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### **Assessment of structural shifts in youth employment in Kazakhstan**

#### **Abstract**

*Object:* Based on the assessment of structural changes in youth employment in Kazakhstan to identify favorable industries for the development of the labor activity of young workers.

*Methods:* Methods of system, dynamic and structural analysis, estimates of the mass of structural shifts have been used.

*Results:* The results of the analysis of changes in structural shifts in youth employment facilitated to identify the most favorable industries in the labor activity of this age group: agriculture, forestry and fisheries, professional, scientific and technical activities, public administration and defense, compulsory social security, education, human health and social work activities, other service activities.

*Conclusions:* Based on statistical data on the employment of the population aged 15–28 years in Kazakhstan, favorable industries for the continuation of youth work have been identified. Measures of state support for youth employment can be aimed at the identified industries as favorable for youth work in the future, thereby reducing youth unemployment and NEET-youth indicators.

**Keywords:** labor market, youth, youth employment, structural changes, economic activity, youth unemployment.

#### **Introduction**

In any country, the problem of youth employment, on the one hand, closely depends on the general situation in the field of employment, its quantitative and qualitative parameters. If the priorities of macroeconomic and social policy do not include productive employment, and the aggregate demand for labor does not grow, it is impossible to successfully implement any programs for the integration of young people into labor markets. On the other hand, the youth labor market has its own specifics. Age-related obstacles to the transition of girls and boys from study to work life include the following: lack of work experience; strict rules for regulating the labor market; the discrepancy between the skills and aspirations of young people and the realities of demand in the labor market; obstacles to entrepreneurship and self-employment; lack of organization and opportunities for representation of interests, which means there is a small number of channels through which young people could pay attention to their needs and problems (ILO, Resource platform “Decent work for sustainable development”).

The issues of employment of the younger generation are of particular relevance in the modern conditions of the labor market functioning and the regulation of labor relations. This group in Kazakhstan, according to the Law of the Republic of Kazakhstan dated February 9, 2015 No. 285-V ZRK “On State Youth Policy” includes persons aged 14 to 29 years (the Law of the Republic of Kazakhstan “On State Youth Policy”).

In the demographic structure of the population of Kazakhstan, a number of young people under the age of 29 has been declining in recent years. The reduction in the number of young residents of Kazakhstan is the result of the “demographic pit” of the 90s (National Report “Youth of Kazakhstan 2020”). Over the past 10 years, a number of young people in the country has decreased by 16.3 % (Figure 1). Despite the fact that the share of young people in the total population of Kazakhstan is decreasing, the number of children and adolescents is increasing, which indicates the need to solve the problem of employment of young people.

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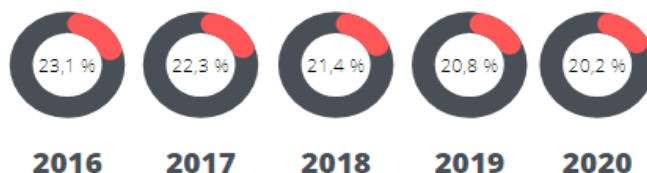


Figure 1. The proportion of young people from the total population

Note — Bureau of National statistics

In the structure of the total population of the country, the share of young people decreased by 7.5 %: in 2010, there were 27.6 % of young people with a population of 16,203,274 people, at the beginning of 2020, the number of young people is 20.2 % with a population of 18,631,779 people (Figure 2).

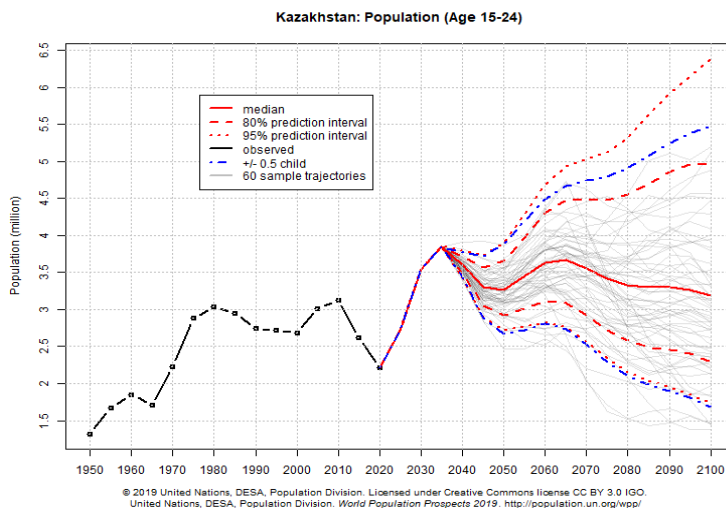


Figure 2. Population indicators by age group (15–24) in the Republic of Kazakhstan and UN forecasts up to 2100

Note — United Nations. Department of Economic and Social Affairs Population Dynamics. World Population Prospects 2019// <https://population.un.org/Wpp/Maps/>

The UN demographic projections are based on probabilistic projections of total fertility and life expectancy at birth (United Nations. Department of Economic and Social Affairs Population Dynamics. World Population Prospects, 2019). It is expected that the proportion of young people in the country will increase significantly as a result of the stable trend of increasing fertility since the early 2000s. It is expected that the peak number of young people will reach by 2030.

Young people are the main source and determining engine of social and economic development in the present and future. Thus, the main question of our consideration arises whether there have been changes in the employment of young people in the labor market of Kazakhstan.

**Literature Review**

Scientists and researchers pay a considerable attention to the issue of employment of the young population.

Thus, on the basis of study of N.S. Blinova and D.V. Sokolov, the youth labor market is characterized by us as a specific segment of labor relations with a number of features, among which we highlight the difficulties of adaptation of young employees: problems of professional orientation; low material security and housing problems. Youth as an age group in the labor market has significant differences from other population groups — it is the most promising category of the economically active population, which is at the stage of formation, the most mobile and ready for change, with career opportunities and the prospect of a long period of work (Blinova & Sokolov, 2016).

As noted by Zabelina O.V. and others, the global crisis complicates the situation of young people in the labor market, since young people are more likely to be in temporary and part-time employment, which means they are more likely to face a high risk of losing their jobs and earnings. The COVID-19 pandemic

has “pushed” many young people aged 18–29 into unemployment, and besides, younger workers (compared to people aged 30–34) tend to stop working (Zabelina, 2021).

Based on the qualitative analysis of measures and quantitative analysis by countries and youth employment programs, G.A. Krasnova highlights that education and training are the dominant measure (event) in youth employment programs (Krasnova, 2015).

Thus, the works of scientists devoted to the analysis of youth employment in the labor market cover a wide range of issues. Nevertheless, the analysis of structural shifts in the employment of young workers in Kazakhstan has not been sufficiently studied.

### Methods

The official data of the Bureau of National Statistics of the Agency for Strategic Planning and Reforms of the Republic of Kazakhstan and the UN Department of Economic and Social Affairs of the Population were used for the analysis (Gazizova et al., 2021). Due to the specifics of the methodological calculations of the statistical service, the employed youth from 15 to 29 years old was chosen as the object of the research.

The methods of dynamic and structural analysis were used in the processing of statistical and departmental data describing the quantitative parameters of the participation of the youth in the labor market in Kazakhstan (Kalabina et al., 2021).

Methods of assessment of structural changes involve the calculation of the masses of structural shifts in economic activity, which was calculated by the formula (Sarycheva, 2017):

$$M_{tj} = D_{t,j} - D_{0,j}, (1)$$

where  $D_{(t,j)}$  — the share of young workers in the  $j$ -th type of economic activity in the  $t$  — the year (%),  $D_{(0,j)}$  — the share of young workers in the  $j$ -th type of economic activity in the base year (%).

### Results

According to the data of the Bureau of National Statistics of the Agency for Strategic Planning and Reforms of the Republic of Kazakhstan, in recent years, against the background of a decrease in the share of youth in the population, there has also been a decrease in the overall share of youth in the workforce (Table 1).

Table 1. Youth employment (15–28) by type of economic activity 2016–2020, thousand people

	2016	2017	2018	2019	2020
Total	2182,6	2057,3	2007,9	2045,8	2019,4
Agriculture, forestry and fishing	343,7	315,7	270,5	250,2	246,1
Industry	240,9	219,4	216,1	232,4	213,3
Construction	178,6	147,3	150,8	144,9	148,5
Wholesale and retail trade; repair of motor vehicles and motorcycles	371	334,1	336,3	368,1	356,8
Transportation and storage	143,5	125,7	127,2	125,3	113,4
Accommodation and food service activities	50,1	57,6	45,0	57,2	54,0
Information and communication	52,7	44,1	50,0	43,7	41,8
Financial and insurance activities	57,6	64,8	56,1	62,1	59,4
Real estate activities	31,8	48,8	42,5	33,1	39,2
Professional, scientific and technical activities	68,2	69,3	64,4	63,8	74,7
Administrative and support service activities	70,2	75,4	66,1	67,4	73,0
Public administration and defense; compulsory social security	141,7	123,1	144,2	123,2	132,6
Education	238	223,5	222,6	235	227,7
Human health and social work activities	93,5	104,5	105,6	110,5	111,5
Arts, entertainment and recreation	41,4	41,6	39,0	39,8	36,1
Other service activities	59,7	62,3	71,3	89,1	90,9
<i>Note — Bureau of National statistics</i>					

The most popular types of economic activity among young people in 2020 are wholesale and retail trade (17.7 %), education, agriculture, forestry and fisheries (12.2 %), education (11.3 %), industry (10.6 %). That is, young specialists are mainly employed in low-productive industries (Table 2).

Table 2. Share of young workers (15–28) by type of economic activity 2016–2020, %

	2016	2017	2018	2019	2020
Agriculture, forestry and fishing	15,7	15,3	13,5	12,2	12,2
Industry	11,0	10,7	10,8	11,4	10,6
Construction	8,2	7,2	7,5	7,1	7,4
Wholesale and retail trade; repair of motor vehicles and motorcycles	17,0	16,2	16,7	18,0	17,7
Transportation and storage	6,6	6,1	6,3	6,1	5,6
Accommodation and food service activities	2,3	2,8	2,2	2,8	2,7
Information and communication	2,4	2,1	2,5	2,1	2,1
Financial and insurance activities	2,6	3,1	2,8	3,0	2,9
Real estate activities	1,5	2,4	2,1	1,6	1,9
Professional, scientific and technical activities	3,1	3,4	3,2	3,1	3,7
Administrative and support service activities	3,2	3,7	3,3	3,3	3,6
Public administration and defense; compulsory social security	6,5	6,0	7,2	6,0	6,6
Education	10,9	10,9	11,1	11,5	11,3
Human health and social work activities	4,3	5,1	5,3	5,4	5,5
Arts, entertainment and recreation	1,9	2,0	1,9	1,9	1,8
Other service activities	2,7	3,0	3,6	4,4	4,5
<i>Note — Compiled by the authors</i>					

To identify industries with a high potential for growth in the level of youth employment, a structural analysis of the economy was carried out from the position of employment by type of economic activity. For this purpose, the mass of the structural shift is defined as the difference in the share of the structural indicator (the share of young workers for each type of economic activity) in the current period and the share of the same indicator in the base period (2016) (Table 3).

Table 3. Dynamics of the mass of structural shifts in 2016–2020 in Kazakhstan, %

	2017–2016	2018–2016	2019–2016	2020–2016
1	2	3	4	5
Total	-125,3	-174,7	-136,8	-136,2
Group of employed by type of economic activity “The tendency to increase the proportion of young workers”				
Wholesale and retail trade; repair of motor vehicles and motorcycles	-0,8	-0,2	1,0	0,7
Professional, scientific and technical activities	0,2	0,1	0,0	0,6
Public administration and defense; compulsory social security	-0,5	0,7	-0,5	0,1
Education	0,0	0,2	0,6	0,4
Human health and social work activities	0,8	1,0	1,1	1,2
Other service activities	0,3	0,8	1,6	1,8

1	2	3	4	5
Group of employed by type of economic activity “The tendency to decrease the proportion of young workers”				
Financial and insurance activities	0,5	0,2	0,4	0,3
Real estate activities	0,9	0,7	0,2	0,5
Agriculture, forestry and fishing	-0,4	-2,3	-3,5	-3,6
Industry	-0,4	-0,3	0,3	-0,5
Transportation and storage	-0,5	-0,2	-0,4	-1,0
Group of employed by type of economic activity “There is no trend”				
Construction	-1,0	-0,7	-1,1	-0,8
Administrative and support service activities	0,4	0,1	0,1	0,4
Accommodation and food service activities	0,5	-0,1	0,5	0,4
Arts, entertainment and recreation	0,1	0,0	0,0	-0,1
Information and communication	-0,3	0,1	-0,3	-0,3
<i>Note — Compiled by the authors</i>				

Based on the analysis of youth employment indicators, economic activities for 2016–2020 can be divided into three groups according to the change in indicators of mass structural shifts (Figures 2, 3, 4).

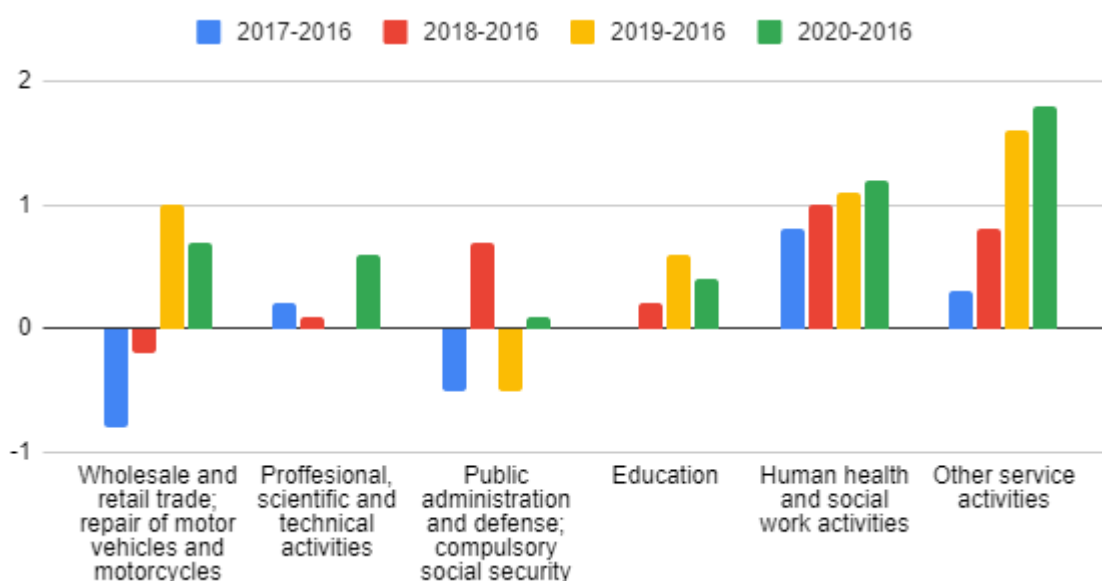


Figure 2. Group of employed by type of economic activity  
“The tendency to increase the proportion of young workers”

*Note — Compiled by the authors*

Thus, the group where the dynamics of the growth of the share of youth employment was observed including industries related to agriculture, forestry and fisheries, professional, scientific and technical activities, public administration and defense, compulsory social security, education, human health and social work activities, and other service activities.

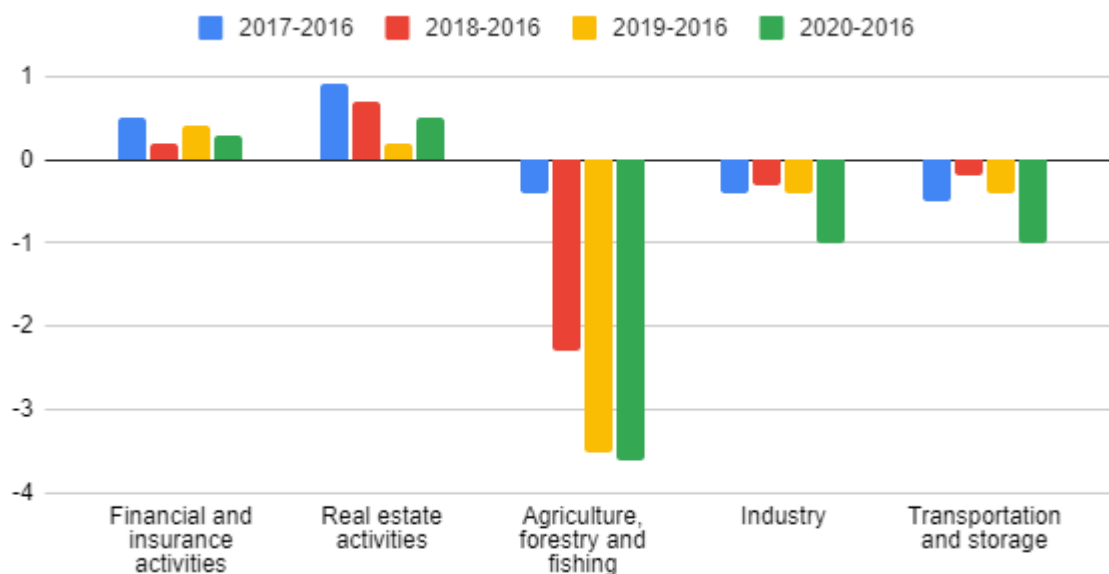


Figure 3. Group of employed by type of economic activity  
 “The tendency to decrease the proportion of young workers”

Note — Compiled by the authors

Such types of economic activity as financial and insurance activities, real estate activities, agriculture, forestry and fishing, industry, transportation and storage were distinguished by a negative trend in the proportion of young workers.

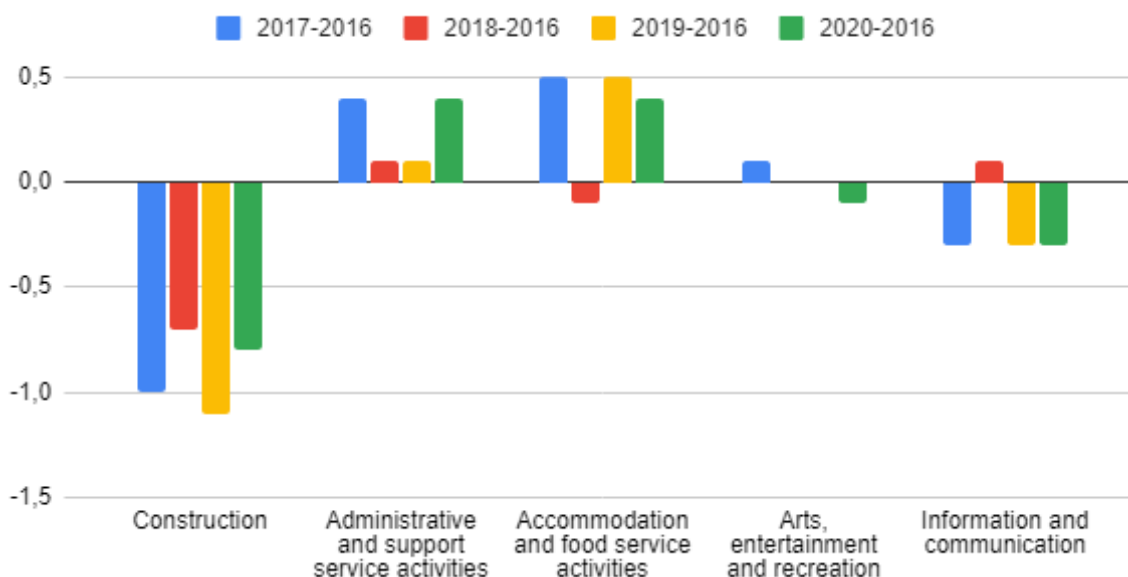


Figure 4. Group of employed by type of economic activity  
 “There is no trend”

Note — Compiled by the authors

In 5 types of economic activity, the proportion of employed youth remained practically unchanged: construction, administrative and support service activities, accommodation and food service activities, arts, entertainment and recreation, information and communication.

**Discussions**

The youth segment of the labor market is part of the economic system experiencing the changes in the economy, in particularly, in the conditions of the coronavirus pandemic. As a result of the situation that has

developed due to COVID–19, it has complicated the issues of employment among young people. The main problem is the employment of young people, which is currently relevant for the labor market, but in conditions of increasing imbalance of supply and demand, they become extremely acute (Olenchenko & Gorchakova, 2021).

The youth labor market has its own specific features. It is characterized by the instability of supply and demand, which is due to the variability of professional orientations of young people and socio-professional uncertainty. The situation is aggravated by the complicated social problems of young people associated with a fundamental change in socio-cultural and political conditions of personal development, entailing increasing difficulties in self-determination of young people professionally. Secondly, the youth labor market is characterized by low competitiveness compared to other age groups. Young people are at high risk of losing their jobs or not finding a job. Employment opportunities for new labor entering the labor market are declining (Lopatkin, 2015).

Thus, issues in the field of employment and youth employment are among the key problems of the modern labor market (Yakovleva, 2016).

### **Conclusions**

The results of the analysis of changes in structural shifts in youth employment helped to identify the most favorable industries in the labor activity of this age group:

- agriculture, forestry and fisheries;
- professional, scientific and technical activities;
- public administration and defense;
- compulsory social security;
- education;
- human health and social work activities;
- other service activities.

The coronavirus pandemic has changed all aspects of life. Before the crisis caused by COVID–19, social and economic involvement of young people were on the spectrum of important issues. Thus, it is necessary to take measures aimed at encouraging young people into the workforce, otherwise young people will suffer from serious and long-term consequences of the pandemic (Petrochenko, 2018).

State support measures for youth employment can be focused on these industries as positive in the work of young people in the future, thereby reducing youth unemployment and NEET-youth indicators (Khusainova et al., 2021).

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**М.Р. Газизова, Ж.С. Хусаинова, Е.А. Вечкинзова, Д.К. Саржанов**

**Қазақстандағы жастарды жұмыспен қамту саласындағы  
құрылымдық өзгерістерді бағалау**

**Аңдатпа**

**Мақсаты:** Қазақстандағы жастардың жұмыспен қамтылуындағы құрылымдық өзгерістерді бағалау негізінде жас қызметкерлердің еңбек қызметін дамыту үшін қолайлы салаларды анықтау.

**Әдісі:** Жүйелік, динамикалық және құрылымдық талдау, құрылымдық өзгерістер массасын бағалау әдістері қолданылды.

**Қорытынды:** Жастарды жұмыспен қамтудағы құрылымдық өзгерістерді талдау нәтижесінде авторларға осы жас топтың еңбек қызметіндегі неғұрлым қолайлы салаларды анықтауға мүмкіндік берді: ауыл шаруашылығы, орман шаруашылығы және балық аулау, кәсіби, ғылыми-техникалық қызмет, мемлекеттік басқару және қорғаныс, міндетті әлеуметтік қамсыздандыру, білім беру, денсаулық сақтау және әлеуметтік жұмыс, қызмет көрсету саласындағы басқа да қызмет түрлері.

**Тұжырымдама:** Қазақстанда 15–28 жас аралығындағы халықты жұмыспен қамту туралы статистикалық деректер негізінде жастардың еңбек қызметін жалғастыру үшін қолайлы салалар анықталды. Жастардың жұмыспен қамтылуын мемлекеттік қолдау шаралары анықталған салаларға болашақта жастар жұмысында қолай-



лы салалар ретінде бағытталуы мүмкін, сол арқылы жастар арасындағы жұмыссыздықты және NEET-жастардың көрсеткіштерін төмендетеді.

**Кілт сөздер:** еңбек нарығы, жастар, жастардың жұмыспен қамтылуы, құрылымдық өзгерістер, экономикалық белсенді қызмет, жастардың жұмыссыздығы.

**М.Р. Газизова, Ж.С. Хусаинова, Е.А. Вечкинзова, Д.К. Саржанов**

### Оценка структурных сдвигов в сфере занятости молодежи в Казахстане

#### Аннотация

**Цель:** На основе оценки структурных изменений в сфере занятости молодежи в Казахстане выявить благоприятные отрасли для развития трудовой деятельности молодых работников.

**Методы:** Используются методы системного, динамического и структурного анализа, оценки массы структурных сдвигов.

**Результаты:** Анализ изменений структурных сдвигов в занятости молодежи позволил авторам определить наиболее благоприятные отрасли в трудовой деятельности данной возрастной группы: сельское хозяйство, лесное хозяйство, рыболовство, профессиональная, научно-техническая деятельность, государственное управление и оборона, обязательное социальное обеспечение, образование, здравоохранение и социальная работа и другие виды деятельности в сфере услуг.

**Выводы:** На основе статистических данных о занятости населения в возрасте 15–28 лет в Казахстане выявлены благоприятные отрасли для продолжения трудовой деятельности молодежи. Меры государственной поддержки занятости молодежи могут быть направлены на обозначенные выше отрасли как на благоприятные в работе молодежи в будущем, тем самым снижая безработицу среди молодежи и показатели NEET-молодежи.

**Ключевые слова:** рынок труда, молодежь, молодежная занятость, структурные изменения, экономическая активная деятельность, молодежная безработица.

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