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PECULIARITIES OF YOUTH UNEMPLOYMENT: A CASE STUDY

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Abstract. The demand for youth employment is increased due to the development of international integration and improving competitiveness of the labor market in Kazakhstan in line with modern requirements. As a result, most young people face obstacles and difficulties in finding a job in their specialty. At the same time, such problems as the youth unemployment arise due to the ignorance of the situation on the labor market, the lack of professional preparedness for a competitive environment, and the lack of professional and life experience, necessary skills, and competencies. The Kazakhstan labor market has been analyzed in the context of the youth unemployment problems issues in this article. Based on the analysis, the main recommendations have been formulated that contribute to improving the situation in the labor market for the youth and reducing their unemployment. The authors have analyzed the dynamics of the self-employed youth and the structure of the youth employment by types of economic activity in the Republic of Kazakhstan.

Keywords: youth unemployment; labor market; employment; recruitment

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JEL Classifications: J64, J23, M13, M21

1. Introduction

Infrastructure in this paper is understood as the sectors of economy, scientific and technical knowledge, social life, which directly ensure the production processes and living conditions of society. Infrastructure is an important component of the labor market determining the trends and features of its operation. Therefore, a more detailed study of the market infrastructure elements and the characteristics of their interaction will allow to highlight and analyze the formal and informal aspects of the relationship between the parties in the labor market and develop a set of measures that will improve the situation in the youth employment. Market infrastructure is a complex of enterprises and organizations that ensure the normal functioning of the market.

Both domestic and foreign authors were used in the study of this topic. The problem of increase fluctuation in unemployment in Europe during the crisis is addressed by the foreign authors (e.g. Bell & Blanchflower (2011),

Boeri, & Jimeno, (2016), Ours, (2015), Barslund & Busse (2014)). Much attention to the problem of the youth employment was also paid in the works of Oreopoulos et al. (2008); Banerjee et al., (2018).

The growth of the youth unemployment and its negative consequences are the contemporary social problems. The youth unemployment is of interest for the authors. The researchers usually do not regard the youth unemployment as a separate phenomenon of the labor market but rather consider it as a form of general unemployment. For example, R.K. Sabirova considers the youth unemployment as a specific form of unemployment: "these are young people who graduate from higher or vocational educational institutions only to find no demand for their labor due to the lack of qualification or experience and other reasons" (Sabirova, 2016). S.B. Shauenova also discusses the problem of the youth unemployment but does not distinguish it as a separate problem of the labor market (Shauenova, 2013). D.N. Shaikin identifies the youth unemployment as a specific type of unemployment but notes the problems of this unemployment only among young people who want to start their career without field experience, yet with fairly high requirements for the pay rate (Shaikin, 2005). As such, the analysis of the sources reveals that the current youth unemployment is explored in a number of unrelated studies devoted mainly to the problems of unemployment and its individual types, which limits the comprehensive analysis of its specifics and consequences. Accordingly, the youth unemployment can be regarded as a type of unemployment, as a separate problem of the labor market, as a problem within the population group aged 14 to 30, or as a problem of the youth labor market. The vector of consideration leads to various approaches and different emphasis in research issues (Bukanova, 2013). By systematizing the necessary studies of the existing approaches to studying the characteristics of the youth unemployment, Table 1 reveals the problems of unemployment for further research.

Table 1. Approaches to the youth unemployment research

#	Approach to the youth unemployment consideration	Specifics of understanding the youth unemployment
1	Problem of the labor market	1.1. The youth unemployment is regarded as a general phenomenon of the labor market, with due consideration for its trends, phenomena, and specifics, but for a separate category of the population – the youth. The youth unemployment is regarded as a problem and a purpose of the study within the national and regional labor markets, with the identification of signs, types, specifics, etc.
2	Type of unemployment	2.1. The youth unemployment is not described as a separate phenomenon of the labor market, but only as one of the types of unemployment with distinguishing features (frictional, structural, cyclical, institutional, etc.). 2.2. The youth unemployment is regarded as the unemployment among the youth, with the age being the main distinguishing attribute.
3	Problem within the population group aged 14 to 30	3.1. The youth unemployment is regarded as one of the problems of the youth among others, such as crime, drug addiction, etc. 3.2. The youth unemployment is regarded more narrowly through the prism of the category to which it belongs, rather than as a general problem reflecting the entire range of the labor market problems and being a consequence of these problems.
4	Problem of the youth labor market	4.1. The youth unemployment is considered within one of the market segments – labor, which has both general trends and its specific features. 4.2. The youth unemployment is more often considered in the context of the problems of the youth labor market, often not taking general trends into account and reducing the depth and breadth of coverage.

Source: prepared by authors

As such, depending on the goals of the researcher, the identified approaches allow for a systematic study of the youth unemployment as a separate phenomenon, and as part of other phenomena of the labor market, youth labor market, and youth per se, or to consider this unemployment as a problem, as the root cause, or as a consequence of certain events on the labor market as a whole and the youth labor market, etc.

The distinctive features of unemployment should be noted for the **articulation of issue** on the topic under study. Firstly, the unemployment of the young generation generates a huge potential for energy, activity, and health, which turned out to be aloof from social production;

Secondly, the unemployment of the young generation holds back the skilled and cultural growth of the workforce in educational terms;

Thirdly, the unemployment negatively affects the economic well-being of the youth family, which ultimately affects the sociodemographic situation;

Fourthly, the unemployment of young people leads to social apathy and infantilism, which are a factor in the growth of crime among the youth; and

Fifthly, the long-term unemployment can lead to an increase in "social dependency" (Holford, 2020).

Kazakhstan lacks specialized republican and regional programs at the moment that promote the creation of favorable conditions for the youth in the labor market. However, the temporary jobs for minors are being created, while there are some shortcomings in the regulatory framework regarding the mechanism for regulating this differentiation of the labor market, creating conditions for it, and contributing to the growth of employers' interest in the youth employment. Unemployment is indeed a measure of imbalance in the labor market; it measures the mismatch between the employers' demand for various types of labor and the willingness and ability of employees to supply this labor (Jakobsen, 2012). The official unemployment rate simply divides the number of people who do not work, are willing to work, and are actively applying for jobs by the sum of the employed and those identified as unemployed. As such, many people who are unemployed by many definitions are not considered as such in the official state statistics (Verd, 2019). Therefore, the labor market infrastructure in Kazakhstan enables to strengthen measures to regulate the market operation and reflects the results of the state programs implemented on the labor market. A challenge on the labor market is partnerships that regulate the market and their interest in improving the situation with the youth employment, which is developing insufficiently. In this regard, the activities on the labor market and employment are considered as an important element in the labor market.

Hypothesis of the study:

1. The legal and regulatory sources of state regulation of the unemployment existing in Kazakhstan do not sufficiently ensure the implementation of managerial mechanisms aimed at regulating unemployment, especially for the youth.
2. The efficiency of government control over the youth unemployment is achieved through creating and implementing regional models of the state regulation programs addressing the youth unemployment.

2. Methods

General description.

The studies of domestic and foreign economists on analysis of the unemployment problems, regulatory legal acts of the Government of the Republic of Kazakhstan that regulate employment at the state level, as well as scientific publications in periodicals and materials published on the Internet were reviewed within this study.

Methods of calculating the absolute and relative efficiency of the youth unemployment indicators were used to conduct an economic study. The method of graphic images was used to determine the economic dependencies of the main indicators.

The youth unemployment was studied in three stages.

An expert survey was conducted at the first stage, which covered employers from small and medium-sized enterprises and organizations, the heads of Human Resources departments of higher educational institutions, including the youth – 200 people in total. The potential experts were selected taking such requirements into account as competence, level of education, position, and record of service in the position held.

The statistical data for 2010 – 2018 were analyzed by indicators of the state of the labor market and the level of the youth education at the second stage.

The obtained empirical material and statistical data were processed at the third stage. Theoretical analysis and interpretation of the results of the study were carried out in accordance with the purpose of the research into the youth unemployment.

The conclusions are made at the end of the article that the reliability and validity of the research results are ensured by the correspondence of the author's theoretical and methodological position and the applied set of research methods, along with an expert survey.

Expert survey. The expert survey involved the youth of Kazakhstan in the age categories 15 to 19, 20 to 24, and 25 to 28 – 150 people in total (The Youth of Kazakhstan, 2018). Kazakhstani employers from among 50 small and medium-sized organizations and enterprises were also interviewed.

According to the Law of the Republic of Kazakhstan from 9 February, 2015 - "On the state youth policy", the young is referred to as young people aged 14 – 29. People of young age up to 29 years old were interviewed in the survey.

At the same time, employers from small and medium-sized enterprises and organizations were involved to implement the result of the study – for example, Center for Audit and Evaluation LLP and Astana-kurylys LLP.

The results of a quantitative study reveal the views of employers and the youth on the causes of the youth unemployment in Kazakhstan.

The survey was conducted among employers.

The survey was conducted among employers and youth (from 18 to 29 years old) in Kazakhstan using the Survio series service (survio.com) through social networks (Facebook, VK and others).

Question: What is the reason for the youth unemployment in Kazakhstan?

Answer options:

- experience;
- professional skills;
- language knowledge;
- higher education; and
- knowledge of software kits.

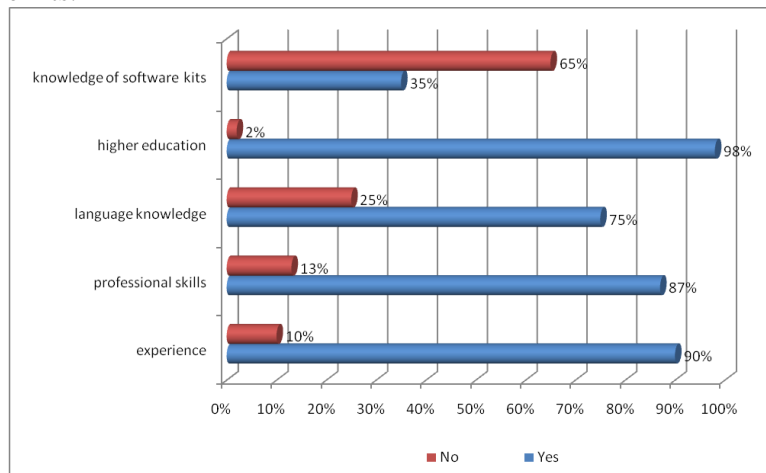


Fig. 1. Employer survey results

Source: survey results

As can be seen from Figure 1, the surveys of employers reveal that 90 % of the young people should have field experience, 87 % indicated knowledge of professional skills, 75 % preferred language knowledge. At the same time, 35 % of the employers gave preference to knowledge of software kits.

The survey was conducted among the youth:

Question: What is the reason for the youth unemployment in Kazakhstan?

Answer options:

- lack of experience;
- lack of professional skills;
- lack of language knowledge;
- no higher education; and
- lack of knowledge of software kits.

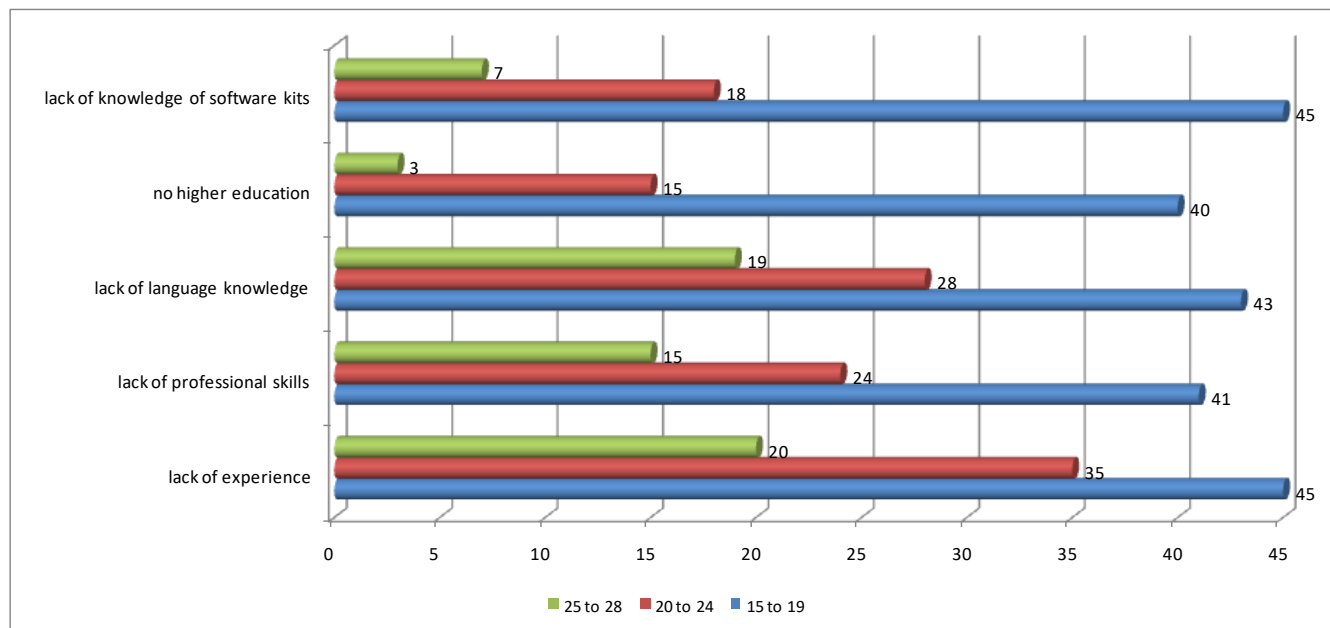


Fig. 2. Youth survey results

Source: survey results

As can be seen from Figure 2, according to youth surveys, 45 people aged 15 to 19 responded that the main reasons for unemployment were the lack of higher education and knowledge of software kits, and the lack of experience and language knowledge.

The survey involved youth from 15 to 28 years old, who are able-bodied youth in accordance with Article 31 of the Labor Code of the Republic of Kazakhstan dated 23 November, 2015.

The main reasons for the unemployment of the youth aged 20 to 24 were the lack of work experience (28 people) and the lack of language knowledge (35 people).

For young people aged 25 to 28, the reasons for unemployment were the lack of experience (20 people) and the lack of language knowledge (19 people).

b) Algorithm

The following analysis algorithm was used in the article:

1. Setting the goal and objectives of the article and determining the type of analysis;
2. Data collection and primary processing;
3. Analysis of the dynamics of indicators;
4. Determination of factors and reasons for the change in the dynamics of the youth unemployment; and
5. Identification of reserves and opportunities to increase the indicator efficiency.

An algorithm using the sample data of the Statistics Committee of Kazakhstan was developed in this study, and it can be concluded that the most common requirements of employers for the youth are the following:

1. Experience;
2. Higher education;

3. Good language knowledge;
4. Knowledge of software kits;
5. Knowledge of office software.

These are the defining qualities for high competition in the labor market in this area of the youth employment.

It was revealed during the analysis of the data on the youth employment at the request of employers that characteristics that were advantages in the recruitment were indicated in the employers' ads.

The above qualities are the main indicator of employees for employers, while also serving as an indicator of unemployment for young people aged 20 – 24.

As such, the following qualities for employers provided for the youth generation were developed based on information about the employers' requirements:

1. Higher education;
2. Good language knowledge; and
3. Knowledge of software kits;

The developed algorithm allows the following:

1. To collect high-quality data about the employers' requirements;
2. To carry out an in-depth analysis of data on the youth employment in Kazakhstan;
3. To analyze the possibility of employing a young specialist in a particular field;
4. To create a personality model of a young specialist in certain ways of social and economic development of the labor market in Kazakhstan.

The above algorithm will allow to identify strengths and weaknesses of the youth labor market.

Internal and external sources of statistical information on the youth unemployment at the present stage were the main sources for the article.

The selection criteria represented the reliability of the information of statistical analyses and data on the problem under study.

No country can make reliable forecasts for the future and determine development prospects and strategic directions on the topic under study without taking its statistical information data into account.

c) Flow chart

The algorithm flow chart is presented below in Figure 3.

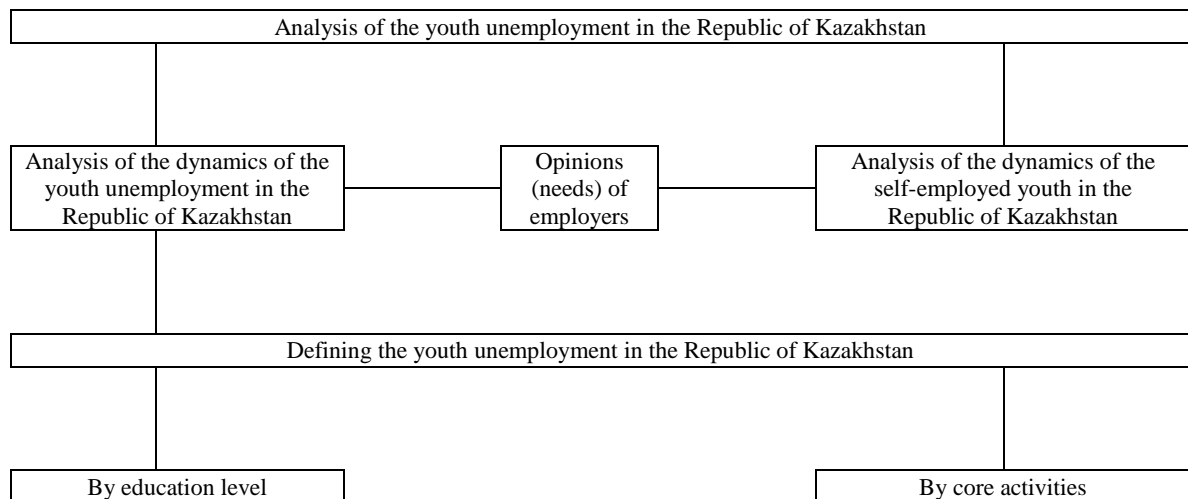


Fig. 3. Algorithm of the youth unemployment analysis

Source: prepared by authors

3. Results

According to the Statistics Committee of Kazakhstan, the youth is the most promising part of the economically active population and has certain potential, the development of which can help improve its position in the labor market, which necessitates additional attention from the state when developing specific and targeted measures to ensure employment of the category population among the youth. The dynamics of the youth unemployment in Kazakhstan are reviewed in Figure 4.

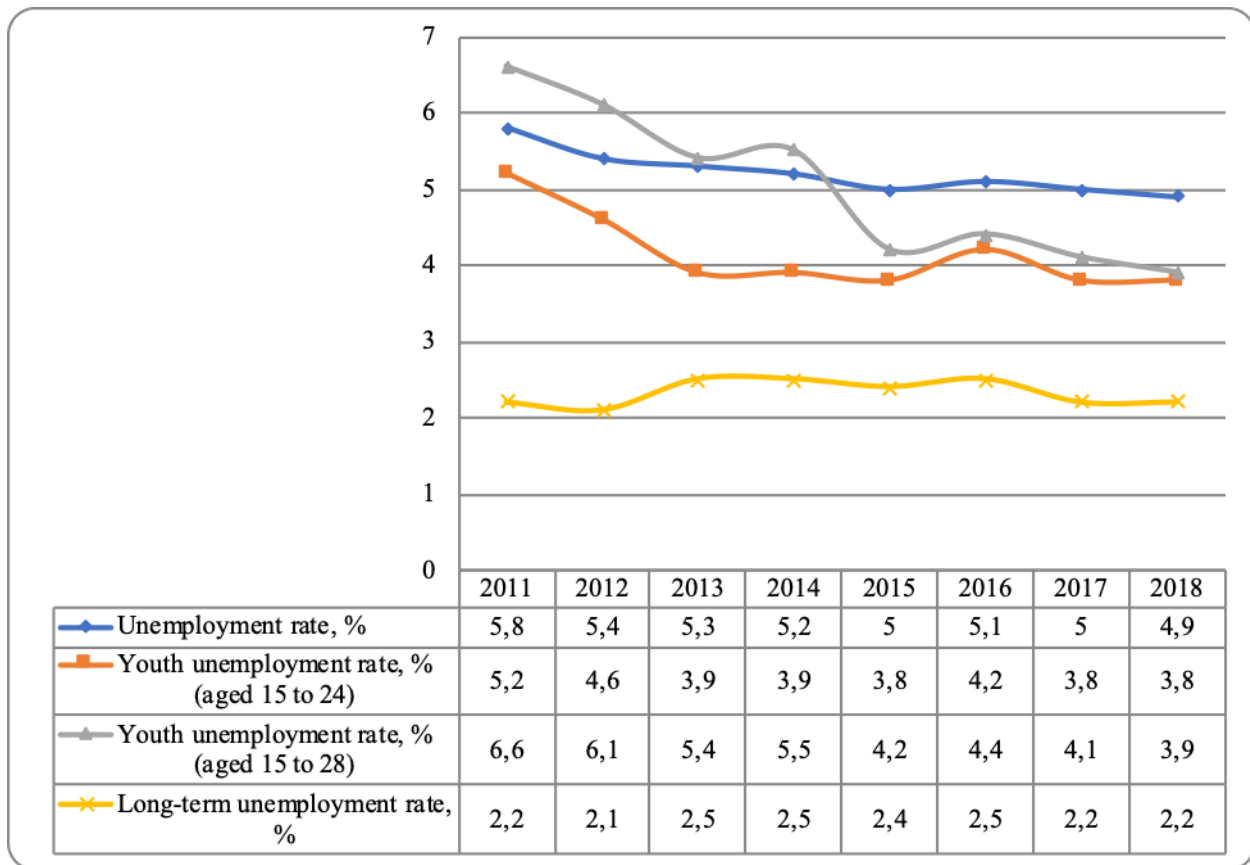


Fig. 4. Total and youth unemployment rates in the Republic of Kazakhstan (2011 – 2018)

Source: compiled by the authors on the basis of data from the Ministry of National Economy of the Republic of Kazakhstan, Statistics Committee

The total and youth unemployment rates in the Republic of Kazakhstan for 2011 – 2018 are analyzed in Figure 4. Based on the above data, the overall unemployment rate in the country decreased by 5.5 %, and the youth unemployment rate decreased by 15.3 % (aged 15 – 24) and 12.7 % (aged 15 – 28).

As can be seen from the above table, the unemployment rate in 2011 was 5.8 %, including the youth unemployment rate of 5.2 % (aged 15 – 24) and the youth unemployment rate of 6.6 % (aged 15 – 28). The total unemployment rate in Kazakhstan has been declining annually since 2011 and amounted to 4.9 % in 2018. As such, the unemployment rate in Kazakhstan is annually reduced, and this indicates the proper choice of the state policy in Kazakhstan (The Youth of Kazakhstan, 2018).

The youth unemployment rate tended to decrease until 2014 and was registered by the Statistics Committee of Kazakhstan as 3.8 %, however it increased to 4.2 % in 2015. The youth unemployment rate has remained unchanged at 3.8 % over the past two years (Argandykov, 2017).

An analysis of the comparison of trends in the youth unemployment for people aged 15 – 24 and 15 – 28 yielded the following research results.

For example, the youth unemployment for people aged 15 – 24 has decreased by 3.8 % since 2011, compared with the youth unemployment for people aged 15 – 28, which decreased by 3.9 %.

Two following main reasons for reducing the unemployment rate of young people aged 15 – 24 can be named:

1) The President instructed to increase the salaries of budget-funded staff by an average of 35 % from 2019 in the President's Address to the people of Kazakhstan dated October 5, 2018, "Improving the welfare of Kazakhstan: improving the quality of income and living standards", which stimulated the Kazakhstani youth to find jobs in the state sector (Address 2018);

2) the young people who were granted the international scholarship Bolashak (Concept, 2017). All this increases the competitiveness of the labor market among young people (Concept, 2013).

The structure of the youth employment by types of economic activity in the Republic of Kazakhstan for 2013 and 2018 is shown in Figure 5.

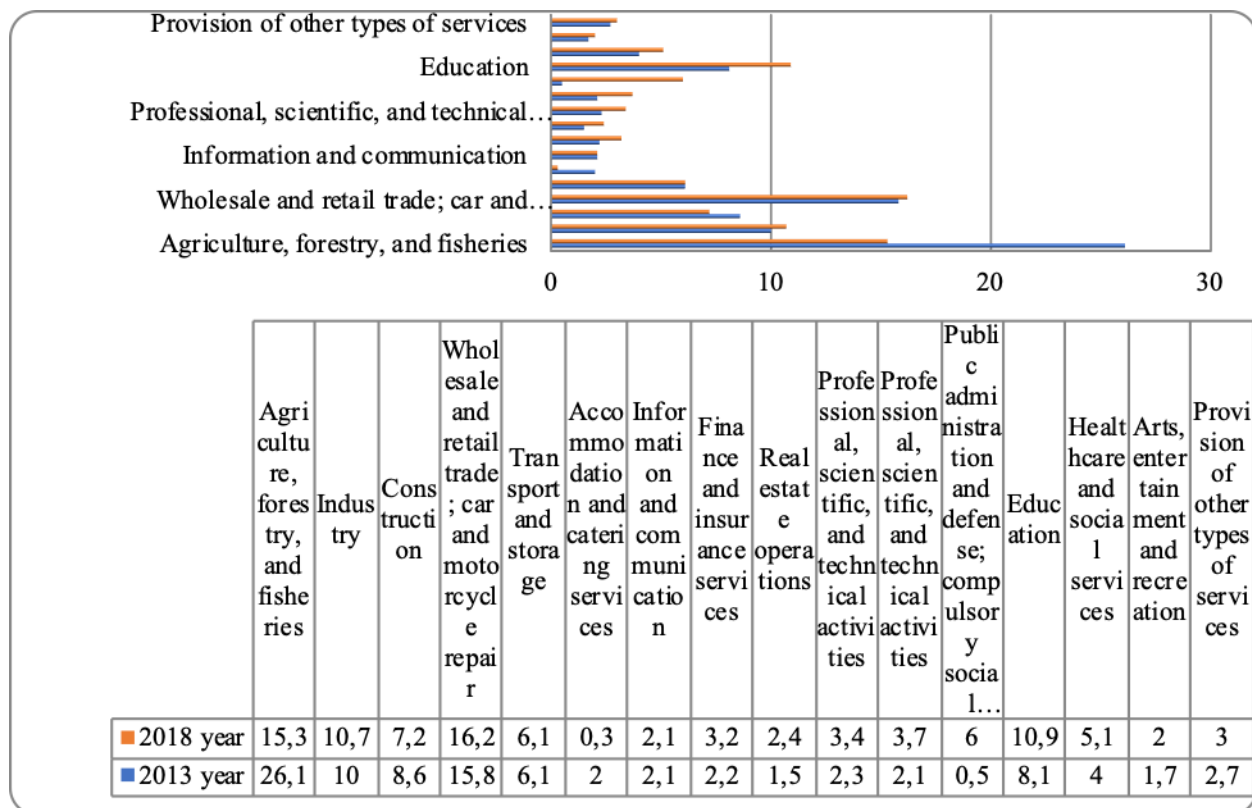


Fig. 5. The structure of the youth employment by types of economic activity in the Republic of Kazakhstan for 2013 and 2018, % (aged 15 – 28 years)

Source: compiled by the authors on the basis of data from the Ministry of National Economy of the Republic of Kazakhstan, Statistics Committee

The structure of the youth employment by types of economic activity in the Republic of Kazakhstan for 2013 and 2018 is shown in Figure 5. By types of economic activity, the highest youth employment rate in agriculture, forestry, and fisheries was 26.1 % in 2013, which was by 46.4 % less than in 2018. On the contrary, activities in the field of administrative and support services were 57.2 %, and operations with real estate amounted to 44.1 % during these periods. Professional, scientific, and technical activities increased by 35.3 %, financial and insurance services increased by 31.7 %. There was a youth employment growth by types of economic activity in wholesale and retail trade (16.2 %) in 2018. Activities such as agriculture, forestry, and fisheries (15.3 %), education (10.9 %), and industry (10.7 %) can be tracked. These types of economic activities were lower in 2013. Two-thirds of the employed youth aged 25 – 29 are employed in the financial sector in the labor market, and up to 50 % of the young people are employed in public administration, social insurance, and real estate operations. In addition, there are low youth employment rates in material production, agriculture, forestry, manufacturing, and social infrastructure: education, healthcare, and social welfare (Kazakhstan, 2017). Less than 2 % of the graduates opt for the scientific sector at the moment, which indicates low authority of scientists. All these trends are observed along with rising unemployment, as indicated in Table 2.

Table 2. Dynamics of the self-employed youth in the Republic of Kazakhstan for 2001 – 2018
(in the context of the settlement, aged 15 – 28), thous. people

Indicators	2001	2006	2010	2015	2016	2018	Change 2017/2001	
Self-employed youth	828.2	866.8	851.1	581.6	513.0	492.5	-335.7	-40.5
Urban population	253.5	245.8	199.2	185.5	159.3	161.8	-91.7	-36.2
Rural population	574.8	621.0	651.9	396.1	353.7	330.7	-244.1	-42.5

Source: compiled by the authors on the basis of data from the Ministry of National Economy of the Republic of Kazakhstan, Statistics Committee

The total volume and distribution of the self-employed youth aged 15 – 28 across settlements in Kazakhstan from 2010 to 2018 are presented in Table 4. Based on the data of the chart, the self-employed youth in 2018 decreased by 335.7 thous. people or by 40.5 %, compared to 2010. Of them, the rural youth decreased by 42.5 %, and the urban youth decreased by 36.2 %. This suggests that certain programs and state support for self-employment should be developed for the youth (Figure 6)

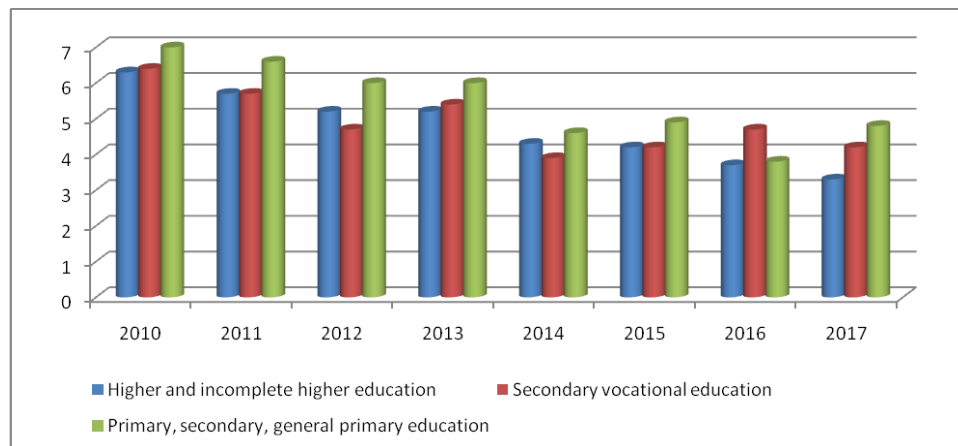


Fig. 6. Self-employed youth in terms of the settlement (aged 15 to 28) in the Republic of Kazakhstan from 2010 to 2018

Source: compiled by the authors on the basis of data from the Ministry of National Economy of the Republic of Kazakhstan, Statistics Committee)

According to Figure 6, the largest share of the self-employed population, 67.1 %, falls on the rural youth for the period under review. This is because the youth are considering the goals of self-employment and have high potential for the development of private households in rural areas due to the lack of permanent jobs there.

According to statistics, despite a significant improvement in the youth employment in recent years, there is reliable information that is not officially displayed.

In accordance with the Law of the Republic of Kazakhstan dated April 6, 2016 № 482-V ZRK "On employment", the definition of the category of unemployed citizens in Kazakhstani practice differs from the method adopted by the International Labor Organization (Law of the Republic of Kazakhstan, 2016). In this case, the difference between the unemployed and the officially registered unemployed, determined by the method of the International Labor Organization, reflects the size of concealed unemployment.

The number of unemployed was estimated at 442 thous. people in November 2018, the unemployment rate was 4.8 %. By the end of November 2018, 142.3 thous. people were officially registered with the employment authorities. The share of the registered unemployed amounted to 1.6 % of the workforce. The level of concealed unemployment in Q3 of 2018 amounted to 0.3 % of the workforce (23.8 thous. people) (Kazakhstan, 2017).).

The problem of hidden unemployment can be objective, because according to Kazakhstan legislation, if a citizen applying to the employment service does not satisfy any characteristic of an unemployed citizen (has no job, is actively seeking for a job, is registered with the employment service), they will be classified as an economically inactive population but not recognized as an unemployed citizen. The problem can also be subjective, when the employee either does not want to register with the employment service as unemployed or is employed in the informal economy, works part-time, laid-off, etc.

According to the Statistics Committee of Kazakhstan, up to 80 % of the youth are not registered in employment services. In a situation of unemployment, this is associated both with the reluctance to acquire the status of an unemployed, distrust of this institution of the labor market, and the lack of knowledge of support and employment mechanisms.

Table 3. Youth unemployment groups in Kazakhstan by the 3-year criterion, % (Yu.K. Shokaman, 2017).

year	15 – 19 years old	20 – 24 years old	25 – 28 years old
2012	3.7	4.0	7.1
2013	2.5	4.1	7.1
2014	3.9	3.8	4.7
2015	4.1	4.1	4.5
2016	3.2	3.9	4.3
2017	2.4	3.9	4.0

Source: compiled by the authors on the basis of data from the Ministry of National Economy of the Republic of Kazakhstan, Statistics Committee

The youth unemployment rate in accordance with age criteria is presented in Table 3. It can be noted that the youth unemployment rate at the age of 25 – 28 is reduced at a stable level: unemployment by this criterion was 7.1 % in 2012 and 4.0 % in 2017, i.e., decreased by 3.1 %.

At the same time, it can be seen that unemployment remains stable for a group of young people aged 20 – 24. In this case, the inconsistent lack of unemployment among young people under 20 is due to several reasons. Firstly, they continue school education for admission to higher educational institutions or get vocational and special education. Secondly, young people with vocational education are included in the unemployment category and increase the number of unemployed after registering with employment centers (Isabaeva, 2013). Therefore, young people in this unemployment group are an unstable part of the labor market. Let us consider the youth unemployment by the criterion of their level of education in Figure 7.

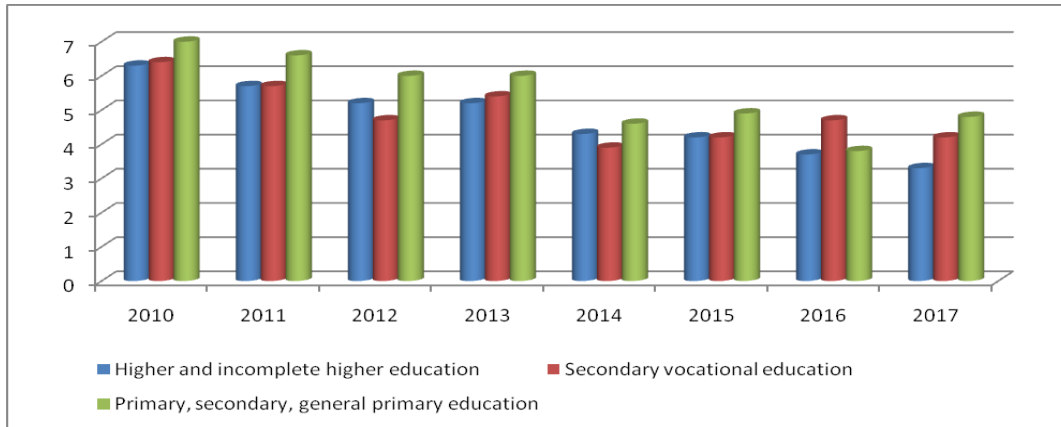


Fig. 7. Population structure by the level of education in Kazakhstan for 2010 – 2017 (aged 15 – 28), %.

Source: compiled by the authors on the basis of data from the Ministry of National Economy of the Republic of Kazakhstan, Statistics Committee

According to the data for 2010 – 2017, if unemployment is reviewed by the criteria of the level of education in Figure 7, the most affected group of young people is those who received basic, general secondary education. At the same time, the low unemployment rate among young people with basic secondary education (or without basic secondary education) is due to the fact that education is one of the main requirements of the modern labor market, and therefore young people aim to get education and start working only after that (Bishimbaeva, 2016). According to statistics, there was an increasing trend in the educated population from 2007 to 2012. The peak in the increase in the educated population fell on 2014 and amounted to 2,445.0 thous. people. The educated population decreased from 2015 to 2017 and amounted to 2,379.9 thous. people, 2,275.5 thous. people, and 2,141.0 thous. people, respectively. This indicator reveals that the population of Kazakhstan aged 15 – 28 prefers to get better education. A group of young people with higher and incomplete higher education tended to increase from 2010 to 2014. In the context of the structure in Figure 8, the population with higher and incomplete higher education amounted to 15.8 % in 2010 and to 42.9 % in 2018. The main reason is that the employer most often hires people with higher education (Figure 8).

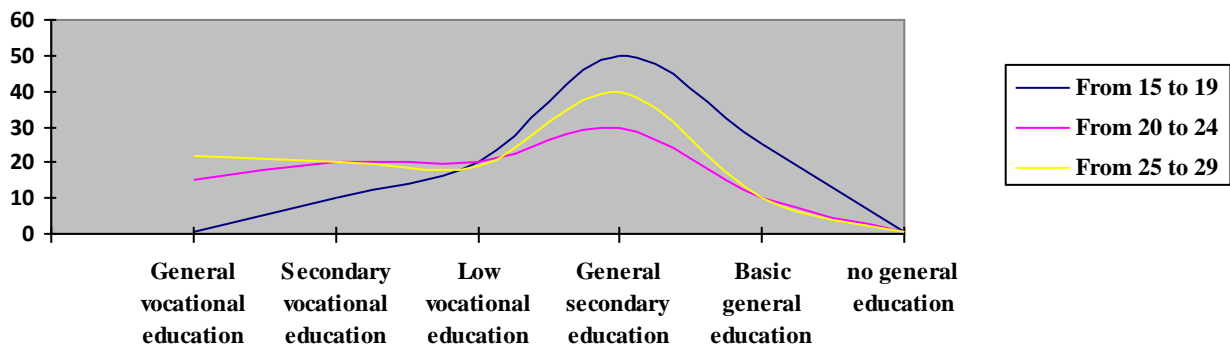


Fig. 8. Youth unemployment in Kazakhstan by the level of education in 2018, as a percentage in the corresponding age group

Source: compiled by the authors on the basis of data from the Ministry of National Economy of the Republic of Kazakhstan, Statistics Committee

Analysis of the general trends in the labor market in Kazakhstan for reasons of unemployment reflected in Figure 8 can help to reveal that the largest share of the unemployed is made up of citizens who lack field experience, and

the situation associated with bankruptcy, dismissal, and staff reduction is especially aggravated during the crisis period.

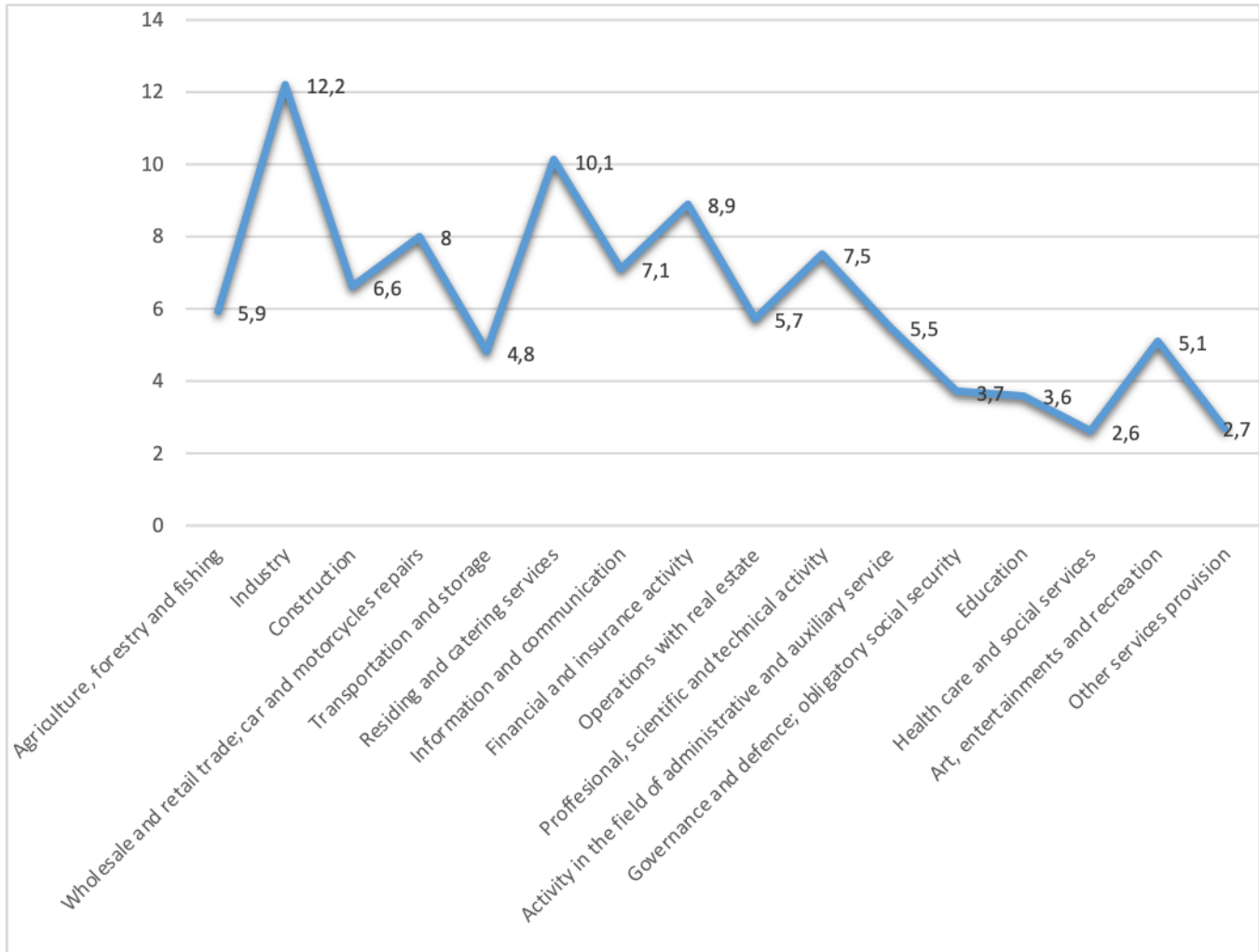


Fig. 9. The unemployment rate in Kazakhstan by core activities in 2018.

Source: compiled by the authors on the basis of data from the Ministry of National Economy of the Republic of Kazakhstan, Statistics Committee

As can be seen from Figure 9, the sector of services, agriculture, and construction were the most affected areas of activity in 2018, which had negative impact on employment. At the same time, the youth category is one of the groups most vulnerable to dismissal and, as a consequence, unemployment. Another separate acute problem is employment and unemployment among graduates of the vocational education system (Kamerova, 2013).

According to the Minister of Education and Science of the Republic of Kazakhstan, about 50 % of the graduates are not engaged in their specialty: graduates from economics (30 %), humanitarian (11 %), and pedagogical (7 %), agricultural (6 %), and construction (5 %) sciences are especially acute at risk of being unemployed in 2016, which is also associated with general economic trends (Proceedings, 2016).

Analysis of the structure of the unemployed by the level of education and age criteria has resulted in the following trends in the current labor market:

- The greatest share in the structure of youth unemployment by age and availability of the higher professional education is held by young people aged 25 – 29; young people aged 20 – 24 are the most vulnerable group in terms of all levels of the educational system.
- The highest growth among the poorly educated category of youth is observed among young people under 20, which is associated with one of the most important requirements of the labor market: availability of appropriate education and qualification of the workforce.
- Young people under 20 have the least experience, but their representation in the status of unemployed is the smallest due to the fact that young people aim to get education at this age.

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- Young people under 20 have the least experience, but their representation in the status of unemployed is the smallest due to the fact that young people aim to get education at this age.

4. Discussion

During the analysis of the situation on the labor market of Kazakhstan, a comparative analysis of the labor market models of some foreign countries was also carried out. The results of international practice indicate that there are various ways to implement and develop youth policy in Europe, the CIS, America, Japan, China, India, and Turkey. The main goal of the youth policy in all countries is to help young people integrate into society and increase self-development. It is desirable to use the methods and practices in modernization of the state youth policy in Kazakhstan that have been used with great success abroad. The experience of the US indicates the development of self-government in educational institutions in order to increase youth involvement in decision-making. They also provide opportunities for social, cultural, communication, and management skills. The public-private partnership model is actively involved in the implementation of youth policy programs and projects in the US, including private charitable organizations and mechanisms for interacting with the commercial sector (Park, 2020). The Japanese approach to the implementation of youth policy is based on a clear division of responsibilities between public authorities and state institutions and responsibilities between them. The methods of state support for special youth centers, bureaus, and services are widely used. For instance, there are information and cultural youth centers in large cities in Turkey, and information and consulting bureaus in Germany. These centers are connected to networks, have a standard service base, information exchange, and network modernization (Van, 2018). Social and community services are provided to young people in Portugal and Spain. A special structure was recently created to coordinate the activities of state bodies in the development and

decision-making process in Sweden (Banerjee 2018). The youth policy in Russia is implemented as part of a large-scale project in socioeconomic and sociopolitical fields. The structure of the federal and regional level of the youth policy has been strengthened in recent years. In comparison with foreign countries, employers in Kazakhstan are often less interested in employing young people in the labor market; almost 60 % of the large companies are not interested in young specialists. This is primarily due to the lack of skills and experience that young professionals need. At the same time, for example, Kazakhstani business structures lack active cooperation with higher education institutions in comparison with the US practice. For example, according to a study, only 50 % of the employers work with higher education institutions. 24 % of the companies do not provide internships for young people, and 13.3 % of the employers do not need such programs.

Conclusions

Following the analysis of the main channels used to seek for a job by the youth, it can be noted that due to the heterogeneity of the youth subgroups, the existing differences in value orientations in the workplace and behavioral aspects, it is necessary to develop various methods for various youth unemployment subgroups not only towards the optimization of the channels used to seek for a job, but also the development of both personal and professional potential of the youth (Nunley, 2017).

Summarizing all the above, the following specifics of the youth unemployment in Kazakhstan can be listed:

1. The largest share in the youth unemployment belongs to the subgroup of young people aged 20 – 24, in accordance with the age criterion;
2. The largest share in the youth unemployment belongs to people with higher education, in accordance with the educational criterion, which is associated both with expectations and values in the labor market and with imbalances of the vocational qualification structure of the structural unemployment and the education sector;
3. The main reasons for the development and growth of the youth unemployment include the lack of field experience (skills) in the specialty acquired and the discrepancy between the vocational qualification structure of the labor market needs and the deformation of core values for the youth in the labor market;
4. The phenomenon of the youth unemployment is widely regarded by researchers as a form of unemployment, but it must be considered not narrowly as a type of unemployment or as a phenomenon of the youth labor market only, the problem of the youth, but rather more broadly as a separate phenomenon of the labor market, which is systemic and requires a multifaceted research approach;
5. The unrealized potential of the youth entails some negative consequences, both for the labor market and for the entire socioeconomic system of individual countries and the entire world community.

As such, the analyzed data give grounds to underline the relevance of drawing attention to the problem of the youth unemployment. Identification of the main specifics of the youth category, their attributes and trends in the youth unemployment indicates the reasons for its growth and requires further analysis of the infrastructure in the field of measures aimed at increasing the youth employment, addressing youth unemployment, and public policy. This, in turn, will allow to determine the weaknesses and strengths of the current state of the youth labor market in order to understand the existing youth employment model. This is necessary for the development of measures aimed at prevention and reduction of the youth unemployment.

Limitation of the research: the studies were conducted on the territory of Kazakhstan, covering unemployed youth who have secondary and secondary technical education (applying for any job). Excluded are youth who have higher and postgraduate education (applying for high-paying jobs), and youth who study and work.

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