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The problem of youth employment in Kazakhstan
Master's Thesis

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Declaration

I declare I wrote the Master's thesis "The problem of youth employment in Kazakhstan" myself, using only the listed bibliography.

The research was done under the support and guidance of doc.Ing. Hana Mohelská, Ph.D.

In Hradec Králové, 18.08.2016

Signature

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Abstract

This thesis is titled “The problem of youth employment in Kazakhstan”.

The purpose of this study is to examine the problems of social and economic adaptation of youth in Kazakhstan. The first chapter is the introduction which gives general information about work. The second chapter will be about the goals and methodology for this study where I talk about my sources, the statistics and data to used, the criteria on which statistics are based, and how many respondents involved.

The third chapter is literature review. It explains what unemployment is, the type of unemployment. And how it can affect Kazakhstan as a country in whole. And also briefly describes the following: thus, Kazakhstan and its economy, the structure of education in Kazakhstan is like.

The fourth chapter describes the real unemployment situation in Kazakhstan. The results and analysis of questionnaires will be represented. And the summary of the interview with politics will be analyzed as well.

The fifth chapter will be my conclusion which gives a summary of the whole.

Abstrakt

Tato bakalářská práce nese název “Problém zaměstnanosti mladé lidí v Kazachstánu”. Účelem této studie je prošetření problému týkajícího se sociální a ekonomické adaptace mladé generace v Kazachstánu. První kapitola je úvod podávající hrubé informace o trhu práce.

Druhá kapitola pojednává o cílech a metodologii této studie a jsou zde zmíněny moje zdroje, použité statistiky a data, kritéria na kterých je založena statistická část a počet zapojených respondentů.

Třetí kapitola je literální rešerší. Vysvětluje nezaměstnanost a její druhy a jak to může ovlivnit Kazachstán jako celek. Také zhruba popisuje následující: Kazachstán, jeho ekonomiku a strukturu vzdělanosti.

Čtvrtá kapitola popisuje skutečnou situaci týkající se nezaměstnanosti v Kazachstanu. Závěry analýzy dotazníků budou prezentovány. Přehled rozhovorů s politiky budou také analyzovány.

Pátá kapitola pojednává o závěru objasňujícím práci jako celek.

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1. Introduction

Youth is the future of the country and on the starting conditions of their activity depends on its subsequent development. Youth is one of the most vulnerable groups in the labor market, especially in Kazakhstan. The presence of a certain level and various forms of unemployment is recognized in almost all countries. (Kaurova, 2001)

Youth unemployment is a type of marginal population unemployment. As noted in the report of the International Labour Organization (January. 2014), in 2013, were unemployed around 74,5 million young people aged 15 to 24 years, it is almost 1 million more than that a year earlier. Global youth unemployment has reached 13.1%, which is almost three times higher than the unemployment rate among adults, the International Labour Organization report notes that the rate of the ratio of youth unemployment to unemployment among adults has reached its historic high (“Vesti Ekonomika”, 2014)

Each new era is fraught with new challenges and new challenges. Kazakhstan is a young, dynamic, established state. During the years of independence the country has grown a generation of young people with a modern outlook, the rules of life and values that led to the birth of qualitatively new forms and strategies of social and economic behavior of young people, which is in the process of socio-economic adaptation requires constant adaptation to the conditions of the new social environment. (Mendekulova, 2005)

A serious problem of youth employment is a discrepancy between the volume and profile of training to labor market needs, which creates conditions of rising unemployment among graduates of vocational education institutions. This leads to the fact that the most active and educated part of young people, ending education institutions have to obtain the status of unemployed. Today, among the unemployed registered in the employment offices, every third - with higher and secondary professional education. This leads to choose Management as a subject of this research work. (Zotov, 2010)

Unemployment is a macroeconomic problem, which appears the most direct and profound effect on every person. In modern conditions of economic chaos, loss of a job for most people means lower living standards, often up to the full poverty, and causes serious psychological trauma. (Kairatbekov, 2003)

Each year, the labor market is replenished with young people from among graduates schools without training, there is a tendency of growth the number of unemployed by the youth who graduated from 9 and 11 school courses. Part is to learn, while others - to work. Immediately after graduation graduate is faced with the problem of “prestigious” jobs, which would fully satisfy its needs. Unfortunately, expectations are not always justified. (Kaybulatov, 2007)

The current situation, which characterizes the position of Kazakh youth in the labor market in recent years, is quite complex, there is a definite trend towards deterioration.

The level of youth unemployment is increasing as the registered and hidden. Given that young people's opportunities are limited due to their lower competitiveness compared to other categories of the population. (Bagaev, 2013)

The high level of youth unemployment is dangerous socio-economic consequences for the state and the entire population. The danger of increasing youth unemployment is growing in the occurrence of the risks and the emergence of negative trends in the society. (Mendekulov, 2003)

The aim of this study was to obtain further information on the situation of young people on the labor market: job search techniques, visit the training courses, the reasons for job changes.

According to official data, the level of youth unemployment is declining annually. However, to the unemployed officially rank as only those who are registered with the employment agencies, while other young people also have not found a job after graduation, classified as self-employed. (Tolkunova, 2002)

This research should contribute to promoting a better understanding of the current situation in Kazakhstan and its causes.

2. Objectives and Methodology

2.1. Objective

The aim of this research is to learn more about the youth unemployment and its causes, and to identify the main aspects of this problem in modern Kazakhstan. The goal of this paper work is to describe youth unemployment, the real and current situation, and reasons in Kazakhstan.

The relevance of the chosen theme of the study is primarily in increasing the proportion of young people in the workforce and the need to develop, in this regard, measures to address the problems related to youth unemployment in Kazakhstan. That is the relevance of this topic is due to the fact that youth issues, and especially its employment, are the subject of public policy.

The object of study is the youth, which is in the status of unemployed.

Subject of research is the causes of youth unemployment and the factors lowering its rates.

2.2. Method

For the purpose of this study, the expert opinion would be used. With to secondary data, literature review available on the subject area would be used. Relevant literature related to the research would be reviewed. Web-sites, magazines and articles from other sources related t the topic would be used as well.

For this paper work were conducted interview with the politics. August 8 this year, were held 30-minute interview with Meldehanov, politic. A little bit later, 11th of August was meeting with Orman politic. Thus, the method of gathering information and opinions is interview.

The data would be organized, analyzed and interpreted using tables, graphs and logical deduction.

Another method of collecting information is questionnaires. The questionnaires were sent to fifty young people from Almaty region. But only a total of 20 respondents were received back. Respondents are young people aged 16 to 25. Questionnaires were provided in Almaty city.

3. Literature review

3.1. The concept of unemployment and its underlying causes and socio-economic impacts

Unemployment is an economic category which is reflecting the complexity of the process of harmonization proposals labors with the demand for them. This process is covered by the state scale, proportional to the vastness of the territory, the differences in its natural and climatic conditions, the structure of the economy and of its place in the structure of industries, sectors and types of enterprises. Unemployment is objectively existing satellite wage. It is an integral part of any state, regardless of whether the official estimate of the number of unemployed and their registration is carried out. (Govorova, 2003)

A very important factor in macroeconomics is employment. Under employment is understood the number of adult of working population with a job. But not all working-age population has a job there, and the unemployed. Unemployment is characterized as the number of adult able-bodied people without work and actively seeking it. The total number of employed and unemployed makes the labor force. (Mazin, 2003)

To calculate the unemployment rate using different indicators, but common, including the International Labour Organization, is the unemployment rate. It is defined as the ratio of the total number of unemployed to the labor force, expressed as a percentage. (Asylbek, 2005)

In accordance with the definition of the International Labour Organization (ILO), unemployment is seen as a loss of earnings due to the fact that the person is able to work, ready to work and actually seeking work has no possibility to get a real job. (Asylbek, 2005)

Unemployment is the socio-economic phenomenon in which part of the workforce is not engaged in the production of goods and services. Labor force is part of the employed and the unemployed. The able-bodied population - of the population, which is the age and state of health, are able to work. The unemployed - people of working age who are not currently have a job but are actively searching for her. (Kairatbekov, 2003)

Official data on unemployment in Kazakhstan publishes the National Agency for Statistics in cooperation with the Ministry of Labor and Social Protection. The source for this data is the current population survey - sample survey of households.

To get to pattern, first of all, a person must belong to the non-institutional population. It is all those who have attained 16 years of age or older and is not at the same time in public institutions, such as a prison or a hospital.

In order to study human attributed to the category of the unemployed, it should:

- enter the non-institutional population;
- not have work during the week covered by the survey;

- take concrete efforts to find work during the previous 4 weeks;
- currently able to work.

In Kazakhstan, the unemployed are able-bodied citizens without work and earnings (labor income), residing on the territory of the country, registered in the place of residence of employment agencies in order to find a suitable job, looking for it and ready to start working. The ratio of unemployed to the total labor force figure gives the official unemployment rate, which after its publishing agency, is at the center of media attention. (Bayanov, 2004)

The unemployed cannot be recognized:

- citizens who have not attained the age of sixteen;
- citizens who, in accordance with the law appointed labor pension for old age or disabilities;
- those who, within ten days after the treatment in the employment service has refused two options suitable job, and for the first time looking for work and do not have a specialty (profession);
- after two failures of vocational training or a job offer, including a temporary nature;
- person who have provided documents containing false information for the recognition of their unemployed;
- able-bodied citizens, passing intramural training course.

The phenomenon of unemployment is closely connected to the labor market. Labor market is a dynamic system of social and labor relations, defining the terms of employment, use and exchange of labor force in the means of subsistence, and the mechanism of self-realization on the basis of the information received in the form of changes in the price of labor. (Babushkina, 2011)

The main types of unemployment on the essential characteristics are the reasons of occurrence and duration.

Among the types of unemployment are the following:

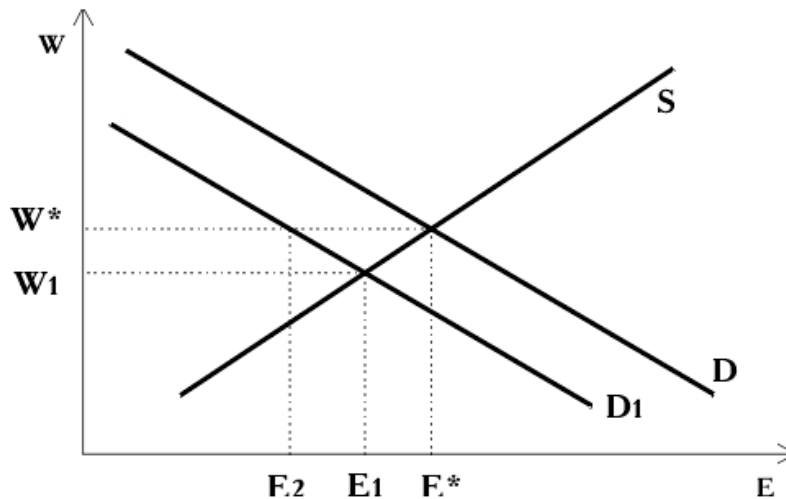
- Friction
- Structural
- Institutional
- Cyclic
- Seasonal

Frictional unemployment - is associated with time-consuming to find a new job and lasts 1-3 months. Frictional unemployment is unemployment during the transition from one worker to another job, which bears a temporary character. This type of unemployment is objective and is determined by the freedom of choice of occupation

and place of human work. This can be scheduled shift when a person voluntarily in connection with certain personal needs change occupation. (Kairatovich, 2006)

Suppose that the labor market is in equilibrium, that is, at the prevailing market wage, the amount of labor required is equal to the amount of the proposed work.

Picture 1: Market with the initial full-time



Source: <http://rudocs.exdat.com/docs/index-306373.html?page=3>

D- demand curve;

S- supply curve;

E*- employment;

W*- wage rate.

This condition is characterized as a state of full employment

However, even in this situation there is some unemployment, called friction.

Frictional unemployment is due to the dynamism of the labor market.

Some workers voluntarily decided to change place of work, finding, for example, more interesting and well-paid job. Others are trying to find a job due to dismissal from the previous place of work. Others come for the first time in the labor market or go back to him, moving from the category of economically inactive population in the opposite category. (Mazin, 2003)

Frictional unemployment is unemployment during the transition from one worker to another job, which bears a temporary character. This type of unemployment is objective and is determined by the freedom of choice of occupation and place of human work.

This can be scheduled shift when a person voluntarily in connection with certain personal needs change occupation. (Kairatovich, 2006)

Structural unemployment - associated with technological changes in the production, which change structure labor demand (occurs if the employee is dismissed from one industry cannot get to the other). Structural unemployment is the lack of sufficient demand for this work in the sector of economic activity. At a certain period of time in the structure of consumer demand significant changes occur that affect the overall demand structure, including and workers. Development housekeeper entails the introduction of more advanced technologies, and hence the corresponding structural changes in production. (Altynbekov, 2002)

This type of unemployment occurs when changing sectoral and territorial structure of labor demand. Over time, consumer demand in the structure and production technology significant changes occur, which, in turn, alter the overall structure of labor demand. If the demand for workers in the profession or the region is falling, unemployment appears. Redundant workers cannot quickly change his profession and qualification or to relocate and stay for a while unemployed. (Asylbek, 2002)

In the Picture 1 decreased demand represented by line D_1 . In this case, provided that the salary does not change instantly, the E_1E^* segment is the amount of structural unemployment: there are people who are willing to pay at the rate W^* , but cannot work. Over time, the equilibrium wage will fall to a level W_1 , where only frictional unemployment will exist again. (Mazin, 2003)

There is no clear distinction between frictional and structural unemployment, as in the case of structural unemployment, laid-off workers start looking for a new job. (Altynbekov, 2002)

It is important that both types of unemployment constantly exist in the economy. Completely destroy them or reduce to zero is impossible. People will be looking for another job, seeking to improve their well-being, and the firm - more skilled workers, seeking to maximize profits. That is, in a market economy are constant fluctuations in supply and demand in the labor market. (Kairatovich, 2006)

Since the existence of frictional and structural unemployment is inevitable, the economists call them the amount of natural unemployment. (Altynbekov, 2002)

The natural rate of unemployment - it is such a level which corresponds to full employment (including frictional and structural unemployment forms), due to natural causes (turnover, migration, demographic reasons), and is not associated with the dynamics of economic growth. (Mazin, 2003)

Full-time is called a situation where only the natural unemployment rate is observed in the economy. The volume of production corresponding to the functioning of the

economy at full employment, called the productive potential of the economy. (Altynbekov, 2002)

Natural unemployment occurs when the balance of labor markets, that is, when the number of asylum is the number of available jobs. Thus, full employment does not imply the absence of unemployment, but only some of its minimum required level. After all, the natural unemployment rate is in some degree a positive phenomenon: “friction” unemployed needs time to find appropriate vacancies; “structural” unemployed need time to qualify for, or to move to another place, if it is necessary for getting a job. (Kairatovich, 2006)

Seasonal unemployment is due to seasonal fluctuations in the volume of production in certain industries. Seasonal unemployment is similar to the cyclical in the sense that it can also cause fluctuations in the demand for labor. However, in this case these oscillations can be predicted with quite high accuracy. (Bayanov, 2004)

In industries with seasonal demand, firms prefer to lay off workers, and not to reduce wages for the same reasons as in the case of cyclical fluctuations.

Workers also agree to work in such industries because, for some workers the presence of unemployment insurance, as well as the knowledge that over time, after the end of the season of low demand, they will again be hired to work, allowing them to consider such periods as the paid leave . Other workers, knowing that part of the year they will be unemployed, require a higher wage, which will provide them with a certain level of income in the “dead” season. (Altynbekov, 2002)

Cyclical unemployment - occurs during cyclical economic downturn and lack of demand. There is a connection with the decrease of real GDP and the release of the labor force. Cyclical unemployment is linked to fluctuations in business activity. (Bayanov, 2004)

Cyclical unemployment - is the lack of sufficient demand for labor in general, it is due to decline in production of goods. The extent and duration of the unemployment rate reaches its peak during the crisis of the economy and minimal in its rise. This unemployment rate is creating serious problems in the labor market, since in an economic downturn, when the aggregate demand for goods and services is reduced, the level of employment is shrinking and unemployment rising. (Mazin, 2003)

It arises in cases where a drop in aggregate demand for manufactured products causes a drop in aggregate demand for labor in the conditions of the inflexibility of real wages downward.

Reasons rigidity (stiffness) of wages:

- The law on the minimum wage

According to the law, wages cannot be set below a certain threshold. For most employees, this minimum has no practical significance, but there are some groups of workers (unskilled and inexperienced workers, young people), which raises the statutory minimum wage above the equilibrium point, which reduces the demand for such firms to work and increases unemployment. (Ananyev, 2000)

- Trade unions and collective bargaining

Despite the fact that the trade unions are united only a fraction of the labor force in the country, they prefer the dismissal of workers, rather than wage cuts. The reason is as follows. Temporary reduction in wages reduces the earnings of all workers, whereas the dismissal in most cases affect only recently hired employees, which make up only a small part of the union members. Thus, trade unions are seeking higher wages, sacrificing a small amount of employment of workers - union members. A collective agreement concluded between the company and the union, can also cause unemployment. As a rule, it is for the long term, and if the agreed salary level exceeds the equilibrium, the firm prefers to hire to the highest bidder fewer employees. (Vyshnevskaja, 2001)

- Efficiency Wages

Theories of efficiency wage based on the fact that the highest salary increases employee productivity and reduces turnover at the firm. This policy allows you to attract and retain highly skilled professionals, improve the quality of work and interest of workers. Reduced wages reduces the motivation to work and encourage the most talented employees to look for another job. (Dunaeva, 2001)

- The psychological aspect

It is obvious that the market there is no single wage rate for all firms. In the majors wages, tend to be higher. However, employees of large companies sometimes prefer to remain unemployed than to switch to low-paying jobs. According to some economists, this behavior is caused by the dignity of workers, their desire for a certain position in society. (Vyshnevskaja, 2001)

Institutional unemployment - arises because of the limited labor force and employer's up to date information about vacancies and workers wish. (Kononova, 2003)

The level of unemployment benefit also has an impact on the labor market by creating a situation where an individual who is able to get low-paid work, prefers to sit on the dole.

This type of unemployment occurs when the labor market operates inefficiently.

As in other markets, there is limited information. People may simply not know about the current vacancies or businesses may not be aware of the desire of an employee to

occupy the proposed post. Another institutional factor is the level of unemployment benefits. If the benefit is high enough, there is a situation called unemployment trap. Its essence lies in the fact that the individual has the opportunity to get low-paying jobs, would prefer to be on welfare and not work at all. As a result, unemployment increased, and society bears the losses not only due to the fact that the national product is produced at a level below the potential, but also because of the need to pay the inflated unemployment benefits. (Kochetov, 2001)

Duration of unemployment is defined as the number of months that a person has spent without a job.

As a rule, most people quickly find a job, and unemployment appears to have a short-term phenomenon. In this case we can assume that this frictional unemployment and it is unavoidable. (Kashkin, 2002)

On the other hand, there are people who for months could not find a job. They are called long-term unemployed. Such people feel most keenly the burden of unemployment and often desperate to find work, leaving the group of economically active population. (Kochetov, 2001)

Reducing it entails a significant financial impact on the part of the state. The most effective would be the development and adoption of a special program to provide employment, state subsidies and which bears a complex character. (Dunaeva, 2001)

At this point in the Republic of Kazakhstan, can be observe all of the above types of unemployment, including a cyclic, caused by global financial crisis.

Inefficient use of human capital leads to partial or hidden unemployment, when the retention employer gives them the opportunity to work part time or per week. (Kochetov, 2001)

There are economic and noneconomic consequences of unemployment that occur at both the individual level, and at the community level. (Kashkin, 2002)

Non-economic consequences of unemployment - it is psychological, and social and political consequences of job loss. (Mazin, 2003)

Economic consequences of unemployment on the individual level are in part the loss of income or profit (reduction of current income), as well as the loss of qualifications (which is especially bad for people new trades) and therefore reducing the chance of finding a high-paying, prestigious jobs in the future (possible decrease in the level of future earnings). (Kashkin, 2002)

To change the unemployment rate as a phenomenon, there are two indicators:

- unemployment rate - the ratio of unemployed to the total number of economically active population (in percentage);
- duration of unemployment - the stay as unemployed. (Abreev, 2005)

To measure the unemployment rate, the definitions of the status of the unemployed are regulations. To this category belong the unemployed persons who are looking for work, ready to start working and are a customer of the State Employment Service. (Kashkin, 2002)

Experts say that almost 1/3 of the world's labor force are either unemployed or working part-time. However, the employment service addresses, usually 25-30% of the citizens who do not have work. (Bagayev, 2013)

The majority of people are seeking to find a job on their own, so the real level of unemployment is very difficult to determine. Consequently, assistance can be provided only to those who applied to the employment service. (Dunaeva, 2001)

3.2. Youth unemployment as a youth problem

The youth is a large public group with specific social and psychological characteristics, which can be determined as the age peculiarities of young people, and the fact that the socio-political and socio-political situation, their spiritual world is in its state of formation. To the youth usually carry people between the ages of 16-30 years. (Dolgova, 2010)

According to the Law of the Republic of Kazakhstan “On state youth policy in the Republic of Kazakhstan” to the “youth” category includes citizens of the Republic of Kazakhstan at the age of fourteen to twenty-nine years.

Young people, for the first time coming into the labor market and do not have a profession or sufficient experience, in all countries of the world decided to attribute to socially vulnerable groups. At the same time, taking into account that young people have the greatest strategic and innovative resource of the country, it is necessary to recognize the scope of its employment a priority part of the socio-economic policy. This means that the training of highly qualified personnel, adapted to the conditions of market economy and owning the latest technology, it is a task of strategic opportunities, from which solutions to a large extent depend on the pace of economic growth, its competitiveness. (Kalibekov, 2000)

The problem of employment and employment issues are discussed in our time as a rule in the light of the problem of unemployment as the most important problems in this area; the unemployment structure, hidden unemployment, part-time and secondary employment, long-term unemployment, layoffs of workers and the creation of new jobs, the role of government in a market economy, the norms and values of the unemployed. (Teslenko, 2006)

Virtually all employers negatively assess the qualities of young workers, as the lack of working life skills and building relationships in the working group, erratic behavior, excessive emotionality, that is all that shows human social immaturity, insufficient socialization. The presence of these qualities leads to discriminatory treatment of young people in the labor market. Proper construction of the personnel policy of the

organization involves the development of special programs to enable young professionals to adapt to the new role of the employee and a member of the staff. (Abreev, 2005)

Today, a lot of works are published in which the youth is seen through the prism of the market. These studies focus on the following subjects: the structure of employment, the labor market, public policy on youth employment. However, they have a very specific focus. In addition, as a segment of the youth labor market is considered, in most cases the volume of which does not fully disclose the problem as a whole and the political and social aspect in particular. (Talykova, 2008)

Despite the extensive literature on the subject in her study there are numerous gaps: poorly represented by the social aspect of youth unemployment are not enough explored mechanisms to promote youth employment, the state employment policy.

Massive unemployment among young people, due to the specifics are not yet established the psyche, excessive ambition newly minted professionals youthful extremism and reactivity, is an even more profound problem. Young professionals - is the pride and hope of any developed country, and if this "hope" does not have the appropriate social protection, youth is transformed into one of the most significant threats to economic security and social stability of the country. (Abreev, 2005; Mendekulova, 2009)

Unemployment among young people conducts:

- 1 to deepening poverty and impoverishment budgets of young families (as a consequence - increase in divorces, abortions, reduced fertility, increase in the number of homeless and abandoned children, orphans, children with disabilities);
- 2 reducing social security and inadequate assessment of the youth labor contributes to a drop in national patriotism leads to an outflow of young professionals in the developed capitalist countries, instills interest in finding alternative forms of income in the informal economy and shady business, undermines the interest in education;
- 3 compounded the crime situation in the country, an increasing number of economic and criminal offenses, blooms alcohol and drug abuse, increase the number of sexually transmitted and other diseases, reducing the level of life expectancy, increased mortality - all contribute to the natural degeneration of the nation. (Abramovich, 2007)

3.3. Features of youth labor market

Youth labor market is formed by young people in need of employment. They are unemployed graduates and secondary institutions. Of course, not all the new graduate looking for jobs and enter the labor market. Some of them are planning to continue their education, while others are not employed for other reasons. (Alpysbaev, 2009)

Youth labor market has its own peculiarities.

Firstly, it is characterized by instability of supply and demand, due to the variability of the orientation of young people and their social and professional uncertainty. The situation compounded the aggravation of social problems of young people associated with the radical change in the socio-cultural and political context of personal development, which entails increasing difficulties of self-determination of young people, including professionally. (Kairatov, 2007; Beknurov, 2010)

Secondly, specific to of youth labor market is low competitiveness compared with other age groups. Young people are most at risk of losing their job or a job. Employment opportunities of the new workforce entering the labor market for the first time are reduced. Restricting the demand on the labor market reduces employment opportunities for graduates. (Beknurov, 2010)

Third, youth employment has explicit and implicit dimensions. Continue to increase group of young people who are not working and not studying.

Fourthly, the youth labor market is characterized by large variance. This is due to the fact that he was out graduates of educational institutions that train specialists in all possible professions. Lack of demand on the regional labor market, many of them, leads to the fact that the majority of job seekers young people, including recent graduates are employed by their specialties, far from basic education, retraining for many are the only way to get a job. Every year the number of graduates every fourth becomes a potential candidate for retraining, obtaining the second profession. In addition, a fifth of young people dismissed because of dissatisfaction with the occupation, nature of work in the first year after graduation. (Kairatov, 2007; Beknurov, 2010)

Thus, the main problems of young people in the labor market are the lack of young people required employers seniority and experience and the difficulty of obtaining this experience, youth unemployment, the problem of discrimination against women in employment, the problem of the imbalance of supply and demand in the labor market, the problem is lack of awareness of the population about their rights and opportunities in finding a job. (Kairatov, 2007; Beknurov, 2010)

3.4. Problems of graduates in the labor market

It is possible to formulate some basic graduate adaptation of obstacles in relation to his employment. Education and employment system together stand as a society in miniature, model social system and social integration mechanisms. In this case, the construction of education as a unique transfer of social development is carried out, among other things, influenced tions of professional education. (Altynmaev, 2007)

Cooperation institutions of education, and employment, which depends on the employment of graduates of higher educational institutions, are carried out with low efficiency. A number of categories of graduates and certain social groups cannot compete in the labor market; the problem of employment has become one of the most pressing concerns of the student body. Inconsistency receipt motives in the choice of

educational institution and life course trajectories strategies leads many young people to the difficulties of integration into the labor market. (Altynbekov, 2009)

The inability of graduates to realize its full potential in a market environment conducive disappointment in their chosen profession, change of profession, which leads to the devaluation of public expenditure on higher education, the weakening of the intellectual potential of the country, the growth of social tension in the future intelligentsia. One reason for the inconsistency of professional plans and life goals of young people is a contradiction and non-professional orientation value orientation. (Ryspaev, 2012)

Intensification of cooperation actors in the field of youth labor market by itself does not give a positive result. The new quality of this process may be provided by the concept of information impact on the labor market agents, when in the absence of direct policy planning is carried out indirectly control the behavior of market participants by the generation of new information, influence decisions. The Employment Service can perform the function of an external independent expert whose information, if it is reliable, affects the decisions of the labor market agents, as it reduces their costs, but in doing so reduces their costs and increasing the efficiency of market regulation. Today's employment agencies necessary to simulate the informational interaction between the members of labor market, and evaluate the quantity and quality of information that they need. (Kairatov, 2008; Altynbekov, 2009)

Associated with the structural changes in the industrial sector reducing the need for experts, the lack of current and long-term forecasts of socio-economic development of regions, a weak link with companies for the training of specialists for specific jobs has led to a change in orientation in the system of training with higher and secondary vocational education. (Mendekulova, 2008)

Consequently, in determining the activities of educational institutions are largely guided by the needs of the individual in vocational training and not on the real needs of regional labor markets. Development of the system of vocational guidance in high schools is inhibited under conditions of scarcity of opportunity and interest to interact effectively with employers. It fixes the lack of financial and administrative resources, but is not involved information resource, which in the public and makes active use of labor market participants to use their resources in the desired direction. (Kairatov, 2008; Ryspaev, 2012)

The market of educational services provided by institutions of higher and secondary vocational education is formed in the new socio-economic conditions. Some schools attempting to regulate supply and demand through a change in the volume and professional and qualification training structure. Targeting educational institutions to prepare the so-called market trades, have increased demand among young people in an underdeveloped labor market today leads to a deepening imbalance between the professional structure of the labor market and the real skill of free labor. (Altynbekov, 2008)

The capabilities employment service is to assist in the employment of graduates of professional educational institutions falling on the background of the increasing gap vocational qualification structure of the labor market demand with graduate qualification levels, caused a certain degree of reluctance of a number of educational institutions flexibility in contact with administrative structures, employment agencies, employers and other interested parties to take responsibility for solving the problem of targeted training and the use of skilled labor. The delay is the adaptation of vocational training systems to labor market conditions, the lack of readiness of a large part of employers to implement in practice the human resources policy, aimed at graduates of vocational educational institutions, in the future may become a serious brake economic development of enterprises and the region as a whole. In addition, unemployed graduates of universities and colleges face the risk of social exclusion. (Kairatov, 2008; Altynbekov, 2009; Beknurov, 2010)

Employment Service conduct labor market policies should be based on the concept of information influence and indirect agents of labor market management, which requires the construction of a new information-analytical base, the development of new methods and techniques to obtain meaningful information, its use in accordance with the purpose of inter-sector cooperation in the labor market. This problem is related to issues of professionalism of the social sphere, in particular professionalization of intermediaries in the labor market, which serve not only to employment agencies and employment services, but also educational institutions themselves. (Rysbekkyzy, 2010)

The main problem of the functioning of recruitment agencies, facilitating services retraining and employment of young people is the lack of an extended interaction with each other, each agency operates quite independently and in isolation, however, the need for constant contact point all the leaders and representatives of recruitment agencies. Today the main activities of the existing recruitment agencies at universities associated with the search for suitable vacancies and the formation of a database for students of each school. (Rymbaev, 2012)

Promising activity on three main levels: prospective students, faculties and departments of universities, employers. Leaders of student recruitment agencies share a similar approach, although it is noted lack of own resources for the general work with the departments and faculties for correction or modification of curricula that do not meet the needs of the modern labor market and the requirements for specialists. Lively discussion is the problem of youth career guidance and the correct choice of specialty. Cases of mistaken choice of specialty by young people is not rare, in this matter the responsibility taken place at the school and parents, but it is student recruitment agencies can significantly affect the correctness of the choice of the specialty and the future profession of the individual. (Altyn, 2008; Bekbayev, 2006)

New aspects in the employment of graduates require, on the one hand, improve forecasting, planning and coordination of institutions related to the reproduction and use of labor resources; and on the other - a thorough accounting education activities real

demand for footage that they are prepared, improve professional quality characteristics of their graduates. (Rymbaev, 2012)

3.5. Lack of experience and length of work

Work experience and length of work, preferably in the specialty, to date, is one of the essential requirements for candidates to fill the proposed vacancies in the labor market. Accordingly, no work experience and length of college graduates in this case, the work is often reluctant to take. Therefore, graduates have not only experience, but also the possibility of obtaining such an experience. (Kolonova, 2010)

3.6. The problem of the imbalance of supply and demand in the labor market

The problem is that there is a mismatch between what the specialty at a particular moment required in the labor market, and in some specialties professionals produce high schools. In this case we are talking about the fact that the labor market is currently difficult to predict even approximately on the same five or six years, as the economic situation in the unstable society. By purchasing the seemingly prestigious profession, a graduate of the risks to be unclaimed after graduation due to sharply change the rating of the prestigious professions. (Teslenko, 2006)

3.7. Infantilism of young people to find work

Young people often do not have an active position in the search for work, and therefore do not use many of the existing possibilities of finding work. This is largely due to the reluctance to get into uncomfortable situations and tough labor market. (Yusupov, 2009)

3.8. Discrimination of young people in the labor market

Discrimination of young people in the labor market - this is an urgent problem for any market economy, especially for Kazakhstan when Kazakhstan's transition to a market are unclaimed unemployed graduates, universities and technical schools - young people are educated but have no professional experience. (Muratbaev, 2011)

But if people have equal abilities and skills, they perform the same work, but do not get the same reward or differently moving up the career ladder, it is possible to speak of discrimination. It is especially noticeable when the labor market functioning regularly reproduces the differences in the position of certain groups of the population. Since it is obvious that the worst situation in the labor market, such as women or minorities cannot be explained by the assumption of the worst tendencies of individual women on average than men, or worse on average abilities of workers from ethnic minorities, compared with workers of the main nationalities. (Mazin, 2003)

If people have equal abilities and skills, they perform the same work but do not get the same reward or differently moving up the career ladder, it is possible to speak of discrimination. It is especially noticeable when the labor market functioning regularly reproduces the differences in the position of certain groups of the population. (Tolkunova, 2008)

Discrimination in the labor market may be subject to different categories of workers. There is discrimination based on gender, nationality, race, age, and so on. In Kazakhstan, of course, are the relevant issues of equal opportunities in the labor market between the young and older generation. (Bulatova, 2007)

Discrimination is this unequal opportunities, for example in employment or payment, *ceteris paribus*. But in reality, a level playing field is not seen, and very difficult to distinguish differences in the situation of a worker due to discrimination, the differences caused by its individual characteristics. In addition, discriminatory effects are accumulated, and the individual characteristics of the employee may already be the result of prior discrimination. Thus, discrimination - a very complex phenomenon, it affects a lot of reasons, making it difficult to develop policies to overcome it, and calls for thorough research. (Mazin, 2003)

Once a result of market reforms, the least protected part of the labor collectives, young people suffering from various forms of social discrimination: unlawful dismissal, fines, the use of young people's unpaid labor, especially the younger age groups in the period of probation, without firm guarantees of their later permanent employment, taking with respect to young workers a mass character. More than half of young people are engaged in unskilled labor, in many settings, work in one way or another connected with the crime, carried out in adverse and often dangerous psycho-physiological conditions without clear limitation of working hours. (Govorova, 2003)

Several kinds of discrimination in the labor market can be identified.

- Discrimination in employment (or, conversely, when the dismissal from work) occurs when a particular population group, *ceteris paribus*, the last to be hired and the first fired. Reflecting this situation will be higher unemployment in these groups.
- Discrimination in choosing a career or career advancement occurs when any population group, prohibit or restrict access to certain types of activities, professions, positions, despite the fact that they are able to carry out these works. The downside of this type of discrimination - the concentration of groups discriminated against in jobs for which they have too high qualification.
- On wage discrimination occurs in the case of low wages of some workers in comparison with other for the performance of the same work. That is, when the pay differences are not related to differences in the efficiency of work.
- Discrimination in education or training may be expressed or restriction of access to education or vocational training, or in the provision of educational services of lower quality. (Mazin, 2003; Govorova, 2003)

Some types of discrimination usually generate other, thus further aggravating the consequences. Nevertheless, the impact of certain types of discrimination can be self-sufficient, with greater or lesser relevance for different groups of workers, depending on the socio-economic situation. (Bulatova, 2007)

Once a result of market reforms, the least protected part of the labor collectives, young people suffering from various forms of social discrimination: unlawful dismissal, fines, the use of young people's unpaid labor, especially the younger age groups in the period of probation, without firm guarantees of their later permanent employment, taking with respect to young workers a mass character. More than half of young people are engaged in unskilled labor, in many settings, work in one way or another connected with the crime, carried out in adverse and often dangerous psycho-physiological conditions without clear limitation of working hours. (Zotov, 2010; Bulatova, 2007)

In all of the above it can be concluded that reformed the world of work has not brought the expected young Kazakh freedom in professional self-determination. They were in a new relationship, this time by employers and shareholders, whose activity is not limited to the development of social protection mechanisms. Under these conditions, more than half of young people are not able to protect their own rights; the state can only help in this case. (Adambaeva, 2004)

3.9. International experience in the fight against youth unemployment

As the mechanisms for solving the problem of employment of young specialists can be useful European experience to fight against youth unemployment. The global economic recession has directly affected many EU countries. Due to the low level of employment of youth the governments of Europe Union states take specific measures to break the deadlock. (Rysbekpaev, 2014)

For example, in the EU it was set up a special fund to fight against youth unemployment and adopted a plan to fight unemployment in the European Union International, which provides for the allocation of special fund of 5 billion euro for the fight against youth unemployment in the years 2014-2020. The funds are mainly used to fund training programs, training and retraining. (Mushkin, 2015)

In the Great Britain the government is closely monitoring the development of youth entrepreneurship. So, it was announced the introduction of a credit loan for the Youth Entrepreneurship - Youth Enterprise Loan (YEL) and the allocation of £ 10 million to support business start-ups of young entrepreneurs nationwide. (Altynbekov, 2015)

In France, 2013 was proclaimed the Year for the employment. The main mechanism to solve the employment problems of young French people – “generations contract”, in effect since March 18, 2013 It provides 4,000 euro annual aid to enterprises within 3 years, which employs less than 300 workers (this is - 99.5% of the total number of French companies, there They work 56% of the French) in the recruitment of young employees aged 15-25 (persons with disabilities - in the age of 30) and maintaining jobs for the elderly (older than 57). By 2017, the French government expects to sign similar contracts 500 thousand young specialists. It is planned therefore saving 500 thousand jobs for those over 57. (Ryskulov, Ainurov, Bekmuratov, 2015)

In Spain, in February 2013 the government approved a strategy for youth entrepreneurship and employment 2013-2016, worth 3.5 billion euro for 4 years.

In Greece, since the beginning of 2013 a National Action Plan on youth employment, involving the creation of 62 thousand jobs with the assistance of funds from the European Social Fund and European Regional Development Fund. Greek youth want to help build their business in rural areas, to provide work in the field of social services and culture. The program involves providing workplace training, a five-month internship and a commitment to entrepreneurs to hire for 1 year after the program. (Altynbekov, 2015)

There are some generally accepted international approaches to youth unemployment:

- the historical approach to the problems of young people, according to which young people should always be evaluated as a specific socio-demographic group within a concrete historical society;
- analysis of the actual life. This means that young people should be studied both theoretically and empirically;
- analysis of youth development paths. Keep in mind that each new generation of young people grows in several changes in social conditions;
- differentiated approach. Youth is not a homogenous (uniform) group;
- understanding the educational, professional, cultural, ethnic and socio-political youth heterogeneity, the presence in its midst of differences, which are often decisive in a particular moment in the development of society;
- conditionality problems of youth social relations prevailing in the society, the possibility of their decisions only on the basis of socio-political and economic transformation. The role and place of youth in public affairs are defined by what opportunities are available for the implementation of its abilities and energy, and, at the same time, by how actively young people themselves are involved in the life of society. (“Kazakhstanskaya Pravda”, 2013)

3.10. The general information and economic situation in the country

Kazakhstan is a country of ancient civilization of the Eurasian continent, the birthplace of the nomadic tribes, a solid piece of the Great Silk Road (1400 km)

The Republic of Kazakhstan is a unitary state with a presidential form of government. According to the Constitution, the country is a democratic, secular, legal and social state whose highest values are an individual, his life, rights and freedom. (Sitkinov, 2007)

Today, the business center of Kazakhstan is not much different from the same center in a developed country Europeans. Certainly, Kazakhstan had to go through a lot before reaching what it has and what it is today. Country took 20 years of hard work and multilateral cooperation with the world, to enter the 30 most developed countries of the world. (Altynbekov, 2010)

Location: Ranked ninth in the world by area, Kazakhstan did not fit on the one continent, with the result that it is located on the lands of Asia and Europe.

Area: 2 724 900 square km

Capital city: Astana

Population: 17 713 784

Monetary Unit: Tenge (KZT) (1 euro = 375,5)

Independency: December 16, 1991

Administrative divisions: Administrative Kazakhstan is divided into 14 regions, 84 city, 159 districts, 241 towns and 2042 villages. (Bolatovich, 2009)

The state language is Kazakh. Russian has the status of language of international communication. During 1917-1991 years was in Soviet Union.

President of the Republic of Kazakhstan is the head of state, its highest official determining the main directions of domestic and foreign policy and representing Kazakhstan within the country and in international relations. The President - the symbol and guarantor of the unity of the people and state power, inviolability of the Constitution, rights and freedoms of man and citizen. (Abaev, 2009)

The government exercises executive power of the Republic of Kazakhstan, heads the system of executive bodies and provide guidance to them. Legislative functions are performed by the Parliament of the Republic of Kazakhstan, which consists of two chambers - the Senate and Majilis acting on a constant basis. (Myrbaev, 2007)

In the north and west of the country has a common border with Russia - 7591 km (the longest continuous land border in the world), China in the east - 1783 km, in the south of Kyrgyzstan - 1242 km, with Uzbekistan - 2351 km and Turkmenistan - 426 km. Kazakhstan is the largest country in the world that does not have direct access to the World Ocean. (Sitkinov, 2007)

The Republic of Kazakhstan is industrial country, one of the main sources of economic growth which is mining. Mineral resources base of the country consists of more than 5000 deposits, Republic ranks first in the world in explored reserves of zinc, tungsten and barite, the second - silver, lead and chromate, the third - copper and fluorite, fourth - molybdenum, the sixth - gold. (Altynbaev, 2015)

Kazakhstan also has significant oil and gas reserves, which are concentrated in the western regions. Now Kazakhstan is on the 9th place in the world in terms of proven oil reserves. In addition, the republic occupies in the world ranking 8 th place coal reserves and the 2nd place in uranium reserves. (Sitkinov, 2007)

Traditionally, much attention is paid to the country's agricultural development. Kazakhstan is among the ten leading exporters of grain and is one of the leaders in the export of flour. 70% of arable land in the north is occupied by grain and industrial crops - wheat, barley, and millet. In the south of the country grow rice, cotton, tobacco. Kazakhstan is also famous for its gardens, vineyards and melons. The leading branch of agriculture is livestock, whose key focus is the breeding of cattle, horses, camels and

pigs. In the country also well developed poultry farming and fish farming. (Bolatovich, 2009)

As part of the diversification of the economy, in the country is successfully implementing the State program of forced industrial-innovative development. In line with this strategic initiative across the country modernized old and new enterprises and production. (Sitkanov, 2007)

Carried out large-scale social modernization of the country - the new schools are being built, professional colleges and universities, open-date medical clinics and hospitals, improving the system of social support of the population. (Altynbekov, 2010)

Currently, the country is home to 130 ethnic groups, successfully operates an advisory body for the harmonization of interethnic relations - the Assembly of People of Kazakhstan. (Agency of Kazakhstan on Statistics)

In July 2010 country began to operate the Customs Union of Belarus, Kazakhstan and Russia, and from 1 January 2012 - the Common Economic Space. These associations are aimed at efficient development of the economies of participating States and improving living standards on the basis of the principle of freedom of movement of goods, services, financial and human capital across the borders of the three countries. (Mymbekov, 2015)

From 1st of January, 2015 Republic of Kazakhstan is in Eurasian Economic Union.

3.11. Socio-economic consequences of unemployment in Kazakhstan

There are economic and noneconomic consequences of unemployment that occur at both the individual level and at the community level. (Kenkereev, 2006)

Non-economic consequences of unemployment - it is psychological, and social and political consequences of job loss.

Economic impact of unemployment on the individual level are in part the loss of income or profit (reduction of current income), as well as the loss of qualifications (which is especially bad for people new trades) and therefore reducing the chance of finding a high-paying, prestigious jobs in the future (possible decrease in the level of future earnings). (Altynovich, 2007)

The economic consequences of unemployment on society as a whole are to underproduction of gross national product, lagging the actual GDP from potential GDP. (Rysskulov, 2009)

The presence of cyclical unemployment (when the actual unemployment rate exceeds the natural rate) means that resources are not fully utilized. Therefore, the actual GDP is less than the potential (GDP at full employment of resources). (Rysskulov, 2009)

The relationship between the lag in output (while GDP) and the level of cyclical unemployment empirically, based on the study of statistical data, the US for a number

of decades, brought an economic adviser to President John Kennedy, the American economist Arthur Melvin Okun.

In the early 60s he proposed a formula that shows the relationship between the delay of the actual volume of output from the potential and the level of cyclical unemployment. This relationship became known as “Okun's law”.

The calculation of the economic consequences can be concluded that unemployment is a serious problem for the state and requires an active government policy.

Apart from the purely economic consequences cannot be discounted and the significant social and moral consequences of unemployment and its negative impact on social values and vital interests of citizens. Forced inactivity considerable mass of the working population and each individual leads to life depression, loss of skills and practical skills; declining morals, rising crime, lost self-esteem, family break up, increasing social tension in society, which is also characterized by an increase in the number of suicides, mental and cardiovascular diseases. Eventually undermined and physical health of society. (Ryskulov, 2014)

In connection with the loss of a job, many families are below the poverty line.

Poverty - it is the economic condition of the people who do not have the minimum (according to the norms of the country) livelihood. (Grigoriev, 2002)

The share of the country's population with incomes below the subsistence minimum was 10.2% in 2014. (Agency of Kazakhstan on Statistics)

Homelessness - is another negative impact of unemployment. In order to somehow feed his family could irresponsible parents allowed their children to crime, both criminal and moral direction. In connection with this increases in the number of suicides among young people. (Lisichkina, 2001)

The unstable situation in the labor market, economic reforms, unemployment, social insecurity especially among young people entails the growth of crime, drug addiction and alcoholism relatively young population of country. (Bekmuratov, 2009)

Many families find themselves on the brink of poverty, due to the loss of work, and therefore the only source of income, were looking for livelihoods in the informal business. One of these is the spread of narcotic drugs, as well as their distribution among young people, which is formed on the negative mental and physical development of children. (Abyraev, 2003)

3.12. Activities of the State Employment Service

Almost a century of history of development of public employment services in market economies convincingly proved their ability to respond flexibly to changing situations, whether it is economic growth or decline, and the unemployed to adapt traditional maintenance methods to the challenges of time. That is why not a single state has never

denied by maintaining the high status of the institution. Under the conditions of liberal market reforms in Kazakhstan for the implementation of state policy in the field of employment and to provide adequate safeguards for citizens on the basis of the existing centers on employment, career counseling and retraining of the population in 1993. Service for Labour and Employment was created. (Gromov, 2005)

According to the law, the State Employment Service includes:

- Executive body exercising functions of control and supervision in the sphere of labor, employment and alternative civil service, public service in the promotion of employment and protection against unemployment, labor migration and settlement of collective labor disputes;
- Executive bodies of subjects of the Republic of Kazakhstan;
- Public employment services.

Activities of the Republic of Kazakhstan state employment services aimed at:

- Assessment of the status and outlook for employment, information on the situation on the labor market;
- Development and implementation of programs providing measures to promote employment, including programs to promote employment of citizens under risk of dismissal, as well as citizens who have difficulties in finding a job;
- Assist citizens in finding suitable employment and employers in the selection of necessary workers;
- The organization of activities of the active employment policy;
- Implementation of social benefits to citizens, recognized in the prescribed manner unemployed, in accordance with this Law and other normative legal acts of the Republic of Kazakhstan;
- Exercising control over the provision of government guarantees in the field of employment. (Altenbekova, 2014)

Of great importance is growing in the employment service system of professional training of the unemployed population. It promotes the professional adaptation of redundant workers and the unemployed, to increase their competitiveness in the labor market. Professional training of the unemployed is carried out through three channels: retraining, initial training, and professional development. (Rysbaev, 2013)

With the development of market relations and competition, accelerating the restructuring of the industry structure of employment and social value of comprehensive employee training is bound to increase. This will help to increase youth employment while studying. World and domestic honey agric confirms a steady trend of growth duration of youth education and later entry and active career. (Grigovriev, 2010)

Thus, can be concluded that public service employment is engaged in improving the effectiveness of mechanisms for youth employment agencies, which allows young people to enter working life.

3.13. The structure of education in Kazakhstan

For the better understanding further information in this research, here is described the structure of education in Kazakhstan.

By the nature of the educational programs of education in Kazakhstan is divided into general and vocational education. There are the following levels of education: pre-school education and training, secondary education, higher and postgraduate education.

Compulsory education in Kazakhstan provides training for 11 years. Usually, children start school at the age of six or seven years. From three to six years, they can attend kindergartens (preschools).

3.13.1. Preschool

The so-called "Preschool" or "Class 0" - is a relatively new phenomenon in Kazakhstan education, he is about 15 years. Their discovery was due to several reasons, first and foremost - the mass closing of preschool institutions in the late 90s. As a result, the vast majority of children have come to school without the necessary level of overall development, without psychological preparation for school. (Bekbaev, 2014)

This type of pre-school embraces the bulk of children aged 6-7 years. The kindergarten children are divided by age groups: a group of young children - from 1 year to 2 years; first younger group - from 2 to 3 years; the second younger group - from 3 to 4 years; Average - from 4 to 5 years; PPE groups: older - for children from 5 to 6 years and a preparatory school - from 6 to 7 years. Regardless of the type of property, the basis of education constitute state approved program. However, private nursery gardens introduce diversity into the educational process, adding the author's programs and paying more attention to the aesthetic education of children. If parents, for whatever reason do not want to give a child in kindergarten, pre-primary education the child can get by visiting the mini-center. (Altinsarin, 2009; Kunanbay, 2010)

3.13.2. Secondary education

Secondary education in Kazakhstan is compulsory and includes general secondary, primary and secondary vocational education. In first grade the children are taken from 6-7 years. General secondary education Kazakhstan has 3 levels: elementary (grades 1-4), basic (grades 5-9) and senior (grades 10-11). To the fullest development of the potential of gifted students to develop educational programs that are implemented in special schools for gifted children.

Initial vocational education in Kazakhstan acquired in 2-3 years in vocational schools and vocational schools on the basis of basic general education. Vocational education is obtained in 3-4 years in colleges and schools on the basis of general education on a competitive basis.

3.13.3. High education

High education in Kazakhstan is acquired on the basis of secondary education. For admission to university graduates of schools and pass final exams in the form of uniform national testing (UNT) or complex testing (for graduates of previous years). Citizens of Kazakhstan have the right to be awarded on a competitive basis the international “Bolashak” scholarship to study abroad. At the end of high school graduates receive a bachelor's degree (4 years), Specialist (5 years) or Masters (6 years). The second higher education in Kazakhstan is prepared only on a fee basis with accelerated training period (2-3 years). (Ryspekbekov, 2014)

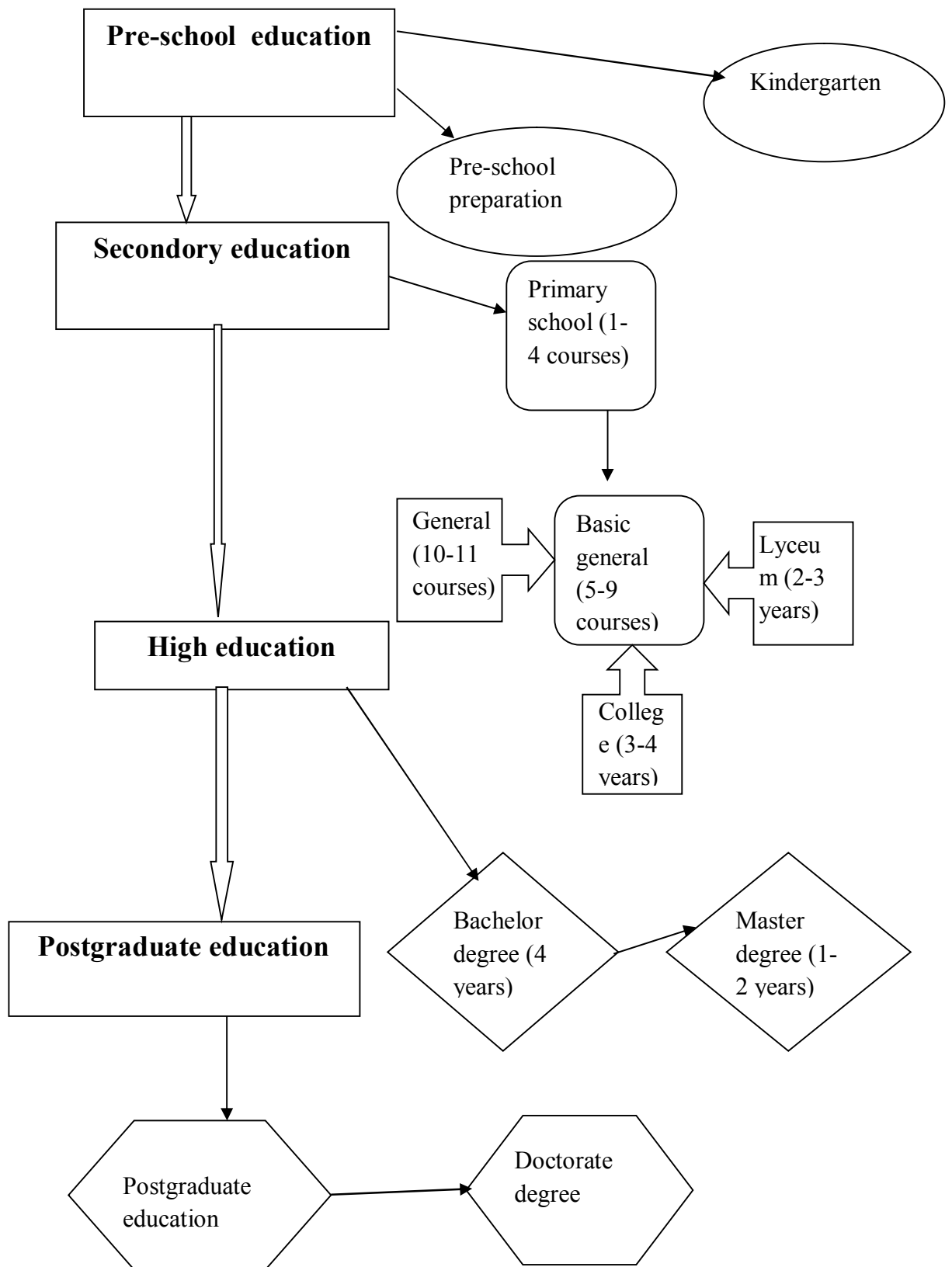
3.13.4. Postgraduate education

To acquire postgraduate education in Kazakhstan requires specialist degree or master's degree. Training of scientists carried out in graduate assistantship, postgraduate and doctoral universities. Citizens of Kazakhstan have the right to be awarded on a competitive basis the international “Bolashak” scholarship to study abroad. Duration of study in graduate and adjunctive does not exceed 3-4 years, in the assistantship - 2-3 years, the doctoral - 3 years. (Ryspekbekov, 2014)

According to the law “On education” in Kazakhstan is guaranteed free secondary and vocational education, as well as on a competitive basis by government grants of free secondary vocational, higher and postgraduate education, if a citizen receives education for the first time. In addition, it provided on a competitive basis the state education loan. (Ryskulov, 2011)

Foreigners and stateless persons permanently residing in Kazakhstan have the right to education on an equal basis with citizens of the Republic of Kazakhstan in accordance with the legislation of the Republic of Kazakhstan, international treaties and contracts with the organizations of education in Kazakhstan. (Abyraev, 2010)

Figure 1: The structure of education in Kazakhstan



Source: Own

4. Results

4.1. Unemployment in Kazakhstan. The root causes of its growth.

Unemployment is never evenly distributed among the population of any country. Therefore, an important aspect in the diagnosis and - perhaps even more important in the “treatment” of unemployment is to identify those groups of the population in which it is most common. Statistics show that of the total number of unemployed in all age groups, women make up about 65%, or almost twice as much as men. This is explained by the fact that at the moment one of the main requirements for candidates for vacant positions is the availability of special technical education. (Agency of Kazakhstan on Statistics)

According to Almaty city center of employment vacancies offered by employers in the technical field, make up about 40%. But the most widespread unemployment among young people less than 25 years old. Its share is 41,2% of the total population, has applied to the employment centers. This is often attributed to the fact that they just want to find a job “like” and are considered to be unemployed as those engaged in the search. Another explanation is that when unemployment rate, vacancies are filled, mostly by specialists with a certain work experience. A youth with no work experience, do not even given an opportunity to get it. In this regard, you may need to use the experience of Germany, where youth unemployment is very low (5,75%). There exists a highly developed system of vocational training, professionally oriented schools, and training in the workplace, which minimizes the period of unemployment at the beginning of working life. (Agency Kazakhstan on Statistics)

On the formation of the labor market in the country in 1996 had a significant impact difficult socio-economic situation. There was a widespread decline in the number of employed in the economy.

During January-December 1996 of the enterprises and organizations left for various reasons, 1489,9 thousand. Employees, or one in three (excluding joint ventures, small enterprises and peasant (farmer) households), which is 219 thousand people more than in the corresponding period of 1995 year. (Agency Kazakhstan on Statistics)

During 1996, it recruited 859 thousand people (in 1995 – 893,7 thousand). 1996 outflow of workers is only 47,7% offset by the admission of new staff (in 1995 – 70,3%). (Agency Kazakhstan on Statistics)

In total for 1996, according to the National Statistics Agency recognized as unemployed are 391,7 thousand people. Of the total number of unemployed registered for this year 235,1 thousand (60%) - women and 161,5 thousand (41,2%) young people have higher education-30,4 thousand (of them women – 68,1%, youth – 42,5%), secondary education – 111,1 thousand (of them women – 57,3%, youth - 43, 4%). (Agency Kazakhstan on Statistics)

Another important reason for such a high rate of unemployment can be called at the prevailing mentality of the socialist system and the inability of the population to a market economy. In determining the market economy, we immediately understand the relationships within the state with minimum supervision of the economy of the government. Now, if you imagine that every natural or legal person in the country is a subject or an independent institution, the conclusion is that sometimes the government uses to justify its inaction.

Each free economic micro institute must for himself to find partners, to determine the race of his employment, to solve the problem within their own institution. With this, of course, do not agree to those whose status is currently defined as “unemployed” by force of habit, inherited from the socialist system of the Soviet Union, when the Party or the government fully regulate the economy, and hence solve the problem of unemployment.

Only now truly a problem of the state is drop in production. It is for this reason that the unemployed were thousands of citizens of Kazakhstan. It is well known that if the company will earn at full capacity, the way we looked at in the theoretical side of the problem, people choose to work wherever they wish, and they are in the choice will be guided by its own specialty, education, interest in working in this industry. To this end, the Government of the Republic is now attracting foreign investors for the revival of production and provides jobs.

But it should be remembered that even in the labor market should be a certain number of “reserve army” in order to maintain the natural condition of competition. Otherwise, the demand for labor will increase with an excess of jobs and wages, respectively. But if you cannot be compensated at the expense of the means of production in state, manufacturers will increase, which will cause inflation jump in the prices of goods and services.

4.2. The causes of rising unemployment in the Republic of Kazakhstan.

In 1990-91, during the collapse of the Soviet Union, the country the unemployment rate was 4,6%. How did it happen so that its level raised so much in a few years? It should be noted also that until 1993 its growth did not take such serious proportions, that is, its level was accompanied by the natural course of the stream “active population”. But remember the time of transition. (Agency of Kazakhstan on Statistics)

Then, at constant wages, hyperinflation, like a magician, turned the population income in pennies, which was not enough to provide for themselves and family. People began to do business and, accordingly, left low-income jobs. Also in the Soviet system was the lack of funds for salaries provided by the state. Now every company experienced the whole essence of the market economy, and in order to avoid bankruptcy, in order to reduce costs on manufacture, was forced to reduce staff of the workers, as the level of technological achievement was very low. Thus, “in the street” was thousands of job-seekers.

4.3. The reasons of youth unemployment in Kazakhstan

Unemployment in Kazakhstan has a specific aspect related to the employment of young people who have received high school diplomas.

During the Soviet era this problem was solved with the help of the so-called distribution when graduates received direction to work on the profile of his education. With the transition to a market economy, this practice rested in the Bose, because the state has removed responsibility for guaranteed employment of young specialists. It is sad, but they themselves were not prepared to answer for themselves. As a result, the labor market has been to accumulate a large number of young people with university diplomas, but without work.

The fact that today, companies and businesses are reluctant to hire young people, and speak to recruitment agencies. In their view, unemployment among young people is increasing also because organizations more profitable to hire people with experience. Employers are not ready in times of crisis to invest in an inexperienced employee, but still burdened with big ambitions, because it looks so modern young man in the eyes of the employer. However, recruiters believe that sooner or later the company will return to youth recruitment. In the meantime, graduates will experience more difficulties in finding a job than before the crisis.

Support and development of youth competitiveness is a relevant and strategic priority of the state policy of the Republic of Kazakhstan. The annual messages of the President to the people of the country focus on the construction and development of socially-oriented state. A fundamental factor in the formation of young people and competitive indicator of successful socio-economic youth adaptation is its high qualification and demand in a market economy.

The current situation, which characterizes the position of Kazakh youth in the labor market in recent years, is quite complex, there is a definite trend towards deterioration. The level of youth unemployment is registered and hidden. Moreover, the possibility that young people are limited because of their lower competitiveness with other population groups.

The high level of youth unemployment is dangerous socio-economic consequences for the state and the entire population. The danger of increasing youth unemployment is growing in the occurrence of the risks and the emergence of negative trends in the society. The Government of the Republic of Kazakhstan carries out the state regulation of youth unemployment and aimed at the youth unemployment problem solution and ensures its employment and social protection. However, despite the work of state bodies, these efforts are not enough. It should be a thorough study of the state of socio-economic opportunities and prospects for the younger generation, with the use of scientific methodology and practical study of problematic issues.

According to official statistics the total number of young people aged 16 to 30 years is 4,376,178, of which the share of urban youth is about 55%, or 2,412,280 people. The

proportion of “NEET” the total number of young people aged 16-30 years in the Republic of Kazakhstan is more than 8%. The concept of “NEET” stands for “Not in Employment, Education or Training” - a Japanese concept that refers to adolescents and young people who abandon the social life and often seeking extreme degrees of isolation and seclusion due to various personal and social factors. Such people do not have jobs and live dependent relatives. (Agency of Kazakhstan on Statistics)

According to official data, the level of youth unemployment is declining annually. At the same time to the unemployed officially rank as only those who are registered with the employment agencies, while other young people also have not found a job after graduation, classified as self-employed.

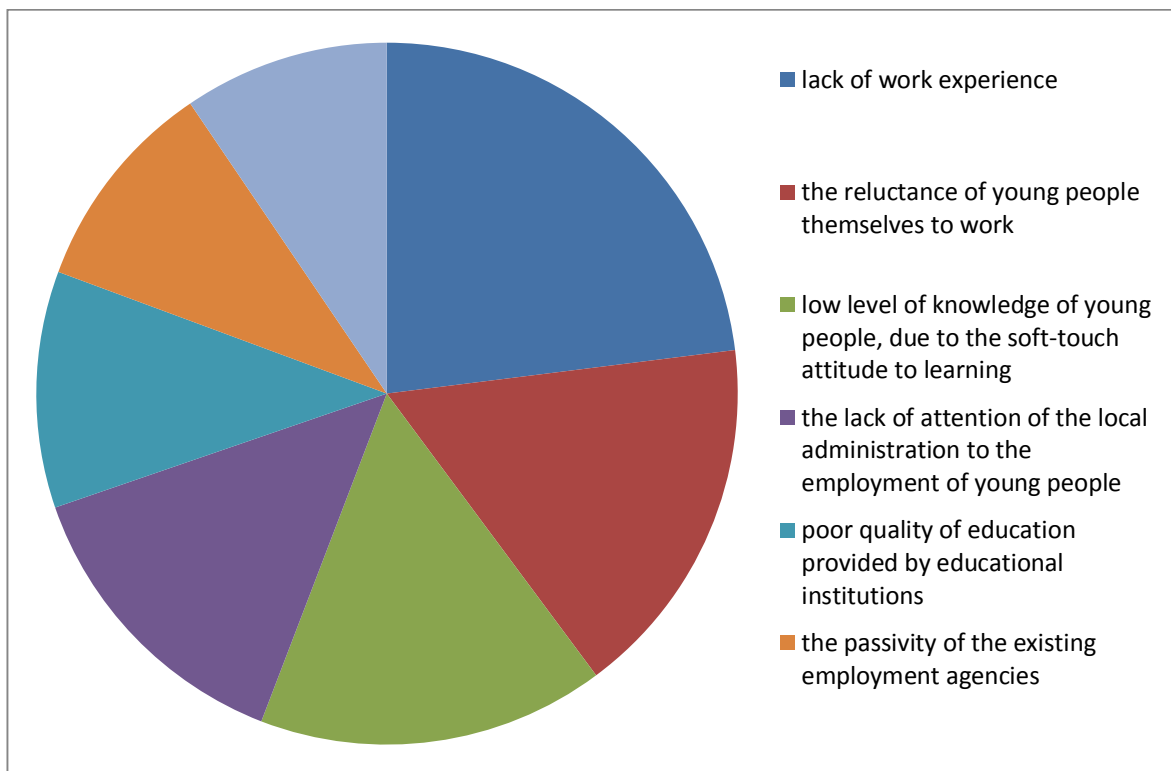
Kazakhstan’s labor market, in addition to graduates of universities and colleges annually replenished by young people from the number of secondary schools, the number of unemployed is growing at the expense of young people who graduated from 9 and 11 classes: one part goes to study, and the second - to work. This category of young people is more difficult to compete with graduates unemployed young people.

Another factor in the low demand for recent graduates is the low quality of the theoretical and practical knowledge, which receive students in educational institutions. This discrepancy needs of the labor market leads to the fact that after graduation, young people acquire the status of unemployed. For this reason, among the registered unemployed in the employment offices are so many people who have a higher education, or even two degrees.

The same was said in support of the Concept of development of competitiveness and the ability of youth in 2008-2015 *“due to low competitiveness of young people in the labor market due to lack of professional knowledge, lack of skills and work skills, youth unemployment remains high”* (Agency of Kazakhstan on Statistics).

Conducted according to the Foundation “Agency of social technologies” in the 2015 public opinion poll on the subject: “Determining the level of satisfaction of the needs of Kazakh youth in the socio-economic sphere” causes high levels of unemployment are: lack of work experience (55,1%), the reluctance of young people themselves to work (40,2%), low level of knowledge of young people, due to the soft-touch attitude to learning (38,3%), the lack of attention of the local administration to the employment of young people (33,3 %), poor quality of education provided by educational institutions (26,1%), the passivity of the existing employment agencies (23,6%), excessive claims of young people themselves in the desired place of work (22,7%). (Agency of social technologies).

Graph 1: Determining the level of satisfaction of the needs of Kazakh youth in the socio-economic sphere



Source: Agency of social technologies

Thus, it is possible to identify the factors of subjective and objective plan in the field of youth unemployment. The former include those associated with the complex subjective factors, such as the psychological unpreparedness of young people and low labor motivation, lack of motivation on the acquisition of knowledge, excessive claims the youth for future work. And to the objective are relating to public management, such as the poor quality of education provided by the universities, the passivity of the special services in employment.

Besides exacerbating the current situation lack of awareness about the state of demand in the labor market, the spontaneous migration of young people from rural to urban areas, the impact of the global economic crisis, poor professional mobility, lack of practical skills of negotiating with employers, insufficient number of vacancies in the field, low psychological readiness to self-employment and other factors.

Other factors contributing to the aggravation of youth unemployment, the further deregulation can be attributed to the search system offers work that does not meet the labor market needs.

4.4. The state of youth policy

The undeniable fact is that youth problems cannot be solved only by the forces of the youth. In country, the government has consistently implemented policies aimed at combating youth unemployment and employment of young people.

The main piece of legislation regulating the issues of youth employment is the Law of Republic of Kazakhstan “On state youth policy in the Republic of Kazakhstan” dated 23 January 2001. In addition, the approved concept of the state youth policy, state program “Youth of Kazakhstan”.

The activities undertaken by the state can be divided into active and passive.

Passive activities include the social assistance for unemployment, which is in the form of employment assistance, referrals to vocational training, further training, retraining, as well as through the involvement in public works and the provision of targeted social assistance.

The main types of active measures to promote youth employment, used in Kazakhstan include:

- creation of new jobs in different sectors of the economy, including through the development of small and medium-sized enterprises;
- stimulating the creation of social workplaces;
- to promote employment of graduates in the public institutions or organizations with state participation;
- providing information on available job vacancies;
- vocational training for the unemployed;
- the promotion of youth entrepreneurship;
- development of youth construction teams;
- youth practice;
- involvement of young people in public works on forest planting and beautification of cities;
- youth social service employment.

Monitoring to assess the effectiveness of the measures being implemented mainly is in the framework of specific programs aimed at ensuring employment and youth employment. At the regional level within the framework of employment programs carried out separately for the youth, especially the monitoring of employment of graduates of institutions of higher and professional education in public institutions and enterprises with state participation.

As part of the youth policy of high efficiency, including in terms of cost to them, showed measures to attract young people to carry out public works on gardening program “*Zhasyl el*” for 2005-2007. In the first year of implementation it is allowed to use in public works of about 28,000 people from the number of young people, while the total amount of their earnings amounted to about 300 million kazakh tenge, earnings

amounted to about 1 10715 tenge. For comparison, the employment program for 2006 has been allocated about 2,5189 billion tenge to the expected number of community service in the 111,600 unemployed (about 22570 tenge for 1 person). In addition, an important advantage of this trend is the high potential in terms of employment of rural youth. At the same time, its main disadvantage is the temporary and seasonal employment, which requires additional measures aimed at the permanent employment of young people, drawn into public works. (Agency of Kazakhstan on Statistics).

With regard to the possible negative side effects from the implementation of youth employment programs can be noted that those are possible within the framework of the creation of social jobs, subsidized from local budgets. In practice, subsidies from local budgets of social jobs can lead to loss of jobs for other categories of workers. Although a full analysis of the possible negative effects is not carried out. In addition, the number of such jobs is quite limited, while the youth is only one of the target groups with the right to social jobs.

4.5. The current situation of youth unemployment in Kazakhstan

According to the Agency of the Republic of Kazakhstan on statistics as of January 1, 2012, the total number of young people in Kazakhstan amounted to 4,436,210 people - 27% of the total population. It is this age group is faced with the most serious problems of life, the most urgent of which is the employment problem. The government for its part has repeatedly tried to solve this problem through programs: *“Youth personnel reserve”*, *“Aul zhastary”* *“With diploma - to the village!”*, *“Youth Practice”*.

However, each year due to mismatch requirements of employers in Kazakhstan cannot find a job 20 percent of graduates. The labor market is tough and totally ill-wishers towards young professionals. Many graduates (even excellent students) cannot find a job only a year after graduation. And it is not their specialty. Without work experience and basic skills of employment yesterday's students do not need employers.

In 2014, the number of economically active population aged 15 years and older reached 8,8 million. Man. As part of the employment (8,3 million), about one-third (30,5%) were persons aged 25-34; 14,5% - young people between 15 and 24 years. The economic activity of the youth for the period 2007-2011 falls. (Agency Kazakhstan on Statistics)

Table 1: Economic activity of young people aged 15-24 in 2010-2014

Year	Economically active population	Including		Level, as a percentage		
		Employed	Unemployed	Economic activity, %	Employment, %	Unemployed, %
2010	1349,4	1222,7	126,8	48,0	90,6	9,4
2011	1305,7	1209,1	96,6	46,9	92,6	7,4
2012	1304,0	1216,8	87,2	46,6	93,3	6,7
2013	1279,4	1212,9	66,5	46,4	94,8	5,2
2014	1265,8	1207,9	57,9	46,5	95,4	4,6

Source: Agency Kazakhstan on Statistics

The level of youth employment by 15-24 amounted to about 95,4% in 2014 to its economic activity. Employment contributed to the effort by the state:

- improving the regulatory framework;
- increase in self-employment;
- active support for small and medium-sized businesses.

According to the Agency Kazakhstan on Statistics the main reason for inactivity of young people in the age groups - education in schools.

Table 2: Reasons for economic inactivity of youth

Year	Economically inactive population	For reasons of economic inactivity			
		Study (full-time)	Homemaking	In a state of health (disability due to disability)	Another reason
2010	1319,5	1214,5	34,8	20,5	50,1
2011	1307,6	1207,9	27,7	23,3	48,7
2012	1315,7	1220,8	31,4	20,3	43,3
2013	1316,1	1231,7	29,8	17,6	37,0

Source: Agency Kazakhstan on Statistics

It is possible to also select among the factors affecting youth employment: the presence of a market-oriented education of young people, the desire to learn, to obtain work experience to a successful career, the value of knowledge among young people more mobile way of thinking than the older generation, brought up in a planned economy, innovative thinking, is not fettered by conventional thinking, the growth in demand in the labor market, support from the state.

Table 3: The structure of youth employment by sector in 2014

Activity category	Number of employees
Employed population of all	1198,1
Agriculture, forestry and fisheries	420,9
Industry	101,3
Mining	23,8
Manufacturing	57,9
Electric power supply	13,0
Water supply	6,6
Wholesale and retail trade	193,9
Transportation and warehousing	60,6
Information and communication	17,8
Financial and insurance activities	17,8
Real estate activities	18,4
Professional, scientific and technical activities	24,5
Activities in the field of administrative and support services	21,2
Public administration and defense	49,7
Education	79,8
Health care and social services	33,3
Arts, entertainment and recreation	15,9
Provision of other services	22,4
Activities of households as employers of domestic workers and produce goods and services for personal consumption	3,0

Source: Agency Kazakhstan on Statistics

In the area of youth employment - agriculture and trade sector - these are the sectors where the majority of young people 16-24 years old are finding their jobs. Traditionally, a number of organizations with a high level of working youth related services (cafes, restaurants, night clubs and various entertainment establishments, retail outlets). Until now, in the villages are few opportunities to obtain suitable employment for young people. The main employer, and, above all, in terms of providing a stable income in rural areas is the state. The development of entrepreneurship in rural areas runs harder than in the city, in this regard, the State should:

- To improve the legal and regulatory business framework
- To create conditions for development of entrepreneurship in rural areas
- Continue to work on small loans in rural areas.

This creates the conditions for:

- For the development of rural infrastructure,
- For youth employment in rural areas,
- To reduce the difference in the levels of life in the city and villages.

Table 4: Youth employment by sector of the economy in 2011-2014

Year	2011	2012	2013	2014
Employed total population	1194,4	1199,3	1195,5	1198,1
Employees, including those engaged in	665,6	687,3	681,1	691,7
The state organization	140,7	166,3	175,3	189,6
The non-governmental organization	344,3	354,1	340,6	340,4
At individuals	111,7	115,5	115,5	110,9
In farmer economy	68,9	51,4	49,7	50,9
Self-employed, including	528,8	512,0	514,4	506,4
Employers	7,1	19,9	18,4	16,2
Independent workers	498,1	469,2	470,6	467,8
Members of the cooperative	5,6	5,5	7,1	5,5
Unpaid family workers	16,9	16,9	18,2	16,9

Source: Agency Kazakhstan on Statistics

Young people go to college for a specific specialty, focused on the current situation in the labor market. After it is found that demand completely different specialty. In this case, almost inevitably a state where the young specialist understands that he has nowhere to apply the acquired knowledge.

Despite the predominant trend of increasing the number of grants for technical professions, especially in the field of information technology, as well as bio and nanotechnology, faculty universities virtually unchanged, and therefore the knowledge transmitted to students retain continuity, not focusing on the current market demand of employers.

In country, not a system for the employment of graduates enrolled on a budgetary basis. For example, in 2014 633 thousand of students studied in 145 universities of Kazakhstan, 200 thousand from it in Almaty, most get knowledge on a fee basis, 34,840 seats of state order, which is exceeded in comparison with 2009, and 1350 place. Thus, the funds allocated for grants to study in the universities of the country, do not justify his appointment and are spent “wasted”.

In addition to disbursements for grants, the state is losing and attracting foreign specialists in certain industries for the above reasons. As you know the wages of a foreign specialist is several times the wages of domestic workers. The influx of foreign workers into the country may result in the emergence of negative trends, destabilizing the situation in the country.

Table 5: Levels of youth unemployment

Year	2013	2014
Republic of Kazakhstan	9,4	7,4
Akmola	9,0	10,1
Aktobe	2,6	2,0
Atyrau	4,7	4,9
Almaty	19,3	10,2
Atyrau	10,8	10,4
East Kazakhstan	7,3	7,8
West Kazakhstan	10,6	6,8
Zhambyl	8,8	8,6
Karaganda	10,5	8,4
Kostanay	7,4	7,1
Kyzylorda	12,2	8,3
Mangystau	6,2	6,7
Pavlodar	9,4	10,8
Astana	17,0	11,4

Source: Agency Kazakhstan on Statistics

As shown in table 5, the level of youth unemployment during the study period in the republic dynamically reduced, but this reduction is observed in all regions.

4.6. Analyze of the youth in labor market. Politics opinion

In the first place, according to Umirzak Meldehanov, the unemployment problem is due to the mentality of the Kazakhs. *“We always say that we do not have work, home or car. We complain about our lives too much. More than 11 million Kazakhs live in Kazakhstan, and we make up a huge portion of the population. The work is, there is a vacancy, but people are not looking for work, and complain and lazy. Laziness, passivity, dependency all these are qualities in the mentality of Kazakhs. If we change our mentality, the situation will be better”*, - Mr. Meldehanov said.

“Moreover, in our time, the choices of profession among young people are political science, economics, international relations, etc. No one wants to be a welder, a chef, or a plumber, however, the government needs these types of occupations. We always want to sit in a big office, we want to command. If everyone wants to be a diplomat, who will work at the plant”, - added Mr. Meldehanov.

Second, raise the good, the noble citizen begins from school. *“Children every day is going to school, spending half their day time. Students spend this time with their teachers. A good teacher brings good citizens. Therefore, the government should increase the salary of teachers. Does the teacher to educate other people's children, if they cannot feed their child? If the money is not enough for the teacher of life, it would be a bad mood. Imagine the nerve teacher rather than to spend a lesson yells at you. Of course, anyone would not like it”* - Meldehanov said.

In the sequel, written the main points of the interview with an experienced politician and economist Mr. Anarbek Orman. He said and offered several ways to solve this problem.

Firstly, the students after graduation remain without work in most cases. They choose a specialty, which then cannot find suitable employment. The state should help students. By this he means that the government should control the balance of trades in Kazakhstan. For example, students of 11th grade drop out of school every year. At the same time representative of the state should come to the school during the school year. Its mission is to convince the students to choose a profession in which the state requires. A government has to personally talk with the student about his choice of profession. If the student's choice does not apply to government requirements, (for example, a lawyer), the employee must show him a list of professions where the state lacks. Still, the choice is for the pupil.

Second, colleges and universities should be closely linked to factories, hospitals, schools, because it has already received the knowledge of the student can quickly get to him a suitable job because of this close cooperation.

Thirdly, according to Mr. Orman, Kazakhstan's youth is too dependent on their parents or relatives. *“In Europe, every 14-year-old is already working and studying at the same time. As a result, a grown young man has experience in the work and is able to live without parents. If you ask a teenager from Europe, why it works, but is still studying, he replied: “I’m learning because I have to create my life” sense of honor we have to awaken our youth”*, - said Mr. Orman.

Meldehanov Umirzak is chairman of the Shymkent city branch of the consignment “Nur Otan” in Kazakhstan. He can speak in Kazakh and Russian languages.

Education, specialty (qualification), licenses:

- Kazakh Institute of Chemical Technology. Chemist.
- Tashkent State University. Engineer.

Scientific title, degree, activity:

- Doctor of philosophical science.

Seniority:

- The farm worker (1970);
- Loader, master, head of trust “Chimkentstroy” (1976-1981);
- Deputy manager of the trust “Zhezkentstroy” (1981-1984);
- Deputy Head of “Almaatapromsnab” (1984-1986);
- Deputy Director Chimkent JBI-1 plant (1986-1987);
- Head of “Agropromstroya” (1987-1989);
- “Shipager” company president (1989-1992);

- First Deputy Director General, Director General of the State Concern “Kazfarmbioprom”, JSC “Farmbioprom” (1992-1998);
- Director of Shymkent Chemical-Pharmaceutical Plant (1993-1996);
- Chairman of the Supervisory Board of BW “Kasubi” (1993-1997);
- Head of the South Kazakhstan regional Department of Environmental Protection (1998-2000);
- Chairman of the Supervisory Board of LLP JV “Pivdenmash-K” (from 10.2000);
- Chairman of the Board of Directors of the media holding “Nur” (from 04.2006).

Party affiliation:

- Chairman of “Abay” district branch of the party “Otan” (“Nur Otan”) (since 06.2005);
- Chairman of the Shymkent city branch of “Nur Otan” of Kazakhstan (since 08.2006).

Orman Anarbek was born August 25, 1952 in the village of Aktobe Pskent district of Tashkent region. He can speak in Kazakh and Russian languages.

Education, specialty (qualification), licenses:

- Tashkent Polytechnic Institute. Civil engineer.

Scientific title, degree, activity:

- Candidate of Technical Sciences.

Seniority:

- Laboratory assistant in high school Pskent district of Tashkent region (1970);
- Employee Pskent Gornvodokanal Tashkent region (1972-1975);
- Employee Management Chimkent “Vodokanal” (1979-1983);
- Employee “Chimkent gorzhilupravleniya” (1981-1986);
- Head of the Regional Department of Chimkent “Vodokanal” (1986-1992);
- The deputy, first deputy head of the Shymkent city administration (1992-1994);
- Head of the South Kazakhstan regional management of “Vodokanal” (1994-1995);
- Mayor of Shymkent (1995-1997);
- Head PCG “Water Resources”, deputy of South Kazakhstan region (1997-1999);
- Head PCG “Shymkent management Vodokanal”, General Director of LLP “Water Resources – Marketing” (10.1999-2006) and (2008-2009);
- Mayor of Shymkent in South Kazakhstan region (27.09.2006-19.02.2008);
- Chairman of the Committee on Water Resources, Ministry of Agriculture of the Republic of Kazakhstan (10.2009-02.2012);
- CEO, Shymkent LLP “Vodokanal”;

- Chairman of the branch of the Democratic Party of Kazakhstan “Ak Zhol” in South Kazakhstan region (06.2012)

4.7. Particular qualities of unemployment among young people in Kazakhstan

Despite the annual decrease of unemployment in the country, the problem of youth employment does not lose sharpness. Every year in the labor market are coming graduates of primary, secondary and higher vocational education. The greatest influence on employment in the economy have graduates full-time education.

The main contradiction, characteristic of modern youth labor market, - a widening gap between labor claims of the young and possibilities to meet them. As young people, as a rule, there is no practical work experience (or lack of it), its high demands on wages makes it difficult to find a suitable job. Therefore, the unemployment rate among young people is much higher than in the older age groups.

The growing number of unemployed youth, and a serious drop in living standards in recent years have led to the fact that poverty has become a stable phenomenon, not only for the socially vulnerable categories of the population with disabilities, but for quite able-bodied young people who in former times would fully provide for themselves and to financial support for their loved ones.

The decline in real wages worsens the conditions of reproduction of labor power and initiates a detrimental process of simplifying the common labor. Low levels of young workers income is not correlated with the high prices of housing and the high cost of food, drugs, and high transport costs. Poverty provokes the deterioration of the health of not only young people, but also its future offspring, leading to further deterioration in the quality of national human capital.

Common trouble unemployed young people are perceived and experienced more acutely than mature and experienced workers, because of their age characteristics and uncertain situation in the labor market. Test unemployment - a very severe test, especially since failed at the beginning of the life of a professional career could adversely affect the future destiny of man. A situation where for years of education and training should be a period of unemployment, means, on the one hand, the “lack of demand” and the lack of effectiveness of educational attainment and, on the other - deskilling the worker. High unemployment among young people leads to its isolation and alienation from society, and in some cases - to increased crime, drug abuse and violence. For the country it is a real threat of the “lost generation” - people without skills, experience, and even the desire to work, which can seriously disrupt the reproduction of labor power, slow economic growth in the future. And for the effective development of the national economy must be solvent population, including young people.

Unemployment among young people has its specific features - for the duration of it is significantly shorter than that of the older age groups, but significantly higher in frequency: the most common so-called “search engine” and unemployment.

If frictional unemployment is among young people, it acts as a natural and often beneficial to its self-phenomenon, the increase in the structural and cyclical unemployment is reflected in its most negative way. During the recession, employers are exempted in the first place by the least competitive workers, which also include young people who have no work experience and professional experience. They join the ranks of the unemployed. As a result, youth unemployment rate is several times higher than on the more a senior category of the workforce.

If the crisis form tightened, youth unemployment becomes chronic: reduced job search intensity is lost qualification. Chances are good that young people remain unemployed in the post-crisis period.

However, the unemployment rate for young people in a huge degree of selectivity, it does not affect equally all young people, but is concentrated in certain groups.

These include young people from economically weak regions, young people with low schooling and no vocational training, young people from socially disadvantaged families. This means that in many cases, unemployment among young people helps to preserve and transmit poverty from one generation to another.

The plight of the majority of young people affected by unemployment requires increased attention to the problem of the state. It is obvious that the current social security system is not able to secure the appointment of a decent size of unemployment benefit unemployed youth group trying to cover an extremely wide range of recipients small in the size of payments. The situation may improve as a result of the establishment of more stringent barriers while increasing actual payments. However, such a policy is possible only under the condition of deep understanding of the processes that are at the basis of behavior and decision-making on individual beneficiaries' level.

The conducted a questioner showed the following youth employment trends.

Table 6: The structure of the income of students

Your earnings consist of:	Responses	
	#	%
I study, I'm on the parents' care	10	50%
I work and study (sometimes work)	8	40%
Independently earning (permanent work)	2	10%
Total	20	100

Source: own

As can be seen from the table 6, the vast majority of students located on the contents of the parents, that is, they do not have distinct money. However, 40% i.e. one in three indicated that combine educational activities with the work, indicating that the employment experience. Only 10% live on their own earnings. Thus, the income structure of students is different, and most are in the care of parents.

Table 7: Social optimism

Your understanding of the employment by specialty after graduation?	Responses	
	#	%
Most likely, I will find a job	12	60%
Few believe in the possibility of employment	8	40%
Total	20	100

Source: own

Presented in the table 7, opinions of respondents reflect the social optimism about employment after graduation. Thus, 60% believe that they will find a job. Along with this, 40% (one in three) do not hope to find a job after graduation. This represents a significant cluster of young people experiencing anxiety about employment. This trend was confirmed by other case studies.

Table 8: The idea of income

Your assumptions of monthly average of wage after graduation:	Responses	
	#	%
130000 tenge (~9110 crowns)	12	60%
170000 tenge (~11914 crowns)	6	30%
80000 tenge (~5605 crowns)	2	10%
Total	20	100

Source: own

As shown in table 8 number representation of the income of students is quite optimistic. For 60% of respondents believe that they will get after graduation - 80 thousand tenge (~5605 crowns). One in five (30%) expect to receive income in the amount of 130 thousand tenge (~9110 crowns). Only 10% expect that they will receive 40 thousand tenge (~2803 crowns). At that time, as the salary in the public sector in Almaty region is different, as a teacher, an educator, a doctor and an engineer - have average monthly income in the amount of 90 thousand tenge (~6307 crowns). This reflects, on the one hand, an ambitious young student, which is very useful for the selection of life strategies. On the other hand, he speaks of touch with reality and the need to adopt, emergency measures to raise wages in the public sector. Otherwise, the student youth enters the cluster of displaced migrant workers. As evidenced by the following table, the data under number 4.

Table 9: Migration potential of youth

Would you prefer to work:	Responses	
	#	%
In Kazakhstan	8	40%
In Almaty (metropolis)	7	35%
Abroad	3	15%
By place of residence (registration)	2	10%
Total	20	100

Source: own

Presented in the table number 9 data reflect migration potential students. A positive factor is the desire of 40% of respondents to stay and work in Kazakhstan. Thus, 10% are planning to find a job in the place of residence (registration). It is also a positive development, it is a pity that it is only one out of ten, because moving to another locality reduces social activity and requires resources for adaptation. Every fifth respondent (15%), show a desire to leave to work abroad. One in three (35%) are planning to move to a metropolis (Almaty). Thus, the study showed high migration potential students.

Table 10: Opinion on the causes of migration

In your opinion, the youth goes to work in another country because:	Responses	
	#	%
More income	13	65%
Perspectives	5	25%
Career growth	2	10%
Total	20	100

Source: own

As can be seen from the table number 10 causes of labor migration is the level of income, life chances and career. Notably rank distribution of the importance of these aspects of life and work. The priority, according to respondents, is the income - (65%). The second, third place was shared by the following reasons for young people moving to another country in the opinion of respondents: prospects (25%) and career (10%). This is indicative of a distorted representation of students on labor migration, since it is obvious that a career in another country is much harder than in his.

Table 11: Life plans

What do You plan in the 5 next years?	Responses	
	#	%
Build a career and have a family	11	55%
I want to earn money	5	25%
Only career	3	15%
Raising a family, and then build a career	1	5%
Total	20	100

Source: own

The data presented in the table number 11, characterize the life plans of students. Interestingly, the majority (55%) in the next 5 years plan to build a career and raising a family. Every fourth - (25%) in the next 5 years are focused on making money. This is a positive picture of the future life planning. And only 15% are oriented only on the career and only 5% want to start a family, and then to build a career.

Table 12: The attitude to employment

Would you like to work:	Responses	
	#	%
In the private company	9	45%
In a state institution	6	35%
How it goes	3	15%
Does not matter	2	5%
Total	20	100

Source: own

The data presented in the table number 12 show that every second would like to work in a private company (45%), one in three (35%) would like to work in the public sector. And only 15% of respondents chose the answer “how it goes”. This is due to: stability - in the public sector, higher wages - in a private company.

Table 13: The idea of the structure of leisure in the next 5 years

You are planning:	Responses	
	#	%
Do not give up the opportunity to work	16	80%
Do not give up leisure and recreation, and to give up part-time work	3	15%
Other	1	5%
Total	20	100

Source: own

As can be seen from the table number 13, the majority of the total target the maximum use of vital resources in order to increase revenues (80%) and only one in six plans to combine work and leisure. These negative trends are fraught with congestion, impact on health and social well-being, as well as consumer and pragmatic orientations of youth.

Table 14: Attitude to work in agriculture

Would you like to work in agriculture?	Responses	
	#	%
Yes	1	5%
No	19	95%
Total	20	100

Source: own

The data presented in Table number 14 shows that the majority of the total (95%) is not willing to work in agriculture, and only 2% want to work in agriculture.

Table 15: Opinion about the working conditions of rural areas

What do you think, why young people do not want to work in rural areas?	Responses	
	#	%
There is no opportunity for career development	9	55%
Low payment	6	30%
No conditions for interesting leisure	3	15%
No work by the specialty	2	10%
Big load on the house because of the part-time farm	0	0%
Total	20	100

Source: own

As can be seen from the table number 15, the reasons for the refusal of employment choice in the field of agriculture, in order of importance: 55% - no opportunity for career development; 30% - low wages; 15% do not have the conditions for an interesting entertainment, and only 10% have no work in the specialty. These trends should also draw the attention of the authorities, interested in keeping young people in the places of permanent residence.

Table 16: Age criteria

Imagine that you are the head of the company, and you need a new employee. In your hands 2 Curriculum vitæ (CV). The first belongs to the young man who had recently graduated from high school with honors, and the second belongs to a man 45 years old, who has extensive experience in the field in which your company is involved. Who do you take to work?	Responses	
	#	%
Young	12	60%
Old, but with experience	8	40%
Total	20	100

Source: own

Table 16 shows the results of the question: “Imagine that you are the head of the company, and you need a new employee. In your hands 2 CVs. The first belongs to the young man who had recently graduated from high school with honors, and the second belongs to a man 45 years old, who has extensive experience in the field in which your company is involved. Who do you take to work?” Now we see that people prefer to hire a young man.

Table 17: Business or high paid job

Imagine that you face a choice between paid work and occupation of their business from scratch. What do you choose?	Responses	
	#	%
Business	10	50%
High paid job	10	50%
Total	20	100

Source: own

Table 18: The barriers between youth and labour

In Your opinion what kind of barriers exists between youth and labour?	Responses	
	#	%
Lack of vacancies	0	0%
Education	6	30%
Health issues	0	0%
Salary is not satisfied	5	25%
Family circumstances	0	0%
Frequent job changes	4	20%
Characteristics of the person	2	10%
Incomplete CV	3	15%
Total	20	100

Source: own

30% of respondents think that the biggest barrier between youth and labour is education. Second barrier is not satisfied salary.

Thus, conducted research showed:

1. Factors youth unemployment are: unwillingness to remain in the city, so it is migrating to the big cities such as: Almaty, Astana
2. In the opinion of respondents metropolitan areas there are more opportunities for career growth, income growth and life prospects.

3. Terms of solving the problem of youth migration from their living areas requires an integrated approach:
 - a. in the form of normative securing the right to work of young professionals in the private sector;
 - b. necessary social mechanisms to stimulate young people to secure places of residence in the form of mortgage benefits;
 - c. necessary to exercise control over the compliance of labor market needs and the provision of educational services training in the region.

5. Conclusions

5.1. Ways and terms of reducing unemployment among young people in Kazakh society

Today, the work for the student is to provide practical professional experience, new knowledge and accelerate the process of their professional development and subsequent employment. Introduction to working conditions in the various organizations, helps students to form a workers choose their place of permanent employment after graduation, to interest an employer. For a large part of the work students are opportunity to make money. Young people often do not have an active position in the search for work, and therefore do not use many of the existing possibilities of finding work. This is largely due to the reluctance to get into uncomfortable situations and tough labor market. To solve this problem is proposed, first of all, the early involvement of adolescents in work.

Another important point is the need for the graduates a high-level of self-organization in order to find work to be able to respectively meet and overcome the difficulties associated with the proposed labor uncomfortable.

The current population is very poorly informed about the possibilities of finding work. At the same time play a role as previously mentioned passive attitude in finding a job, or a certain kind of prejudice, misinterpretation of job seekers citizens of their position as the loser and the petitioner. In addition, it was found that the information channels the demand in the labor market is not enough. In this regard, the necessary work is represented by a broad and affordable public awareness about existing job market.

There is a discrepancy between what the specialty at a particular moment required in the labor market, and in some specialties professionals produce high schools. In this case we are talking about the fact that the labor market is currently difficult to predict even approximately on the same five or six years, as the economic situation in the unstable society.

By purchasing the seemingly prestigious profession, a graduate of the risks to be unclaimed after graduation due to sharply change the rating of the prestigious professions. In this case, the most important is the presence of graduate skills to adapt quickly to the changing situation. These skills need to be brought up in the process of socialization of the individual, both in the family and in the training field. In addition, the possible establishment of a mechanism in which schools will enter into direct contracts with enterprises in the training of specialists required specialties.

Creating information systems to take into account the range of vacancies analyze and predict the situation in the labor market, too, will improve the situation.

Young Professionals offers a number of effective job search techniques:

1. Newsletter CV to potential employers;
2. Announcement in the media or on appeal Leads Companies to Work For;

3. Participation in career fairs;
4. Contacting the employment service;
5. Using the recommendations of friends and relatives;
6. Newsletter CV to potential employers.
7. Job Fair - an event where there is direct contact of employers and those who might be interested in the work. One of the advantages of the fair - the ability to establish visual contact with several employers. Job fairs are held in towns and schools.

One possibility is to appeal to the public employment services.

State employment department entitles unemployed to be registered, and even receive a monthly allowance. The city department of employment has a large volume of information on the availability of vacancies in enterprises with appropriate, wages, working conditions, terms of professional growth. The system of vocational counseling has become an integral part of the state employment policy, as in the current conditions are very important quick response to labor market needs and individual approach to each unemployed person.

Another resource is the social network - using business contacts relatives and friends. Old, but the method brings results. Until now, in country, some organizations are invited to new employees under the patronage. Free labor market differs from Western in many ways. In particular, as the experts, the Kazakh young job seekers in comparison with them, for example, European peers, greatly exaggerated personal ambition. In the West, the majority wants to settle in a small company, there to gain experience and, if possible, provide the springboard for a career, the Kazakh dream once about a large corporation, where, it seems, are guaranteed high salaries and rapid career advancement.

Many governments are aware of the acuteness of the problem of youth unemployment, and sent the huge financial resources for adaptation of young workers to the labor market. Costs for the promotion of youth employment are carried out primarily in order to improve the quality and composition of the labor force are mainly long-term nature, they determine the development of the national economy for decades to come. It is recognized that underinvestment in the educational, cultural and moral potential of the younger generation can be fraught with very negative and serious consequences, and for the individual and for the nation as a whole.

One way to create problems around youth unemployment is the emergence of new forms of employment relating to the development of information technology. The main program activities with students of universities and colleges should be:

- collection of statistical data on the number of graduates in various specialties, special attention is paid to employment unpromising occupations;
- organizing open days in enterprises;
- work youth labor exchanges;
- holding days of intensive counseling for young people;

- informing about the services provided by employment services to unemployed citizens.

A set of measures designed to help solve the problem of employment of graduates of Kazakh universities and educational institutions:

- Provide tax incentives to enterprises to recruit graduates of universities and secondary specialized educational institutions.
- Monitor the employed (officially, under employment contracts) and the unemployed graduates of high schools and colleges for five years after graduation. And the results of such monitoring to establish the rating of educational institutions in Kazakhstan.
- The monitoring results published prior to the admissions officers of universities and colleges.
- Set the size limit for receipt on a specialty “Jurisprudence” and increase the number of grants for the engineering profession.
- Students in grades 10-11 to inform about the shortage of personnel in certain sectors of the economy in order to reduce imbalances in the regions.

Perhaps these measures will not solve the problem overnight chartered unemployment, but as the Eastern wisdom, “journey of a thousand steps begins with the first step”.

5.2. Promotion of professional self-determination of youth

Professional formation of the person begins even while studying in school - it was then formed preconditions that determine the choice of future profession. Unfortunately, the training program out of touch with the real problems that young people have to deal with in life. Many of the knowledge they have to learn on their own.

In an effort to contribute fully to a successful professional self-determination of youth employment service actively uses in its practice of theoretical studies devoted to the professional development of the individual. The starting point in this case is the use of the wording of the concept of professional self-determination. Self-determination - an important manifestation of mental development, shaping itself as a full-fledged participant of the community "leaders" something useful, professional community.

The periodization of professional formation:

- Adaptation stage (12-17 years) - preparation for a conscious choice of a career path;
- Training stage (15-23 years) - the acquisition of knowledge, abilities and skills necessary for future professional activities;
- Stage of professional development (23 years) - entry into the system of interpersonal relations and professional communities, and further development of the activity of the subject.

According to this periodization of professional self-determination process is most successful on adaptation stage. During the training career guidance activities are much less effective.

However, despite extensive measures to vocational training and vocational guidance, the share of youth in total unemployment is still high. The school, unfortunately, does not provide young people with a conscious choice career path opportunity. According to, E.M Arynova in order to alleviate the situation and to save public funds, the employment service in many regions forced to “intervene” in the field of school education and pursue a serious career-oriented work among graduates as professional self-determination not only affects the employment history of the concrete person, but primarily on the formation of labor potential of the country.

Today, many higher education institutions are not ready to consider the real employment prospects of their graduates are kindly requested to prepare students for possible problems that they may encounter in the labor market (to inform them about the real situation on the territorial labor market, demand for labor in specific occupations on basic guarantees that the state can provide them in the sphere of employment).

In the last years of education through its structures to promote employment (in close cooperation with regional bodies of employment services) should be determined by the direction of the employment of students.

It is very useful in this regard, the experience of many regions, where there is a professional information system, counseling and psychological support. Their purpose - to improve the competitiveness and facilitate the re-orientation of citizens to the profession demanded on the market. Under such a system can be implemented as individual and group forms of work (information - training courses, group lessons in business clubs with a focus on entrepreneurship and self-employment, the social and psychological programs, the development of communicative culture skills, search technology training work) . Can be used well-established socio-psychological adaptation programs for various categories of citizens and take into account their specific features.

A very important area of reducing the negative effects of structural disparities in the labor demand and professional preferences of prospective students - the development of professional selection systems and professional-valuable orientations for secondary schools graduates. During this period, you can orient the young person to receive such profession that would meet his human qualities and capabilities, without entering into conflict with the needs of the labor market. At the same time it is necessary to increase the responsibility of young people themselves in the choice of a profession. State expenditure of resources for training, can count on the fact that young professional will be required to work in the sector for the country. Today does so only a small proportion of graduates trained at the expense of the budget. According T.Babushkina, *“low salaries of public sector employees doing work in her organization unattractive to*

graduates of vocational schools”, so they are often employed in commercial structures. In other words, the state pays for the training of personnel for non-state sphere; employers are also almost not participating in it.

Each year, the employment service, young people come for help in finding employment. Some of them are graduates of schools, colleges, technical schools and universities that year graduation could not continue their studies or find a job.

On this basis, we can conclude that although young people find work more quickly than the older generation, however, in the course of employment they often have to relearn and change the profession. Avoid this helps close cooperation of educational institutions and employment service, which allows even before graduation orient graduates.

5.3. Conclusion

5.3.1. The reasons of unemployment in Kazakhstan

The results of the questioner showed that the biggest barrier between people and work - education. Many people complain about the education that colleges and universities began to prepare low-skilled specialists, began to produce theoreticians rather than practitioners.

Excessive guardianship of their children from parents. Summing up my own experience and Anarbek Orman, it is clear that parents do not allow minors to become independent, does not allow part-time work (to earn extra) during the school period. This delays the adolescent process of interest and adaptation to adult life.

The young generation any situation, even the favorable economic situation is a group of social risk. The reason for this is in the natural less compared to other age cohorts of the working population in the labor market competitiveness.

Youth employment problem could be resolved in this case is almost exclusively due to the success of its competition with other social groups. A feature of this competition has been and remains extremely limited. A key reason for this is crisis training system. First, the ratio of young graduates of specialties, which was characteristic of the Soviet era could not, they say, by definition, meet the needs of the new economic and social life of the country. At the same time, the education system has found its great inertia and adapted to the demands of the times awkward (“overproduction” of specialties associated with industrial production at the beginning of the reform period, and similar “overproduction” of economic and legal specialties later). Shattered proved career guidance system, which was soon to take over, is not educational institutions and institutions designed to fight unemployment. All this was not only the result of mistakes in carrying out reforms, impact and irrational organization of education, its inconsistency with the needs of the economy in the pre-reform period. The consequence of this was the poor quality of youth training, and a fundamental lack of demand for specialties large proportion of young graduates in the market. Competitiveness as a result of decreased and employment for the young man became the most problematic.

Along with this act, and a large number of factors, relatively speaking, the subjective nature is transforming world of potential job seekers and policies of the ruling elites.

Group of objective factors - demographic dynamics, projected in the medium and long - term economic processes will - on the basis of the above reasons - to act for even a fairly long time.

In the absence of funds for active influence on them, the real way to change the situation is the impact on the circumstances of the subjective character.

5.3.2. Actions to reduce the number of unemployed

- Retraining workers. The government should support people who want to change their own profession. It gives citizens the opportunity to learn a new profession, and then after the training, he will be ready for a new profession. For example, a former military person was retrained on the crane driver.
- Social Business. It is necessary to support the increase in the number of social business because social business effectively influences the destruction of not only the problem of unemployment, but also poverty. For example, one plant in Bangladesh produces and sells high-quality yogurt at a very low price market.
- Microfinance. Above, I cited the benefits of microfinance. Women in many societies do not work, and microfinance can make them a lot of important things. Microfinance helps people get to work, to become businessmen. Instead of looking for a job, we can themselves become employers. It's such a financial system that gives people a chance to live a better life. In addition, the results of my survey showed that 50% of respondents prefer to do business. It is necessary to open the company that will give credit to the scanty percentage and banks should engage in microfinance.
- The interaction of colleges and universities with schools, hospitals, factories and other organizations. Institutions should be closely linked to factories, schools, hospitals, etc. Employment agencies should be a mediator between them and these authorities have a responsibility under the regulation of the country's balance of professions. For example, it hosted the graduation of students at the Medical University. Employment Center appealed to a city hospital with what workers need a hospital. Hospital led the list of vacancies and the criteria for the new employee. Employment Centre received this list, send it to the university, and those primarily selected according to the criteria of the new hospital staff from among the students.

Youth labor market is formed by young people in need of employment. They are unemployed graduates and secondary institutions. Of course, not all the new graduate looking for jobs and enter the labor market. Some of them are planning to continue their education, while others are not employed for other reasons.

It is recognized that graduates of secondary and higher educational institutions belong to the category of citizens in need of additional guarantees to ensure the workplace, as

they mostly without sufficient skills and qualifications, are not ready for tough competition in today's job market. Not least is the low level of social and invested in young professionals.

The concept of “young professional”, previously a certain social status, guaranteed employment after graduation, as well as additional labor rights and social security (not to establish a probationary period in employment, the impossibility of dismissal during the first 3 years, the right to preferential turn on delivery of housing, etc.), it is gone. Today the “young professional” - graduates, ready to realize their abilities, and have difficulty in finding employment.

To help young specialists in solving the problem of employment is intended to youth labor legislation, as well as the legal provisions aimed at facilitating the transition of young people from study to work. In the conditions of the Kazakh market economy, which has not yet gone before the end of the formation stage, young people find it very difficult to find their place in society and they are faced with serious problems in employment.

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7. Appendix: Survey Questionnaire

The purpose of research is the study of unemployment among young people in Kazakh society.

Dear respondent! Your participation in the study, employment prospects of young people in the valuations would have an invaluable contribution to the scientific development of this problem.

- 1) Your income consist of:
 - a. I study, I'm on the parents' care
 - b. I work and study (sometimes work)
 - c. Independently earning (permanent work)

- 2) Your understanding of the employment by specialty after graduation?
 - a. Most likely, I will find a job
 - b. Few believe in the possibility of employment

- 3) Your assumptions of monthly average of wage after graduation:
 - a. 130000 tenge
 - b. 170000 tenge
 - c. 80000 tenge

- 4) Would you prefer to work:
 - a. In Kazakhstan
 - b. In Almaty
 - c. Abroad
 - d. By place of residence (registration)

- 5) In your opinion, the youth goes to work in another country because:
 - a. More income
 - b. Perspectives
 - c. Career growth

- 6) What do You plan in the 5 next years?
 - a. Build a career and have a family
 - b. I want to earn money
 - c. Only career
 - d. Raising a family, and then build a career

- 7) Would you like to work:
- In the private company
 - In a state institution
 - How it goes
 - Does not matter
- 8) You are planning:
- Do not give up the opportunity to work
 - Do not give up leisure and recreation, and to give up part-time work
 - Other
- 9) Would you like to work in agriculture?
- Yes
 - No
- 10) What do you think, why young people do not want to work in rural areas?
- There is no opportunity for career development
 - Low payment
 - No conditions for interesting leisure
 - No work by the specialty
 - Big load on the house because of the part-time farm
- 11) Imagine that you are the head of the company, and you need a new employee. In your hands 2 CV. The first belongs to the young man who had recently graduated from high school with honors, and the second belongs to a man 45 years old, who has extensive experience in the field in which your company is involved. Who do you take to work?
- Young
 - Old, but with experience
- 12) Imagine that you face a choice between paid work and occupation of their business from scratch. What do you choose?
- Business
 - High paid job
- 13) In Your opinion what kind of barriers exists between youth and labour?
- Lack of vacancies

- b. Education
- c. Health issues
- d. Salary is not satisfied
- e. Family circumstances
- f. Frequent job changes
- g. Characteristics of the person
- h. Incomplete CV