of support of small business.
- Doles. In 2009 the amount of social payments was increased. The minimum dole made 850 rubles (for those who wasn't registered working earlier), maximum - 4300 rubles. The citizens dismissed within a year and working not less than 26 weeks on the last place of work could apply for the last(Zibrova. E). Such measures reduce social tension in society, but don't

help to fight against unemployment, on the contrary, reduce incentive to work. The increased grants shift load of more economically active part of the population, after all social payments are formed of their tax assignments (Gendler G., Gildingersh M. 2006).

- Help to students. The organization of training for university graduates has to become one of measures of decrease in intensity in labor market this year. In the program of anti-recessionary measures next year it is specified that training can take place 85,3 thousand graduates of educational institutions or 70% of the graduates who are under risk of not employment.
- Retraining. In 2010 about 200 thousand people passed retraining. It isn't enough of it as according to the Center of social policy, 10 million people need retraining in Russia. But only the citizens registered in jobcenter, and their slightly more than 2 million can count on a reshaping. It is planned to develop this direction and in 2011.

All these measures though have certain shortcomings and demand their completion, however they already brought positive results in the form of decrease in unemployment rate by 2,8% in 2010 and intensity in labor market (Kashepov, 2007).

From the European countries realizing a state policy on fight against unemployment, Great Britain, France, and Sweden represent the greatest interest.

Unemployment in Great Britain within the last 10 years exceeded an average value for the countries of SEU. Recently in dynamics of unemployment the return tendency was found, and the curve fell to a 11 percent mark, mainly, thanks to acceleration of economic development of the country that confirms the dependence which is already established by science between employment and rates of industrial growth. At the same time relative improvement of situation in labor market was promoted also by a purposeful state policy in spite of the fact that it didn't achieve in all completeness of the objects set by her creators. So, "The special program of employment developed by the government including training with the subsequent employment, promoting in general a solution of the problem of unemployment, I didn't give the expected results since along with emergence of new workplaces monthly there was almost same number of the unemployed (about 29 thousand people) . In a manpower five rather autonomous groups with simultaneous insignificant movement of workers of one group in another were allocated. The first group includes the stable highly professional minority taking quite strong positions on production. The second group is made by the persons of average professional level which are more or less protected by the trade-union organizations and collective agreements. The third group consists of highly skilled workers of manual skills of rare professions who, however, are gradually driven out of the market. The fourth group includes excess number of unskilled workers. They, as a rule, periodically are jobless and pass to care of councils for salaries, i.e. go on the dole. The fifth group is formed by disabled people, chronically and is long the ill persons, alcoholics, addicts and people with the criminal past. Already structure of these groups testifies that opportunities for independent employment of their representatives aren't equivalent.

The government of Great Britain created system of release of workplaces according to which additional subsidies for payment of pensions to the workers who wished to retire before achievement of the age established by the law are allocated to the

enterprises provided that they are replaced with jobless workers. Apparently from the stated material, new forms of flexible use of labor have both positive, and negative sides. Effective at short-term application, they often yield negative results at long use. It needs to be considered at application of experience of the countries of market economy (Kabalina V. I.2008).

Since 2007 in Great Britain the program of employment in which basis the program of training and career guidance of the unemployed is put works. 1,4 billion pounds for annual training of 600 thousand are allocated for its realization is long the unemployed. To the sphere of a social production 1,5 million people aged from 18 till 55 years will be returned. Especially great value since in the conditions of creation of European Single Market the persons which are only professionally qualified and having specialty can apply on again created workers a place is attached to training. Meanwhile the national market of labor of Great Britain doesn't meet these requirements and every year worsens. 66% of labor have no specialty. In governmental to "The white book concerning employment" adoption of the new program locates that reproduction of unemployment happens not owing to the social and economic reasons and character of the public relations, and owing to natural predisposition of people to look for easier ways, to be content let with small, but gratuitous welfare payments. Proceeding from this concept, transition from subsidizing of unemployment to training of the unemployed and their subsequent employment is carried out. For this purpose the government liquidated 37 government organizations as inefficient and allocated the released funds for implementation of the uniform nation-wide program. And, the private companies specializing on the organization of employment become its chief conductor. Unlike the previous programs the unemployed during the term of training won't get paid: to them it will be paid on 10 pounds a week. Financing of the program is provided from the following sources: 36% — the private sector, 22% - volunteer societies of the help to the unemployed; 27% — public institutions and 15% — specialized institutions on training. Thus, the main burden of expenses takes not itself not the state, and businessmen and honest employment agencies.

The government developed the policy directed on delay of growth of a salary by means of regulation of policy of the income, freezings of a salary, decrease in the established minimum level of a salary or even cancellation of this level, in particular, for young workers. Communication of compensation of certain workers and results of activity of the enterprises. When signing contracts the tendency to connect salary increase not only with labor productivity of the certain person, and also with results of activity of the enterprise in general accrues. The government of Great Britain made the offer to enter certain tax privileges to the enterprises for the purpose of coordination of a salary with their income: the income is reduced, also the salary is reduced. Communication between a salary and the income creates opportunity to the working and his employer to realize a community of interests, to avoid dismissals of workers. The new system provides refusal of automatic increase in a salary and increase. Charge of a salary is carried out, mainly, according to a concrete contribution to activity of the enterprise of each worker. Labor unions treat these offers frostily, specifying that the offered system of division of profit unlike the systems based on work of the individual it is difficult to reflect within the collective agreement.

Employment of the unemployed provides remuneration level on the offered workplace not below, and working conditions — not less favorable, than what it used at former work and a former residence or which it would have if remained at former

work. Therefore, the unemployed can refuse unprofitable offers, without risking to lose a dole. It is necessary to highlight that definition "suitable work" provides an exception of any vacant place which appeared as a result of a production stop because of labor dispute. Some programs for the purpose of increase in employment provide regulations on allowances by the unemployed which intend to begin own business. Applicants have to go on the dole or additional grants if they were in a condition of unemployment of 13 and more weeks aged between 18 years and a retirement age. They are obliged to show that have the sum at least of 1000 pounds sterling as the fundamental capital invested in own business. According to the program, the applicant receives 40 pounds a week within a year. The program is regulated by the commission on services of labor of the local center of work. The trial period for candidates is established individually. 80% which are trained finish the first year of training and 60% — the second. Independent work or work on hiring gets more and more impressive specific weight in modern productive forces of Great Britain. The number of workers owners grows for 5% annually. To the 6th country about 2 million the smallest firms with one or several partners or members of one family occupied, as a rule, are.

The management of employment policy in France five interministerial committees - employment, vocational training and social adaptation, on the device of territories provide the Ministry of the social relations and national solidarity, and also, to the help to development of local economy, on industrial reorganization. They develop and coordinate measures for regulation nationwide and local labor markets, define the main directions of vocational training, give help to crisis areas, branches, to the enterprises experiencing temporary difficulties promote development of business activity in territories, inconvenient for land use. Two organizations — Economic and social council and the Highest committee of employment act as consultants. The first totals about two hundred members as which criterion of appointment high competence of social and economic problems serves. Council vides all documents, except for financial, laws and decrees, analyzes results of their realization, it is authorized to act as the initiator of reforms. The highest committee of employment approves decisions of National fund of employment on distribution of means between regions where there are serious violations (in the quantitative and qualification relation) balance of supply and demand of labor, representatives of the supreme bodies of the power, the professional and interprofessional organizations and labor unions are its part. Due to the decentralization which is carried out in France are created regional and local advisory committee of transformation, social adaptation and employment who pay special attention to the current problems, of coordination of researches directly at the enterprises, carry out communication and regularly communicate with such national bodies as National employment agency and National association of professional education of adults.

Though in the general economic development Sweden follows an example of the majority of the European capitalist countries, certain specifics are inherent in its domestic market of work. Despite the certain period of stagnation in economy caused by the first oil crisis, and big than in the majority of other countries, growth inhibition, labor market increases, open unemployment remains at permanently low level. It worked well for a number of reasons among which the essential role was played by policy of regulation of employment. The grant was temporarily paid to the unemployed, but the opinion prevailed soon that it can't be equivalent compensation to lack of work. Possibility of the organization of the budgetary support trade-union

(on an unemployment case) funds or the state insurance agency was studied. Result decision-making began not to give support to insurance funds, and to prefer as public works and the corresponding grant as that who appeared below a certain level of material well-being. Payment of public works was established so low that there was no temptation to remain for them at emergence of other work. The consent to low-wage jobs served as the testimony of needs and predetermined the solution of purpose of a grant. Thus, the emphasis at work and the pre convinced relation to grants was the basic in the Swedish policy of regulation of employment. The unemployed or got a job in labor market through bureau on employment, or went for poorly paid public works. Bureaus on employment more often to check readiness for work at receiving benefit from insurance fund were expanded. Grants to moving and retraining were entered. Development of special events for those who sustained injuries, laid the foundation to policy of employment for disabled people. After war regulation of employment was reduced in connection with the general economic growth. However the management CMLUS (Central Merger of Labor Unions of Sweden) supported expansion of policy of employment in connection with new complications. Labor unions faced two problems: growth of inflation and the related control of requirements of growth of a salary (drew the social democratic government on the last). Economists of TsOPSh counted abnormal for the trade-union movement to contain salary growth. First, it could cause the conflicts in labor movement, secondly, to weaken process of alignment of compensation. Therefore they offered the program consisting of three directions:

- policy of the coordinated requirements which aren't beyond real public opportunities;
- policy of solidarity in payment: equal payment for equal work with further reduction of a difference in the income;
- policy of regulation of employment.

It was supposed that the first two directions will lead to increase in unemployment, but it will be compensated by employment regulation. This program was carried out from the middle of the 50th years. Professional training and grants when moving became its characteristics. Nevertheless, it is important to emphasize continuity of the fundamental principles: a primacy of work on a grant, policy of regulation of employment for functioning of labor market. From the middle of the 60th years program shortcomings were found. It was criticized not for an inefficiency. On the contrary, it was "too effective" as means against unemployment. The unemployed in the north of Sweden were retrained and moved to other regions of the country. Geographical mobility has an adverse effect on the periphery; under blow there were those who couldn't move to a new place because of physical lameness, on family circumstances, and also people of advanced age.

As a result the state policy of regulation of employment in Sweden underwent the following changes: 1. The regional policy of regulation of employment, i.e. attempt of geographical control of workplaces, since the second half of the 60th years gained considerable development. 2. Within the 70th years large-scale experiments on support, stimulation of the enterprises for preservation of labor for the period of economic recession were carried out. For example, placement of orders by municipalities at the local enterprises, the organization of intra inservice training where there was a risk of dismissals, direct production support in various other forms. 3. In the mid-seventies there were new laws regulating the market of labor. The most considerable was "The act of an employment guarantee" which extremely complicated dismissal of workers. 4. Within the 70th years the size and time of



payment of compensation for unemployment were increased. Sharply possibilities of receiving pensions on disability, especially for elderly workers increased. At first because of incapacity and market condition, and then and only owing to an economic environment. The retirement age was lowered from 67 to 65 years. There was a gradual transition to establishment of more flexible pension threshold. There were partial pensions. Such development departs in some aspects from traditional policy of regulation of employment in Sweden, but the preference of work nevertheless remains dominating both on application frequency, and on budgetary appropriations. In connection with shift in policy from the principle "employment guarantees in labor market" towards the principle "work guarantees at this enterprise" the former strong emphasis on the actions strengthening labor market was relatively weakened. The new slogan I became: "the first defensive line against unemployment — in the territory of the enterprise". Modern practice of the solution of social problems in countries of Eastern Europe is very ambiguous. National features and traditions, level of economic development and culture, extent of democratization and political activity of masses influence the begun obnovlenchesky process, cause a big variety of its forms. It belongs and to development of the new concept of employment of shots, definition by each country of priorities in questions of management of a manpower, to search of the ways of their decision. In the conditions of dynamic development and radical economic transformations the increasing value gets the solution of social and economic and organizational problems of redistribution of a manpower according to progressive changes in economy. Deep structural shifts cause activization of redistribution of a manpower between economy sectors, spheres and branches of a national economy and regions, growth of labor and social mobility of workers, formation of the strong economic incentives inducing the enterprises and their collectives to effective housekeeping with a smaller number of the busy. Certainly, processes of release and redistribution of labor in each of countries of Eastern Europe have the features depending on specific working and branch conditions of formation and use of a manpower in a national economy, character and depth of the carried-out economic transformations. In the countries where it is headed for cardinal transition to market economy and where deepening the pereraspredelencheskikh of processes is necessary, there is a formation of necessary organizational and social conditions for providing guarantees of employment, social and legal protection of temporarily unoccupied persons. The developed mechanisms of redistribution, retraining and employment of the released workers assume:

- development of the public service of employment rendering to temporarily unoccupied citizens assistance in employment;
- creation of the state system of professional development and retraining of personnel;
- development of the public service of employment rendering to temporarily unoccupied citizens assistance in employment;
- creation of the state system of professional development and retraining of personnel;

Thus, generalizing theoretical part of degree research, we come to the following conclusions:

- in economic literature the most various treatments of concept unemployment meet;
- there is a set of criteria according to which the person is considered as the unemployed, but the main criteria treat: working-age, absence

at the person of a constant source of earnings for some time, the proven aspiration of the person to find work;

- allocate the following main reasons for unemployment: surplus of the population in certain regions, establishment of rates of a salary above equilibrium level, low solvent demand;
- depending on the reasons of emergence distinguish unemployment: frictional, structural, natural, cyclic, seasonal, stagnant, institutional, hidden and technological;
- allocate economic and not economic consequences of unemployment which are shown both at the individual level, and at the public level;
- economic consequences of unemployment happen negative and positive.

The negative: depreciation of consequences of training, reduction in production, costs of the help to the unemployed, qualification loss, decline in living standards, underproduction of the national income, decrease in tax revenues.

The positive: creation of a reserve of labor for restructuring of economy, the competition between workers as incentive to development of abilities to work, having rummaged in employment for retraining and increase of education level, stimulation of growth of intensity and labor productivity.

- not economic consequences of unemployment are psychological and social and political consequences;

Social consequences of unemployment also happen negative and positive. Negative: aggravation of a criminogenic situation, strengthening of social tension, growth of quantity of physical and sincere diseases, increase in social differentiation, decrease in labor activity. Positive: increase of social value of a workplace, increase in personal free time, increase of a freedom of choice of a place of work, increase in the social importance and value of work.

- on fight against unemployment in the USA treat features of a state policy:

1) application of infrastructure projects as main way of decrease in unemployment;

2) decrease in tax burden at the time of crisis as a way of maintenance of small business;

3) an individual approach to each unemployed, providing not simply any work to each able-bodied member of society, and opportunity most to develop and realize the potential, earning respectively worthy reward for the work;

4) differentiation of level of a dole depending on existence in a family of the unemployed of children and dependents;

- in 2009 in Russia the anti-recessionary program directed on elimination of consequences of crisis, intensity in labor market and decrease in unemployment rate was accepted;
- 2010 was declared by the president of the Russian Federation as year on fight against unemployment;
- the anti-recessionary program includes the following items: public works, creation of new workplaces, credit for own business, doles, help to students, retraining;
- in Great Britain the program of employment in which basis the program of training and career guidance of the unemployed is put works. 1,4 billion

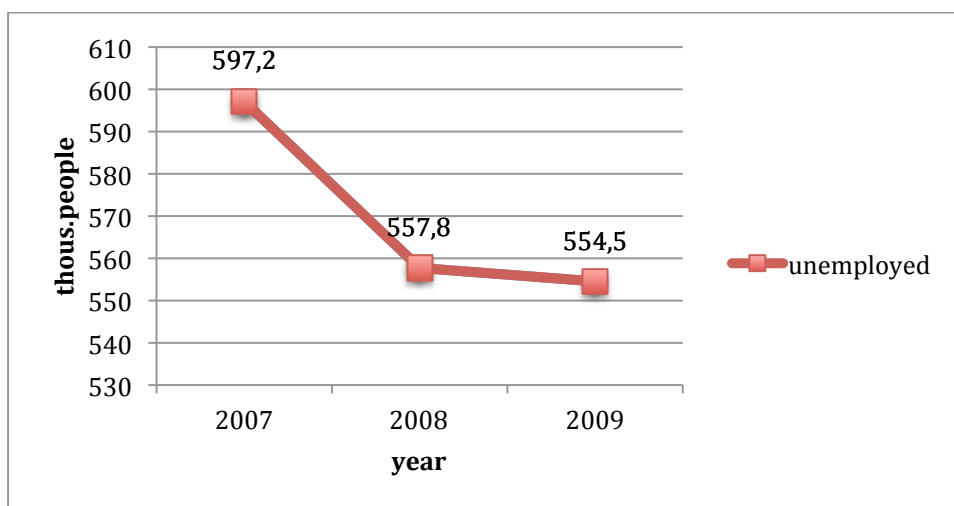
pounds for annual training of 600 thousand are allocated for its realization is long the unemployed;

- the management of employment policy in France five interministerial committees - employment, vocational training and social adaptation, on the device of territories provide the Ministry of the social relations and national solidarity, and also, to the help to development of local economy, on industrial reorganization.

## II. Practical basis. The analysis of unemployment rate in the Republic of Kazakhstan at the present stage.

### 1. The analysis of unemployment rate in Kazakhstan for 2007-2009.

According to Agency of the Republic of Kazakhstan statistically for the studied period the number of the unemployed dynamically decreases: from 597,2 thousand people to 554,5 thousand people in 2009, i.e. for these three years the number of the unemployed decreased by 42,7 thousand people or for 7,1% (Figure 1).



The analysis of the structure of the unemployed population by age and sex showed that the largest share of the unemployed takes young people aged 25-29 years, and women, the unemployed at this age, a lot more than men (Table 1). So in 2007 there were 25-29 year olds unemployed women 71.7 thous. people and unemployed men in this age group was 48.1 thous. people, in 2008 the figures were 64.4 thousand. Women and 48.3 thous. men in 2009 - 69.5 thous. women and 59.8 thous. men.

**Table 1. Unemployed population by age and sex of thousands of people.**

	2007	2008	2009
1	2	3	4
Population			
Unemployed total	597,2	557,8	554,5
Age:			

15	0,3	0,6	-
16-19	35,9	18,4	15,6
20-24	90,6	77,6	71,5
25-29	119,9	112,7	129,3
1	2	3	4
30-34	90,8	87,2	82,7
35-39	57,3	59,3	53,1
40-44	56,3	43,7	48,6
45-49	60,6	55,8	55,2
50-54	47,3	51,5	52,9
55-59	32,7	37,8	36,0
60-64	5,6	13,2	9,5
Men			
Unemployed total	- 244,5	226,5	239,3
Age:			
15	0,2	0,2	-
16-19	22,7	10,6	6,9
20-24	39,9	37,5	32,1
25-29	48,1	48,3	59,8
30-34	34,1	30,8	33,4
35-39	21,5	21,5	21,6
40-44	21,2	16,8	22,3
45-49	20,3	21,0	22,4
50-54	17,0	17,2	19,6
55-59	14,7	14,7	15,0
60-64	4,8	7,7	6,1
Women			
Unemployed total	- 352,7	331,4	315,2
Age:			
15	0,1	0,5	-
16-19	13,2	7,8	8,7
20-24	50,6	40,1	39,4
25-29	71,7	64,4	69,5
30-34	56,6	56,4	49,3
35-39	35,7	37,7	31,5
40-44	35,1	26,9	26,3
45-49	40,3	34,8	32,8
50-54	30,3	34,3	33,3
55-59	18,1	23,1	21,1
60-64	0,8	5,5	3,3

(Source: [stat.kz](http://stat.kz))

A sufficiently large proportion of the unemployed occupy people aged 30-34 years and young people aged 20-24. Unemployed 30-34 year olds are more women than unemployed men. But 20-24 year olds unemployed men more than unemployed women. The lowest share in the structure of the unemployed population occupy young people aged 16-19 years and people close to retirement age.

As seen in (Table 2), in 2009, the structure of the unemployed population by age in Kazakhstan was as follows: the unemployed aged 16-19 years - 3% of the total number of unemployed young people aged 20-24 years - 13% of young people aged 25 -29 years - 22% of the unemployed aged 30-34 years - 15% of the unemployed aged 40-44 years - 9% of the unemployed aged 45-49 - 10% of the unemployed aged 50-54 years - 10% the unemployed aged 55-59 years - 6% of the unemployed aged 60-64 years - 2%.

The analysis of the unemployed population by educational level showed that the largest number of the unemployed are people with secondary education (Table 2). During the study period, their number decreases rapidly: from 228.1 thousand people in 2007 to 207.3 thousand people in 2009. In 2009, the share of unemployed men with secondary education was 39.4% and 35.8% in women.

**Table 2. Unemployed population by level of education in thousands of people**

2007	2007	2008	2009
1	2	3	4
Total population			
Unemployed - total	597,2	557,8	554,5
University degree:			
Higher education	81,9	84,8	104,0
Incomplete higher education	30,7	39,0	25,1
Secondary vocational education	149,9	127,1	138,5
Primary professional education	69,3	55,1	43,8
Secondary school	228,1	215,4	207,3
Basic school	34,2	31,5	30,1
Primary school	3,0	4,9	5,0
1	2	3	4
Men			
Unemployed- men	244,5	226,5	239,3
Degree:			
Higher education	24,9	28,4	38,5
Incomplete higher education	13,6	20,8	9,5
Secondary vocational education	57,6	41,8	55,3
Primary professional education	31,9	26,9	24,0
Secondary school education	96,9	92,0	94,4
Basic school	19,0	15,1	15,0
Primary school	0,7	1,6	2,5
Women			
Unemployed	352,7	331,4	315,2
Degree:			
Higher education	57,0	56,4	66,3
Incomplete higher education	17,1	18,3	15,6
Secondary vocational education	92,3	85,4	83,1
Primary professional education	37,4	28,2	19,9
Secondary school education	131,3	123,4	112,9
Basic school	15,3	16,4	15,1
Primary school	2,3	3,3	2,4

(Source: [stat\\_kz](#))

Also quite a high proportion of the unemployed with secondary vocational education, and the share of this category is increasing every year in the overall structure of the unemployed. In the whole country in 2007 their number was 149.9 thousand people (25.1%), in 2008 it was reduced to 127.1 thousand people (22.8%), or 15.2%, in the 2009 their number increased again, was 138.5 thousand people (25.0%).

During the study period there is a dynamic decrease in the unemployment rate for women in 2007 - 8.7, in 2008 - 7.9, in 2009 - 7.5. The men in 2008 compared with 2007 the unemployment rate decreased by 10%, and in 2009 compared to 2008 increased by 7%. On the whole, in the republic during the study period the unemployment rate was 7.3 and 6.6 (Table 3).

**Table 3. Unemployment rate by age group and gender as a percentage of the economically active population**

	2007	2008	2009
1	2	3	4
Population			
Unemployed -total	7,3	6,6	6,6
Age:			
15	2,4	4,1	-
16-19	10,6	6,3	6,1
20-24	9,1	7,8	6,9
25-29	9,9	9,0	10,4
30-34	7,5	6,9	6,5
35-39	6,1	6,3	5,7
40-44	5,7	4,5	5,0
45-49	5,8	5,2	5,1
50-54	6,0	6,1	6,0
55-59	6,9	7,5	7,0
60-64	4,1	7,8	5,4
Men			
Unemployed- total	5,9	5,3	5,6
Age:			
15	3,3	1,9	-
16-19	11,0	6,4	4,8
20-24	7,6	7,0	5,7
25-29	7,6	7,4	9,1
30-34	5,7	4,9	5,3
35-39	4,5	4,6	4,7
40-44	4,5	3,5	4,7
45-49	4,0	4,0	4,3
50-54	4,6	4,3	4,6
55-59	6,2	6,0	5,8
60-64	5,6	7,7	5,7
Women			
Unemployed-total	8,7	7,9	7,5
Age:			
1	2	3	4
15	1,5	7,7	-
16-19	9,9	6,1	7,9
20-24	10,8	8,7	8,4
25-29	12,3	10,8	11,8
30-34	9,2	8,8	7,6
35-39	7,7	7,9	6,6
40-44	6,9	5,4	5,4
45-49	7,5	6,3	5,8
50-54	7,4	7,8	7,3
55-59	7,5	8,8	8,1
60-64	1,6	8,1	5,1

(Source: [stat\\_kz](#))

As it can be seen from the above table the highest unemployment rates among young people aged 25-29 years in both men and women, besides women is also quite high unemployment and aged 20-24 and men aged 60-64.

If we consider the level of youth unemployment from a gender perspective, we see that in our country women are more marginalized situation, because female youth unemployment rate higher among the urban and rural population (Table 4).

**Table 4. The youth unemployment by gender in percentage**

	2007	2008	2009
Unemployed-total	9,4	7,4	6,7
Men	8,5	6,8	5,5
Women	10,5	8,2	8,2
Population(city)	12,5	9,0	7,9
Men	11,2	8,1	6,2
Women	13,9	9,9	9,8
Population(village)	7,2	6,3	5,8
Men	6,7	5,9	4,9
Women	7,9	6,7	6,8

(Source: [stat\\_kz](#))

The level of long-term unemployment: level of female long-term unemployment in 2007 made 4.3, and man's - 2.3 . And among urban population these indicators made 5.1 and 2.7, and among rural 3.3 and 1.9, in 2008 these indicators made 3.7 and 1.9, and in 2009 – 3.3 and 1.8 (Table 5).

**Table 5. Long - term unemployment by gender in percentage**

2007	2008	2009	
Unemployed- total	3,3	2,8	2,5
Men	2,3	1,9	1,8
Women	4,3	3,7	3,3
Population(city)	3,9	3,2	2,9
Men	2,7	2,0	1,8
Women	5,1	4,4	4,0
Population(village)	2,6	2,2	2,1
Men	1,9	1,7	1,7
Women	3,3	2,8	2,4

(Source: [stat\\_kz](#))

At all this current situation, according to data of Agency of the Republic of Kazakhstan on statistics, the consolatory tendency of decrease in unemployment rate, as in general all population, and the level of youth unemployment is observed.

Figure 4. Unemployment rates in Kazakhstan in 2007-2009, in our opinion, an important role in it played the Road Map and With the Diploma to the Village programs accepted by the state.

## 1. The analysis of unemployment rate in regions of Kazakhstan for 2007-2009

According to Agency of the Republic of Kazakhstan statistically the greatest number of the unemployed is registered in the southern region of Kazakhstan: in the Southern Kazakhstan area the number of the unemployed in 2007 made 75,0 thousand people that made 12,6% of total number of the unemployed in the Republic of Kazakhstan, in 2008 – 74,0 thousand people or 13,3% and in 2009 – 75,0 thousand people or 13,5% (Table 6).

Table 6. Unemployed population by region, 2007-2009.

	Unemployed population, thous. person.			Level of unemployment, %		
	2007	2008	2009	2007	2008	2009
Republic of Kazakhstan	597,2	557,8	554,5	7,3	6,6	6,6
Akmola Region	34,1	31,1	29,9	8,0	7,1	6,9
Aktobe Region	28,8	25,1	24,0	7,4	6,4	6,0
Alamty Region	55,9	54,7	56,3	6,7	6,4	6,5
Atyrau Region	18,3	16,2	15,8	7,4	6,3	6,1
East Kazakhstan Region	50,6	49,1	48,9	6,6	6,4	6,4
West Kazakhstan Region	25,5	23,5	20,9	7,8	7,1	6,3
Jambyl Region	42,4	37,0	37,7	7,7	6,5	6,5
Karaganda Region	49,5	46,3	45,3	6,7	6,2	6,1
Kostanay Region	42,1	38,1	34,5	7,5	6,9	6,3
Kyzylorda Region	25,3	21,2	20,4	8,2	6,9	6,6
Mangystau Region	16,5	13,8	14,9	8,5	6,9	7,1
Pavlodar Region	29,0	27,5	27,6	6,9	6,4	6,4
North Kazakhstan Region	27,2	24,6	24,1	6,9	6,3	6,3
South Kazakhstan Region	75,0	74,0	75,0	6,9	6,6	6,6
Astana	23,9	23,5	24,4	7,6	6,6	6,6
Almaty	53,1	51,9	54,6	7,8	7,4	7,7

(Source: [stat.kz](http://stat.kz))

Also, a high proportion of the unemployed in the Almaty region and in the city of Almaty in 2007 the number of unemployed in Almaty region was 55.9 thous. people, or 9.4%, in 2008 - 54.7 thous.people, or 9.8% in 2009 - 56.3 thous.people or 10.2%. In Almaty in 2007 there were 53.1 thous.people, or 8.9%, in 2008 - 51.9 thous.people, or 9.3%, in 2009 this figure rose to 54.6 thousand. Man or amounted to 9.9% of the total number of unemployed in the country.

Analysis of unemployment during this period showed that the highest unemployment rate in 2007 was observed in the Mangistau region - 8.0, and the lowest in the East Kazakhstan region - 6.6 on average in the country, he was - 7.3. In 2008, the highest unemployment rate was recorded in Almaty - 7.4, the lowest in the Karaganda region - 6.2 on average in the country, he was - 6.6. In 2009, the highest unemployment rate was in Almaty - 7.7, the lowest in the Aktobe region - 6.0 on average in the country, he was - 6.6.

According to the Agency of the Republic of Kazakhstan on Statistics youth unemployment rate (15-24 years) in 2007, the country was 9.4% (Figure 7). The highest level of youth unemployment in this age group was recorded in Astana - 17.0% and Almaty - 19.3%. Sufficiently high level of youth unemployment in this age group in Mangistau region - 12.2%, East Kazakhstan region - 10.8%, in Zhambyl region - 10.6%, in Kostanai region - 10.5%. In our area youth unemployment rate is



equal to the average national value - 9.4%. The lowest level of youth unemployment in the Aktope region only - 2.6%. And in this area managed to maintain this low level of youth unemployment throughout the study years.

In 2008, the youth unemployment rate compared with last year dropped to 7.4%. The highest unemployment rate was in Astana - Almaty and 11.4% - 10.2%. In 2008, our region and was among the areas with high levels of youth unemployment - 10.8%. In 2009, the youth unemployment rate in the republic continued downward trend and reached 6.7%. Astana and Almaty left a leading position in terms of unemployment.

Table 7. Levels of youth and long-term unemployment.

	Level of unemployment between teenagers (15-24 age), %			Level of unemployment, %		
	2007	2008	2009	2007	2008	2009
1	2	3	4	5	6	7
Republic of Kazakhstan	9,4	7,4	6,7	3,3	2,8	2,5
Akmola Region	0,8	10,1	7,8	1,2	1,1	1,3
Aktobe Region	2,6	2,0	2,3	2,3	1,6	1,8
Alamty Region	4,7	4,9	7,5	1,2	1,5	1,7
Atyrau Region	9,3	6,9	4,1	2,9	2,6	1,7
East Kazakhstan Region	10,8	10,4	8,6	3,2	2,9	2,9
West Kazakhstan Region	7,3	7,8	7,6	5,5	4,8	4,0
Jambyl Region	10,6	6,8	6,3	3,4	2,6	1,4
Karaganda Region	8,8	8,6	8,4	4,2	2,9	2,8
Kostanay Region	10,5	8,4	5,1	3,2	1,6	2,7
Kyzylorda Region	7,4	7,1	6,7	3,3	3,1	3,0
Mangystau Region	12,2	8,3	7,0	1,6	1,1	0,2
Pavlodar Region	6,2	6,7	7,3	1,7	1,4	0,8
North Kazakhstan Region	9,4	10,8	7,9	3,8	3,5	2,8
South Kazakhstan Region	9,4	5,0	4,6	4,8	4,2	3,7
Astana	17,0	11,4	10,5	3,1	3,0	2,0
Almaty	19,3	10,2	8,8	5,0	4,0	4,1

(Source: [stat.kz](http://stat.kz))

As can be seen from Table 7, the level of youth unemployment during the study period in the republic dynamically reduced, but this reduction is not observed in all regions. In particular in areas such as Almaty and Pavlodar the reverse process, ie, rising unemployment. In Almaty region the unemployment rate rose from 4.7% to 7.5%, and in Pavlodar region from 6.2% to 7.3%.

In areas such as Akmola, West Kazakhstan, North Kazakhstan in 2008 compared to 2007 there was an increase in the unemployment rate, and in 2009, a decrease of this indicator

Analysis of long-term unemployment by gender by region showed that in 2007, the highest level of long-term unemployment was recorded in the West Kazakhstan region - 7.2%, which is more than 2 times greater than the national average level value long-term unemployment, which was 3.4% . In addition to this area of women's level of long-term unemployment in this year exceeded the average value in almost all areas, except for Akmola (1.6%), Aktobe (2.2%), Almaty (1.3%), Mangistau (1.9% ) and Pavlodar areas (2.5%) (Table 8). Long-term unemployment of men in this year in almost all areas below the average values, with the exception of the West Kazakhstan region (3.8%) and Almaty (5.2%).

Table 8. Unemployment by gender

Level of unemployment between men, %	Level of unemployment between men, %			Level of unemployment between women, %		
	2007	2008	2009	2007	2008	2009
1	2	3	4	5	6	7
Republic of Kazakhstan	2,3	1,9	1,8	4,3	3,7	3,3
Akmola Region	0,8	1,1	1,4	1,6	1,0	1,2
Aktobe Region	0,3	0,7	1,2	2,2	2,4	2,5
Alamty Region	1,2	1,4	1,8	1,3	1,7	1,5
Atyrau Region	2,1	2,0	1,8	3,6	3,2	1,6
East Kazakhstan Region	2,1	1,7	1,8	4,4	4,2	4,1
West Kazakhstan Region	3,8	4,2	3,6	7,2	5,3	4,4
Jambyl Region	2,9	1,5	1,0	4,0	3,7	1,9
Karaganda Region	3,2	2,1	2,3	5,3	3,8	3,2
Kostanay Region	1,5	1,4	1,8	4,9	1,8	3,5
Kyzylorda Region	1,8	1,9	1,8	4,9	4,4	4,3
Mangystau Region	1,3	0,9	0,3	1,9	1,4	0,2
Pavlodar Region	0,9	0,6	0,5	2,5	2,1	1,2
North Kazakhstan Region	2,3	3,0	2,6	5,3	4,1	3,0
South Kazakhstan Region	3,0	3,0	2,3	6,7	5,6	5,3
Astana	0,9	0,9	1,0	5,4	5,2	3,1
Almaty	5,2	2,0	1,4	4,9	5,8	6,4

(Source: [stat.kz](http://stat.kz))

As can be seen from the figure above long-term unemployment has a clear gender dimension in all areas during the study period long-term unemployment of women is much higher than that of men.

Analysis of the unemployed population by educational attainment across regions showed that in the whole country there is a tendency to increase the number of unemployed with higher and incomplete higher education: from 112.6 thous.people in 2007 to 129.9 thous.people in 2009 or by 15.4%. A similar increase that is observed in the southern regions, such as South Kazakhstan region (from 10.9 thousand. people to 15.4 thousand. people) and Zhambyl (4.8 thousand. people to 7.9 thousand. people), as well as in Almaty (from 23.0 thousand. people to 30.2 thousand. people) (Table 9). Reverse trend is observed in areas such as: Almaty region (from 8.0 thousand. people and 6.3 thousand. people), Karaganda region (from 11.4 thousand. people to 10.4 thousand. people). In other areas there is a clear movement towards either growth or to decrease the number of unemployed with higher and incomplete higher education. In some areas this figure in 2008 increased compared to 2007, and in 2009, on the contrary decreased in other areas, on the contrary, in 2008, at first declined compared to 2007, and then in 2009 compared with 2008 increased

Table 9. Unemployed people with higher or incomplete higher education in thous.people

Total	Degree or Incomplete degree					
	2007	2008	2009	2007	2008	2009
Republic of Kazakhstan	597,2	557,8	554,5	112,6	123,8	129,9
Akmola Region	34,1	31,1	29,9	4,4	7,1	3,7
Aktobe Region	28,8	25,1	24,0	2,8	5,7	5,3
Alamty Region	55,9	54,7	56,3	8,0	7,1	6,3
Atyrau Region	18,3	16,2	15,8	2,7	2,1	3,1
East Kazakhstan Region	50,6	49,1	48,9	6,9	8,0	7,2
West Kazakhstan Region	25,5	23,5	20,9	3,6	5,0	4,5
Jambyl Region	42,4	37,0	37,7	4,8	6,2	7,9
Karaganda Region	49,5	46,3	45,3	11,4	10,6	10,4
Kostanay Region	42,1	38,1	34,5	9,0	12,0	6,6
Kyzylorda Region	25,3	21,2	20,4	2,3	1,6	2,9
Mangystau Region	16,5	13,8	14,9	4,8	2,7	3,6
Pavlodar Region	29,0	27,5	27,6	1,6	2,1	4,8
North Kazakhstan Region	27,2	24,6	24,1	2,6	2,9	2,7
South Kazakhstan Region	75,0	74,0	75,0	10,9	11,2	15,4
Astana	23,9	23,5	24,4	13,7	15,8	15,2
Almaty	53,1	51,9	54,6	23,0	23,8	30,2

(Source: [stat\\_kz](#))

A similar analysis of the number of unemployed persons with secondary vocational education, showed that in 2008 compared with 2007. The number of unemployed decreased by 22.8 thousand. People or 15.1%. In 2009 this figure rose to 11.4 thousand. People, or 9.0% (Table 10).

Dynamic reduction in the number of unemployed with secondary vocational education, during the study period was observed in the following areas: Akmola region (from 15.0 thous.people to 10.5 thous.people), West Kazakhstan region (6.7 thous.man to 4.4 thous.people), Kyzylorda region (from 5.0 thousand. people to 4.1 thous.people), South Kazakhstan region (from 13.9 thous.people to 10.4 thous.people).

In other areas, also not observed any definite movement towards growth, or to decrease the number of unemployed with secondary vocational education.

Table 10. Unemployed population by educational attainment in thous.people

Secondary professional education	Basic, secondary, primary education					
	2007	2008	2009	2007	2008	2009
Republic of Kazakhstan	149,9	127,1	138,5	334,7	306,9	286,2
Akmola Region	15,0	13,5	10,5	14,7	10,5	15,7
Aktobe Region	10,8	8,4	9,9	15,3	11,0	8,9
Alamty Region	10,6	8,4	9,6	37,3	39,2	40,4
Atyrau Region	4,4	4,5	4,0	11,2	9,6	8,7
East Kazakhstan Region	14,2	13,1	15,1	29,5	28,1	26,5
West Kazakhstan Region	6,7	4,9	4,4	15,1	13,7	11,9
Jambyl Region	7,2	4,7	5,3	30,3	26,1	24,6
Karaganda Region	11,6	10,6	12,0	26,5	25,1	23,0
Kostanay Region	10,3	6,1	12,4	22,8	20,0	15,5
Kyzylorda Region	5,0	4,6	4,1	18,0	15,0	13,5
Mangystau Region	7,4	5,6	9,1	4,3	5,5	2,2
Pavlodar Region	8,7	7,8	8,9	18,8	17,6	13,9
North Kazakhstan Region	7,0	6,5	7,7	17,6	15,2	13,7
South Kazakhstan Region	13,9	10,9	10,4	50,2	52,0	49,2
Astana	6,2	4,9	4,9	4,1	2,8	4,2
Almaty	11,1	12,4	10,1	18,9	15,6	14,3

(Source: [stat.kz](http://stat.kz))

In some areas, such as Atyrau and Almaty, this table in 2008 increased compared to 2007, and in 2009, on the contrary decreased in other areas remaining on the contrary, this figure fell in 2008, and in 2009 again increased.

Analysis of the unemployed population with basic, secondary and primary education showed that the highest number of unemployed people with this level of education recorded in South Kazakhstan region in 2007 their number was 50.2 thousand. People or 15% of the total number of unemployed people with a basic, secondary and primary education in the country, in 2008 their number increased by nearly 2 thousand. man, in 2009, their number compared with the previous year decreased by 2.8 thous.people and was 49.2 thous.people. The lowest number of unemployed with this level of education during the study period observed in Astana.

Analysis of the number of unemployed jobseekers by employment status showed that the number of unemployed people seeking work as employees is slightly higher than the number of unemployed, busy looking for any job. For example in 2007 the number of unemployed first category was 330.0 thous.people, and the number of unemployed persons of the second category - 262.2 thous.people (Table 11).

Table 11. The unemployed jobseekers according to the status of employment

Occupied with job search as hired workers				Occupied with search of any work		
2007	2007	2008	2009	2007	2008	2009
Republic of Kazakhstan	330,0	275,7	314,3	262,2	275,5	229,6
Akmola Region	15,7	16,4	14,5	18,4	14,6	15,1
Aktobe Region	18,0	4,9	11,0	10,8	20,3	12,9
Alamty Region	38,0	37,5	43,6	17,5	17,2	12,4
Atyrau Region	9,5	7,4	5,8	8,8	8,6	9,6
East Kazakhstan Region	26,2	26,0	24,7	24,0	21,9	24,0
West Kazakhstan Region	4,6	4,1	11,3	20,5	19,1	9,3
Jambyl Region	40,4	2,0	22,1	2,0	34,3	10,1
Karaganda Region	24,0	19,4	24,8	24,6	25,6	20,1
Kostanay Region	20,3	7,3	11,0	21,3	30,8	23,5
Kyzylorda Region	14,5	14,5	11,1	10,5	6,5	8,6
Mangystau Region	15,8	8,9	8,3	0,7	4,7	6,6
Pavlodar Region	15,7	17,4	17,3	13,2	10,1	10,2
North Kazakhstan Region	10,7	12,3	13,4	16,3	12,3	10,4
South Kazakhstan Region	43,3	52,3	45,5	30,2	21,1	28,9
Astana	22,6	19,4	20,4	1,2	2,5	2,9
Almaty	10,7	26,0	29,6	42,3	25,9	24,9

(Source: [stat\\_kz](http://stat.kz))

In 2008, these figures were equal to 275.7 thous.people and 275.5 thous.people, in 2009 the number of unemployed increased by the first category, and was equal to 314.3 thousand. People, and the number of unemployed decreased the second category, and vice versa was 229, 6 thous.man. Figure 5. Unemployed population jobseekers by employment status in 2009.

Summing up the above analysis, the following features of modern unemployment in the Republic of Kazakhstan:

- The largest share of the unemployed takes young people aged 25-29 years, and women, the unemployed at this age, a lot more than men;
- The lowest share in the structure of the unemployed population occupy young people aged 16-19 years and people close to retirement age;
- The level of female long-term unemployment is much higher than male unemployment, and this difference is more in the city than in the countryside;
- In the structure of the unemployed by level of education the highest share occupied, unemployed with secondary vocational education, the smallest proportion of the unemployed occupy a basic and incomplete higher education
- In republic there is a tendency to increase the number of unemployed with higher and incomplete higher education: from 112.6 thous.people in 2007 to 129.9 thousand. people in 2009, or 15.4%;
- The highest unemployment rate in 2007 was observed in the Mangistau region, in 2008 and in 2009 - in Almaty, and the lowest in 2007 in the East Kazakhstan region in 2008 in Karaganda region in 2009 in Aktobe area;

- To date, the number of unemployed people seeking work as employees is slightly higher than the number of unemployed, employed finding a job, and it is very pronounced in the Almaty region, South Kazakhstan region and Astana.

## **2. Modern state policy of fight against unemployment**

### **2.1 Introduction of the "With the Diploma — to the Village" program.**

For the purpose of carrying out agitation and propaganda work on implementation of the Law of the Republic of Kazakhstan "About modification and additions in some acts of the Republic of Kazakhstan concerning social support and stimulation of workers of the social sphere of rural settlements" with use of a wide range of media resources, coordination of activity of the interested bodies participating in realization of youth policy, the Ministry of Agriculture of the Republic of Kazakhstan it was initiated, then the Plan of information and explanatory work of the course of implementation of the project "With the diploma – to the village is in common developed and approved by the Minister of Culture and information of the Republic of Kazakhstan in August, 2009". Regional akimats also developed regional Media plans.

In 2010, according to the regional local government offices in the whole country carried out 3935 activities to attract professionals in the social facilities of rural settlements, including material published in the media: newspapers - 860 TV programs - 366 appearances on radio - 122 Publication in periodicals universities and colleges - 147; outdoor advertising: billboards - 199 banners - 142 banners - 123; placement of billboards: information stands universities and colleges - 258, in social institutions - 384, at the employment office - 186, in public places - 482; and conducted 388 engagement activities with youth NGOs.

The most active work on information and explanatory work among the target population since the beginning of this year, held in Almaty (499 events), Karaganda (463 events), East Kazakhstan (421 events), Kostanay (415 events) areas. Lack of work in this direction is marked in the Governor's office of Zhambyl region (100 events).

The greatest amount of material in the media and on television organized by Akimat of Almaty (153 articles and 84 TV shows), Karaganda (137 articles), Kostanay (87 articles) areas. The greatest number of outdoor advertising in the form of billboards and banners placed in the Karaganda region (49 units.).

The range of the held events is various. So, in Akmolinsky area on the "With the Diploma to the Village" project a number of materials in mass media are published. In mass media of area special thematic headings "Measures of social support", "It is better to know", "Hot topic", "An event of week", "Armandastar", etc. headings. In electronic and printing editions 66 publications are placed. On April 23, 2010 in Kokshetau passed the regional forum "Youth — for Unity of Kazakhstan". Akim's deputy of area A. Kaynarbekov, the executive director of the Congress of youth of Kazakhstan N. Sydykov took part in work of a forum. During a forum, the youth of area brought up a question of pluses and minuses of a republican action "With the diploma to the village!" and its realization in Akmolinsky area.

In KGU of Sh. Ualikhanov for the second time there took place "Fair of vacant places". The vice rector of university A. Iskakov carried out explanatory work about advantage of employment within this project. Action was covered in newspapers "Azhary Arka» 2010, "the Akmolinsky truth" 2010.

On air of regional television of RTRK Kazakhstan the video topics devoted to the young specialists working according to this program are monthly broadcast. So, on air of evening news of RTRK Kazakhstan of October 14, 2010 the video record that to the Zharkainsky region of the item of Kostichevo there arrived 6 young specialists was broadcast. Within the program Akim of the rural district provided them with worthy housing.

In Atyrausky area in media special thematic headings under a uniform logo of the "With the Diploma to the Village" project in which materials about the carried-out work take place and updated are created. For this period are published in regional newspapers "Atyrau", "Caspian Commune" and 7 regional newspapers by the 92nd article. On telecasts of regional branch of TV channel RTRK "Қазақстан-Атырау" are organized the interview to heads and workers corresponding management in total 21 persons in news telecasts were broadcast 49, through radio channels of 41 plots.

In Zhambylsky area within implementation of Media plans 34 materials are published in regional printing editions, 7 transfers on television, 3 transfers on radio are organized, at information stands of HEI are placed 6, in social institutions 8, in public places of 15 stands of evident propaganda, on the MIO websites materials on the project are placed.

In the Kostanay region on websites and mass media detailed information on vacancies on area within the "With the Diploma to the Village" project, by rules of providing social support is placed, a contact information of responsible bodies, services of employment is placed, work of local executive bodies on attraction of youth for work in rural settlements is constantly lit.

In Mangistausky area since the beginning of the current year in the cities and areas meetings with students of the highest and specialized secondary educational institutions for the purpose of an explanation by it are held on measures of social support, and also employment opportunities in the village. Similar actions are organized in the Tupkaragansky area on January 15, 2010 and the Munaylinsky area on February 5, 2010. The corresponding information on the project is placed on websites of akimat of area.

In the Pavlodar region Management of employment and social programs monthly places on the website of akimat of area information on the available vacancies in establishments of education, health care, social security, culture and sport in rural settlements. Annually, on the basis of the existing need for young specialists, departments of education, culture, sport and the central hospitals submit applications to the relevant regional managements and leave in educational institutions for the purpose of involvement of graduates to areas. Within the current year according to the developed regional Media plan in the North Kazakhstan area a certain work on the "With the Diploma to the Village" project is carried out. On television are organized the 8th speech of speakers of the project, it is published in mass media of 26 articles, the relevant information on the project is placed on websites of akimat of area, regional departments of education, health care, culture, sport and the social sphere, the video clip "With the diploma to the village is also daily broadcast!". Materials under headings are monthly published in print media: "With the diploma – to the village!". In the current year in electronic mass media there were 34 information plots, in print media about 44 materials are published. Within a month leaders of

youth public organizations participated in the telecast "Actual Dialogue" on MTRK TV channel, interview on OTRK TV channel to information on the course of implementation of the project was given. On the sites of regional departments of education, health care, culture, sport and the social sphere it is placed and information on existence of the available vacancies is monthly updated. Since the beginning of the current year in the state and Russian languages on a regional teleradio channel "Kazakhstan-Petropavl" is broadcast the video "For young specialists wait in the village". Frequency of exits of 10 times a day.

In 2011 it is planned to hold a number of organizational and information events for distribution of methodical materials, evident propaganda, to opening of headings, a release of the developed publications, TV and radio subjects, information messages, performances, interview, comments and responses devoted to the course of implementation of the project "With the diploma – to the village!"

Organizational work assumes:

- rendering assistance of mass media by means of granting materials about the course of implementation of the Law "About Modification and Additions in Some Acts of the Republic of Kazakhstan concerning Social Support and Stimulation of Workers of the Social Sphere of Rural Settlements" and "With the Diploma — to the Village" Project, materials concerning other measures of social support and stimulation of workers of the social sphere of rural settlements;
- development and installation of billboards, banners, posters concerning implementation of the Law and the Project in the regional centers, the cities and rural settlements;
- placement and periodic updating of information in special headings "With the diploma – to the village!" on official websites of the interested government bodies, youth NGO;
- placement and periodic updating of information on vacant places in establishments of the social sphere, in SNP, on official websites of akimats of areas, areas;

Information work includes:

- the organization of participation of representatives youth public organizations in TV programs, debate concerning an explanation of provisions of the Law and the course of implementation of the Project;
- the organization of an exit of materials about the privileges and supports provided to young specialists within the Project;
- the organization of an exit of materials about the course of the carried-out propaganda and information campaigns among pupils and graduates of schools, HEI on creation and support of interest of resettlement of young specialists to the village.

### **3. Implementation of the program of employment 2020**

In the annual message to the people of Kazakhstan "We will construct the future together!" of January 28, 2011 the Head of state set the task of increase of efficiency of labor market, involvement of needy, jobless and independently busy population in active programs of assistance of productive employment.

Carrying out active policy of employment concerns to one of the main social priorities of activity of the Government of the Republic of Kazakhstan. Ensuring worthy employment - a basis of social protection of the population, the most important



condition of development and realization of potential of human resources, the main means of growth of public wealth and improvement of quality of life.

Main goal of the Program of employment 2020 RK approved by the government resolution from 31.03.2011g. No. 316 is increase of level of the income of the population by assistance of steady and productive employment.

Target indicators of the Program

By 2016:

- 1) The program of employment 2020 will capture about 1,5 million people;
- 2) Level of poverty will decrease from 8,2% to 6%;
- 3) Unemployment rate won't exceed 5,5%;
- 4) The share independently busy as a part of the busy population will decrease from 33,3% to 26%;
- 5) Additional growth of labor productivity due to implementation of the Program will make 20%.

Quantitative indicators till 2020 will be determined by a measure of end of the first stage of the Program with possible entering into it of corresponding changes.

Tasks of the Program 2020 are:

1. Involvement self-busy, jobless and the needy population in active programs of employment.
2. Development of personnel potential for realization of the State program on the development of the Republic of Kazakhstan forced industrial innovatively for 2010 - 2014.
3. Improvement of system of rendering the address social help.

Implementation of the Program first of all is directed on training, employment, assistance in opening and expansion of own business on a residence, and in case of lack of such opportunities, assistance to voluntary moving from settlements with a low economic potential to settlements with a high economic potential and the centers of economic growth for the purpose of expansion of availability of productive employment.

In this regard, the realization of the Program will be enabled in the following directions:

1. Training and assistance in employment of the self-busy, jobless and needy population.
2. Assistance to development of business in the village.
3. Increase of mobility of a manpower.

For implementation of the Program will be:

- 1) measures for improvement of regulatory legal base are taken;
- 2) the national database of the current vacancies and the predicted workplaces in a section of separate specialties is created.

The database will be formed at the expense of drafts of the map of industrialization, "A road map of business 2020" and other initiatives of the private sector.

The central and local government bodies and the organizations responsible for implementation of projects within the card of industrialization, the Road Map of Business 2020 Program, development of business on a periodic basis, in the established form, will send to the Operator of the Program of data for the available and predicted need for workers for a section of regions and separate specialties.

For financial security of the actions provided by the Program depending on the number of the self-busy, jobless population financing limits for each of areas, the cities of republican value, the capital will be defined.

For ensuring target use of the means presented on a limit and achievements of the results (target indicators) provided by the Program between administrators of republican budgetary programs and local executive bodies will be concluded agreements on results on the following key parameters:

- quantity and structure of the participants of the Program captured by training;
- quantity and structure of the participants of the Program employed on constant workplaces including from among trained;
- quantity and structure of the participants of the Program moved in the centers of economic growth;
- reduction of number of independently busy workers;
- decrease in unemployment rate;
- reduction of population, the living lower than a level of a living wage
- other indicators.

Control of implementation of the Program will be exercised:

- at the level of the republic - the Interdepartmental commission on implementation of the Program of employment 2020 at the Government of the Republic of Kazakhstan,
- government body responsible for realization and the operator of the Program will be the Ministry of Labour and Social Protection of the population of the Republic of Kazakhstan;
- on regional (capital, the cities of republican value) level - the regional commission on implementation of the Program and authorized bodies concerning employment;
- at the regional (city) level - the regional (city) commission on implementation of the Program (further - the regional (city) commissions) (are created at the discretion of local executive bodies of regional value) and local bodies of employment;
- at the level of villages and auls - local executive bodies.

One of the most important tools of the organization of execution of the Program will be social contracts between local bodies of employment and direct participants of the Program.

The social contract - the agreement between local bodies of employment and participants of the Program, the providing mutual obligations of the parties for granting (local authorities) and use of social services (participants of the Program).

Standard provisions of the regional, regional (city) commission, form of the social contract it will be developed by the Operator of the Program.

The program 2020 consists of 3 directions:

1. Training and assistance in employment of the self-busy, jobless and needy population.

The first direction is aimed at ensuring steady and productive employment of the population by development of labor potential of assistance in employment in a residence.

Citizens of the Republic of Kazakhstan and oralmana (further - persons) from among independently busy, jobless and needy population can be participants of this direction. Priority opportunities of participation in the Program are given to youth and women in rural areas.

Within this direction, the following types of the state support can be rendered to participants of the Program:

- consultations concerning training and employment;

- the direction on free advanced training courses, vocational training and retraining (further - a vocational education) with payment of a grant;
- granting subsidies trained (on transportation to a place of training and back, accommodation in the hostel or compensation of the expenses connected with rent of housing);
- search of suitable vacancies and assistance to employment, including on social workplaces;
- partial subsidizing of a salary;
- psychological adaptation.

Possibility of direct participation of employers in a vocational education of participants of the Program with their subsequent employment is supposed. In this case introduction since 2012 of compensation to 70% of expenses of the employers connected with training of participants of the Program at the cost established in the state organizations of education for the corresponding specialties is provided.

## 2. Assistance to development of business in the village.

The rural businessmen and persons from among independently busy, jobless and needy population who are wishing and having opportunity to organize own business can take part in this direction of the Program. The priority right of participation will be granted to women by the person interested to organize own business in the village.

Within this direction the following types of the state support will be rendered:

- granting microcredits;
- development of engineering and communication infrastructure;
- providing advisory services;
- training in business bases.

## 3. Increase of mobility of a manpower.

This direction provides measures of increase of mobility of a manpower due to assistance to voluntary moving of citizens of the Republic of Kazakhstan from settlements with a low economic potential in the centers of economic growth.

The priority right for participation in the third direction of implementation of the Program will be had by rural youth. Criteria with a low economic potential will be developed by the central authorized bodies concerning agriculture for definition of settlements, economic development and trade.

According to the developed criteria local executive bodies, in coordination with the central authorized bodies concerning agriculture and economic development and trade, will define the list of settlements with a low economic potential and will send it to the Operator of the Program.

The list of settlements with a low economic potential determined by local executive bodies and coordinated with the central authorized bodies concerning agriculture and economic development and trade will be approved on MVK.

Moving of citizens of the Republic of Kazakhstan from among independently busy, jobless and needy population from settlements with a low economic potential can be carried out:

- in one area;
- from one area in another within one area.

Participants of this direction of the Program have to correspond to the following criteria:

- to treat categories of independently busy, jobless or efficient needy population;
- to live in settlements with a low economic potential;

- to have the cumulative monthly income which isn't exceeding the size of a living wage on each in common living family member.

The state support of participants of the Program includes:

- granting subsidies for moving;
- granting standard rent housing with possibility of repayment;
- passing of courses of a vocational education and assistance to employment on a new residence;
- psychological adaptation.

Management of realization of the Program will have vertical structure which part MVK, the Operator of the program, the regional and regional (city) commissions on implementation of the Program at the local level, the central and local executive bodies of regional, regional and rural value will be.

As a result of implementation of the Program to one and a half million people, including 800 000 villagers will be captured by active measures of assistance of employment. Specific weight of inefficient employment will be lost, unemployment will decrease, labor productivity and the income of the population will increase.

The program 2020 is carried out in 3 stages:

1. 2011, pilot year - are introduced the first and second directions of the Program in all regions the corresponding regulatory legal base is created, the mechanism of resettlement of participants of the Program in points of economic growth is fulfilled, measures for involvement of participants of the Program in implementation of the GPFIIR projects are taken.;
2. 2012 - 2015 - time of introduction of the Program. Regional components of the Program will be developed, coordinated and accepted to execution, changes and additions are made to conditions and an order of rendering social support.;
3. 2016 - 2020 - the period of full-scale implementation of the program. Risk management, arising in labor market and assistance of productive employment, will be carried out on the basis of the mechanisms and tools offered by the Program.

40,2 billion tenges are allocated for implementation of the Program from the republican budget in 2011, including on:

- training and assistance to employment of the self-busy, jobless and needy population - 14,6 billion tenges;
- assistance to development of business in the village - 5,3 billion tenges;
- increase of mobility of a manpower - 18,2 billion tenges, from them on construction and (or) acquisition of rent housing - 11,5 billion tenges and on design, development, arrangement and (or) acquisition at private builders of engineering and communication infrastructure in areas of housing building - 5 billion tenges;
- improvement of activity of bodies of employment and information maintenance - 2,1 billion tenges.

Further financing of the Program will be carried out within the means provided in the republican budget for the corresponding fiscal years of not less than 100 billion tenges annually.

Today, implementation of the Program of employment 2020, already gives high rates. Efficiency of implementation of the Program 2020, concerns each of three important objectives in this program. First, this creation of effective system of training and assistance in employment. Secondly, this assistance to development of business in the village. Thirdly, this increase of mobility of a manpower, priority employment in the centers of economic activity of Kazakhstan. The program of employment 2020 gradually gains steam, and already soon we will see those results for which we strive.

# Conclusion

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As a result of research the following conclusions were drawn:

First, employment represents important sector of development of society, both in social and in its economic understanding.

Employment reflects all state of the economy in general. All links of structure of employment are interdependent and complementary.

In practice and the legislation it developed so there are some classifications of employment of the population. All of them are very important and reflect essence of employment of the population. Also it would be desirable to allocate secondary employment of the population separately. Secondary employment is an additional work which is not the main and it is considered that generally people resort to it to improve the situation in difficult situations.

Secondly, the legislative regulatory base on employment of the population is very extensive. The law RK "About Employment of the Population in RK" provides the rights and duties in the sphere of employment of the parties, both the employer, and the worker, a guarantee of the state in the field of employment. However, as it was noted earlier, this act demands bigger completion of the legislator. Employment in general, and not just registered unemployment, orientation to increase of efficiency of employment, equal attention to demand for work and its offer has to be object of legislative regulation.

According to the Constitution of RK it is possible to allocate the following 3 principles: voluntariness there, responsibility of the state for creation of conditions for realization of the rights of citizens for work and freely chosen employment, and an integrated approach to the solution of problems of employment.

And, thirdly, the state refused management of employment direct mainly. The new system of impact on employment – system of regulation of employment is gradually formed. The choice of policy and development of various programs for settlement of the problems arising in employment of the population is important. Depending on situations the state chooses active or passive policy of employment of the population.

In the Republic of Kazakhstan also there are various programs for employment of the population. They are financed by budgetary funds and other sources according to the legislation of the Republic of Kazakhstan.

Unemployment, very topical issue at the present stage of development of the Republic of Kazakhstan.

Due to the rejection of effective measures for improvement, rehabilitation of the enterprises, to development of a domestic producer in real and agrarian sectors the question of employment of the population in the republic remains to the sharpest and not solved so far.

During research, the unemployment growth reasons were found out, and ways of reduction of number of the jobless population are also defined.

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