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ANALYSIS OF THE STATE OF THE LABOR
MARKET IN THE REPUBLIC OF KAZAKHSTAN

Abstract
The purpose of this article is to review and analyze the dynamics of the state of employment of the population and an overview of key indicators of employment and unemployment, the growing level of mismatch between supply and demand in the labor market over the past few years. In the process of considering the features of the labor market, the specifics, trends and patterns inherent in the labor market are indicated. Assessing the state of the labor market in modern conditions, it can be noted that the carrier of labor relations in society is the active part of the population, and therefore, the real value is the state and availability of resources for labor activity as a factor shaping the labor market. The main difference of the labor market in Kazakhstan is the high level of hidden unemployment, which, on the one hand, is a reserve for the expansion of production, and on the other hand, can become an important factor in the destabilization of social relations with the deterioration of the economic situation. The modern labor market is characterized by the presence of certain problems, among which it is necessary to note the discrepancy between the personnel needs of employers and the professional competencies of people who submit their candidacy for consideration.Employment and unemployment indicators in terms of gender are also characterized by features that arise from various factors. In this regard, the urgency of finding ways to smooth out inconsistencies and contradictions between the supply of labor and the demand for it is growing.

Key words: labor market, employment, unemployment, development, economic course, growth dynamics, economically active population.

Introduction

In the conditions of modern development of economic relations, the labor market occupies an important place. On the one hand, it is an element of the economic system and the national welfare, the stability of society and the effectiveness of socio-economic transformations depend on the effectiveness of its functioning. At the same time, acting as an independent system, it can be reflected on the impact of this development on the well-being of the population and the nature of many social processes, strengthening or smoothing out the contradictions that arise.Currently, a complex and contradictory process of economic transformation is continuing in Kazakhstan, with profound changes taking place in the system of labor relations. The main direction of this process is the formation of the labor market, which radically changes the entire system of labor relations.In addition, employment is a kind of indicator that should be used to assess national welfare, the effectiveness of the chosen course of reforms and their attractiveness to the population.

Literature review

The issue of labor market is actual in any time of development of economic thought. Such founders of the conceptual theories of the labor market and employment as A. Smith, W. Petty, D. Ricardo

were engaged in investigation of this issue. The works of K. Marx, J. Keynes, M. Friedman and others comprehensively analyze the historical patterns of the development of the labor market, the validity and methods of its regulation.Among Kazakhscientists who conducted a full-scale analysis of labor market regulationson the part of the state, they are R.A. Baizholov, B.A. Mukashev, L.O. Demushkin, K.S. Mustafaeva, Z.T. Dosanov, R.R. Tikzhanov, M.S. Bukaev. There are labor market regulationmeasures that can be foundin works of Kazakhstani authors, whilefundamental participation in this lies with the state. Nevertheless, the problem of analyzing labor market indicators is relevant on an ongoing basis due to updating and changing labor market indicators.

Materials and methods

During the investigation and analyses such methods as analysis, synthesis, as well as methods of absolute and relative differences were used. Data from official sources were also used in this article.

Main provisions

Solving the problems of the modern labor market and employment is impossible without analyzing such a complex socio-economic phenomenon as unemployment. Below, table 1 shows data on the number of unemployed in the Republic of Kazakhstan for 3 years.

Table 1 – Dynamics of the number of unemployed in the Republic of Kazakhstan for 3-year period

Year	In total, for a year	January	February	March	April	May	June	July	August	September	October	November	December
1	2	3	4	5	6	7	8	9	10	11	12	13	14
The total number of unemployed, thousand people.													
2018	443,6	37	38	47	45	32	46	37,3	38	31	32	30,2	30,1
2019	440,6	33	45	42	38,3	30	43	36	43	29,3	38	30	33
2020	443,0	36	40	45	47	30	48	35	39	29	34	31	29
Note – Compiled by authors according to the source [6].													

Table 1 demonstrates that the number of employees has been changed in recent years. Currently, according to the National Statistics Committee of the Republic of Kazakhstan, which does not reflect the real situation, more than 800,000 people do not have a job, but are actively looking for it; almost 442,4 thousand people are registered with the Employment Service as unemployed.

In general, the increase in the number of unemployed is associated with the global economic crisis. Manufacturers have to save money and reduce production. One of the most common ways to save money is to reduce staff. When people are downsizing en masse, the unemployment rate rises. In 11 regions of the Republic of Kazakhstan, unemployment exceeds the national average (5.7%). In 2020th mid, the highest unemployment rate recorded in the South Kazakhstan region (6.3%) and the lowest in Almaty (4.2%). In the post-crisis state programs of the economy of Kazakhstan discussed today, unemployment is presenting as a result and consequence of economic policy, and therefore the fight against unemployment is not given a strategic role in the system of state regulation measures. Meanwhile, unemployment has already reached a level that largely determines its future dynamics. The dynamics of unemployment by gender is shown in Figure 1 (p. 239).
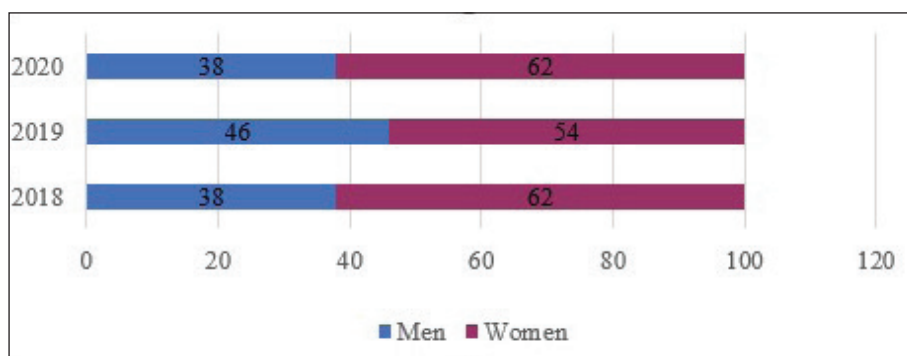
Figure 1 – Unemployment by gender, %

Note – Compiled by authors according to the source [6].

Figure 1 shows that in 2020, the unemployment rate among women (62%) compared to men (38%). The structure of the employment sector, which has been developing in recent years, has changed somewhat in 2020. Industry remains the main industry in terms of the number of employees – 40.0% (in 2019–41.6%). 10.4% of employees were employed in education, 10.2% – in healthcare, physical education and social security institutions, 9.2% – in transport and communications, 7.8% – in management, 4.7% – in housing and communal services, 3.6% – in construction. At the beginning of 2021, 451,000 people were registered as unemployed, which is 17.3% less than at the end of 2019. The unemployment rate at the beginning of 2021 was 4.9%. The hidden unemployment rate estimated to be 0.6% of the economically active population.Among the registered unemployed at the end of 2019, as in previous years, the proportion of women (62%) is significantly higher than among those registered in 2020 (38%). The average age of the unemployed was 43.9 years, the employed population was 39.5 years. Young people under the age of 25 make up 28% of the unemployed and 11% of the working-age population, and 55 years and older – 6% and 9%, respectively. The number of persons registered with the employment authorities as unemployed at the end of January 2019 amounted to 44.1 thousand people, or 0.5% of the economically active population. The level of employment and education varies significantly. The share of unemployed who have received secondary vocational education is high (the end of 2020 – 36.7%, among those who enrolled in the period 2019 – 34.9%) (see Figure 2)
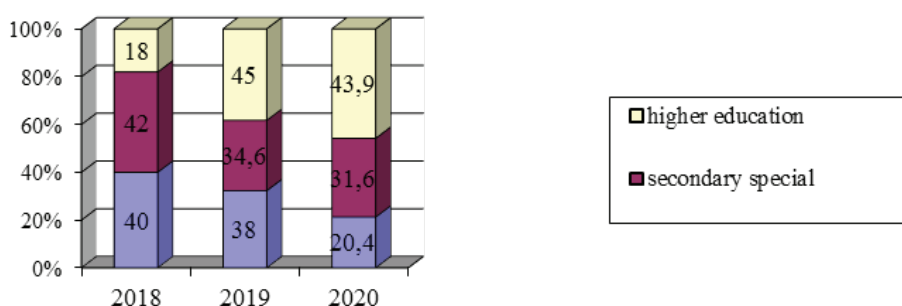

Figure 2 – Percentage of unemployed by level of education

Figure 2 shows that in 2020, the share of unemployed with higher education prevails (43.9%). Secondary specialized education – 31.6%, secondary and incomplete secondary education – 20.4%. There is a fact that the population with general secondary and secondary vocational education occupies the largest share of unemployed by level of education. According to forecasts, the improvement of the labor market situation in the Republic of Kazakhstan is expected only in the second half of 2021. Next year, total unemployment will continue to decline, and the average annual rate will decrease – 5.2%. The following reasons indicated as the reasons for unemployment: 16% were dismissed for various reasons; 84% did not find a job after graduation. Methods of job searching that are widely used among graduates of colleges and universities shown in Figure 3 (p. 240).
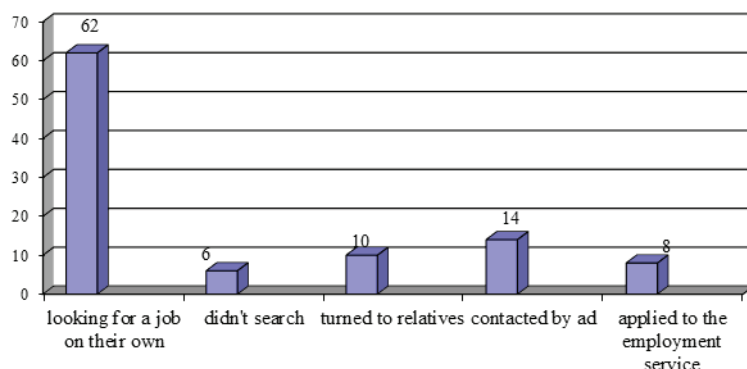
Figure 3 – Job search methods that are widely used among
graduates of colleges and universities

In order to find a job, out of all respondents: 8% of all respondents applied to the employment service, 62% were looking for a job on their own, 10% applied for assistance to their relatives, acquaintances, and so on, 14% applied to job advertisements, 6% did not take any action.

Results and discussion

From the beginning of the 90s of the XX century to the beginning of the XXI century, the Republic of Kazakhstan was at the first stage of the formation of the labor market. It characterized by: inefficient employment; low level of remuneration; low social, professional and territorial mobility of the population.Today, the situation is changing: positive trends in the economic development of the country help to overcome the imbalances of the Kazakh labor market. The current stage of development of the labor market in Kazakhstan could characterized by the following features. At the end of 2020 – beginning of 2021, 9.2 million people out of the 18.8 million population in Kazakhstan, or about 69.2% of the total population of the country, are economically active.

The dynamics of growth and reduction of unemployment is presented in the table 2.

Table 2 – Dynamics of growth and reduction of unemployment

Title	2018	2019	2020	change 2019/2018,%	change 2020/2019,%
1	2	3	4	5	6
Degree of unemployment in %	1,0	4,8	4,8	3,8	0
Note – Compiled by authors according to the source [6].					

As Table 2 demonstrates, the unemployment rate increased by 3.8% from 2018 to 2019 and unchanged from 2019 to 2020.

Table 3 – The number of economically active population in the Republic of Kazakhstan

Title	2018	2019	2020
1	4	5	6
The number of economically active population, mln people	8,9	9,2	9,2
Level ofeconomicactivity, %	70,0	70,1	69,2
Employmentofthepopulation	8,6	8,8	8,7
Employmentrate, %	65,8	66,7	66,3
Including:			
Men	53,1	51,7	51,1
Women	48,7	48,3	47,8
Unemployment of the population, thousand people	443,6	440,6	443,0
Unemploymentrate, %	4,9	4,8	4,8
Note – Compiled by authors according to the source [6].			

As Table 3 shows, the number of economically active population is increasing by 0.3% by 2019 compared to 2018. In particular, the percentage of people employed in the economy increases by 1.1% by 2019 compared to 2018 and decreases by 0.4% in 2020. The distribution of employees by the main sectors of the Kazakh economy is presented in Table 4.

Table 4 – Distribution of employed by the main sectors of the Kazakh economy for 2018–2020 in %

Economic sectors	2018	2019	2020	fluctuation 2019/2018	fluctuation 2020/2019
1	2	3	4	5	6
Industry	43	40	39,5	-3	-0,5
Agricultureandforestry	44	30	29,2	-14	-0,8
Construction	30	55	54,3	25	-0,7
Transport	14	12	8,8	-2	-3,2
Connection	10	7	5,7	-3	-1,3
Wholesaleandretailtrade	53	64		11	-0,7
Housing and communal services	10	8	6,3	-2	-1,7
Health, physical education and social security	35	30	31,9	-5	1,9
Education	30	36	36,1	6	0,1
Culture and art	18	20	17,5	2	-2,5
Science	20	28	27,2	8	-0,7
Finance, creditand pension provision	50	68	67,2	18	-0,8
Management	33	43	41,8	10	-1,2
Other sectors	12	10	13,9	-2	3,9
Note – Compiled by authors according to the source [6].					

Table 4 shows that in 2018–2019, the number of people employed in such industries as construction (by 25%), finance (by 18%), as well as wholesale and retail trade (by 11%) significantly increased. The number of people employed in such industries as agriculture and forestry (by 14%), healthcare (by 5%) has significantly decreased in 2018–2019. The largest percentage of the number of employed in 2019 is present in such industries as finance and wholesale and retail trade (68% and 65%). Transport (12%), communications (7%), housing and communal services (8%) have the lowest percentage. In 2020, there was a slight decrease in the percentage of employment in almost all sectors, and only health, education and other industries showed an increase. The distribution of employees in the Kazakh economy by professional groups presented in Table 5.

Table 5 – Distribution of employees in the Kazakh economy by professional groups in 2018–2020, %

Title	2018	2019	2020	2019/ 2018	2020/ 2019
1	2	3	4	5	6
Seniorofficials	6,5	6,3	7,0	-0,2	0,5
Specialists of the highest qualification level	9,0	14,8	16,9	5,8	7,9
Mid-levelspecialists	16,0	15,0	14,2	-1	-1,8
Employees engaged in the preparation of information	3,0	3,2	3,1	0,2	0,1
Service sectoremployees	12,4	10,8	13,9	-1,6	1,5
Skilledagriculturalworkers	2,6	2,8	4,9	0,2	2,3
Skilledindustrialworkers	18,0	17,0	16,0	-1	-2
Semi-skilledworkers	16,2	14,8	12,8	-1,4	-3,4
Unskilledworkers	24,5	15,2	11,2	-9,3	-13,3
Note – Compiled by authors according to the source [6].					

Table 6 – shows the dynamics of the employment of the population by form of ownership

Title	2018		2019		2020	
	Thousand people	% to total	Thousand people	% to total	Thousand people	% to total
1	2	3	4	5	6	7
Total employed in the economy, including:	6581,8	100	6660,9	100	6803,5	100
Governmental	1776,4	26,9	1779,0	26,70	1705,7	25,07
Private	4643,7	70,5	4710,7	70,72	4921,8	72,34
Property of other states, their legal entities	161,7	2,4	171,2	2,57	176,0	2,58
Note – compiled by authors according to the source [6].						

Currently, more than half of the people employed in the economy work at private enterprises. In 2019–2020, the number of service sector workers in the Republic of Kazakhstan increased by almost 1.5 times, specialists of the highest qualification level – by 1.3 times, managers – by 10%, the number of semi-skilled workers remained almost unchanged. At the same time, there were 15% fewer unskilled workers. Today, the employment structure of Kazakhstan consists of three approximately equal parts: high-level groups (managers, specialists of the highest and average skill levels), medium (skilled workers, information preparation workers, service sector workers) and low professional qualifications (agricultural workers, semi-skilled and unskilled). Thus, the most qualified professional groups (as well as service sector workers) showed the main types of growth, while the number of the least qualified groups decreased or remained unchanged.

Today university degree holders prefer to work in industry (18.3%), commerce (11.5%), healthcare (8.7%), education (19.4%) and public administration (more than 11.8%).

As for the labor force with basic or primary general education, the main sphere of employment of labor is not industry, as for all other groups, but agriculture. It employs 31% and 59% of employees belonging to these groups, respectively. The richest knowledge sectors of the economy of Kazakhstan are information services, business services, geology, education, science, finance and public administration, where 1/3–2/3 of all employees have higher education. The opposite pole represented by agriculture, as well as transport and housing, where only 7–14% of workers have academic degrees. The majority of Kazakhstani managers have higher (59%) or secondary (26%) professional education. Among highly qualified specialists, almost everyone has academic diplomas.

Skilled and semi-skilled workers are divided into three main groups: secondary vocational education, primary vocational education and general secondary education. Each of them accounts for 20–35% of employees with these specialties. Finally, among unskilled workers, secondary school graduates predominate, whose share in this professional group exceeds 40%.

Conclusion

In conclusion, young people are in a category of increased risk, therefore:

1) to be out of work at all – their share among the unemployed is relatively high (25%), 2) to find a job in the shadow sector of the economy – the share of informal employment is 56% in the total mass of young people, 3) find a workplace with the worst working conditions – temporary, low-paid and unskilled, 19%. Assessing the state of the labor market in modern conditions, we can say that the carrier of labor relations in society is the active part of the population, and therefore, the real value is the state and availability of resources for labor activity as a factor shaping the labor market. When forming a model of the labor market of Kazakhstan, the contours of the market are drawn, focusing on the geographical and professional movement of the workforce. The main difference of the labor market in Kazakhstan is the high level of hidden unemployment, which, on the one hand, is a reserve for the expansion of production, and on the other hand, can become an important factor

in the destabilization of social relations with the deterioration of the economic situation.Thus, it can be concluded that the majority of respondents still prefer to look for a job with a high salary. The majority of respondents rightly believe that for a good job they must have a good specialty and qualifications, as well as higher education. An analysis of employers' hiring preferences suggests that most of them have not yet developed correct ideas about the advantages of young people with modern vocational education in a market economy. These ideas should be formed in the process of their interaction, the development of social partnership with interested participants in the labor market: educational institutions, employment services, youth and trade union organizations, etc. This is a rather dangerous symptom of public consciousness, since the situation will not change until the majority of the population understands that an increase in unemployment is possible if there are real, not simulated efforts of the authorities.

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АНАЛИЗ СОСТОЯНИЯ РЫНКА ТРУДА В РЕСПУБЛИКЕ КАЗАХСТАН

Аннотация

Целью данной статьи является рассмотрение и анализ динамики состояния занятости населения и обзор ключевых показателей занятости и безработицы, растущий уровень несоответствия спроса и предложения на рынке труда за последние несколько лет. В процессе рассмотрения особенностей рынка труда обозначены специфика, тенденции и закономерности, присущие рынку труда. Оценивая состояние рынка труда в современных условиях, можно отметить, что носителем трудовых отношений в обществе является активная часть населения, а значит, реальной ценностью является состояние и наличие ресурсов для трудовой деятельности как фактора формирования рынка труда. Основным отличием рынка труда Казахстана является высокий уровень скрытой безработицы, которая, с одной стороны, является резервом для расширения производства, а с другой стороны, может стать важным фактором дестабилизации общественных отношений с ухудшением экономической ситуации. Современный рынок труда характеризуется наличием определенных проблем, среди которых необходимо отметить несоответствие кадровых потребностей работодателей профессиональным компетенциям людей, которые подают свою кандидатуру на рассмотрение. Показатели занятости безработицы в гендерном разрезе также характеризуются особенностями, которые вытекают из разных факторов. В связи с этим растет актуальность поиска путей сглаживания несоответствий и противоречий между предложением рабочей силы и спросом на нее.

Ключевые слова: рынок труда, занятость населения, безработица, развитие, экономический курс, динамика роста, экономически активное население.

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ҚАҚАСТАН РЕСПУБЛИКАСЫНДАҒЫ ЕҢБЕК НАРЫҒЫНЫҢ ЖАҒДАЙЫН ТАЛДАУ

Аңдатпа

Осы мақаланың мақсаты халықтың жұмыспен қамтылу жай-күйінің серпінін қарау және талдау және жұмыспен қамту мен жұмыссыздықтың негізгі көрсеткіштеріне шолу жасау, соңғы бірнеше жылда еңбек нарығындағы сұраныс пен ұсыныстың сәйкессіздігінің өсіп келе жатқан деңгейі болып табылады. Еңбек

нарығының ерекшеліктерін қарастыру процесінде еңбек нарығына тән ерекшеліктер, тенденциялар мен заңдылықтар көрсетілген. Қазіргі жағдайда еңбек нарығының жай-күйін бағалай отырып, қоғамдағы еңбек қатынастарының тасымалдаушысы халықтың белсенді бөлігі екенін атап өтуге болады, яғни нақты құндылық еңбек нарығын қалыптастыру факторы ретінде еңбек қызметі үшін ресурстардың жай-күйі мен болуы болып табылады. Қазақстанның еңбек нарығының негізгі айырмашылығы жасырын жұмыссыздықтың жоғары деңгейі болып табылады, ол бір жағынан өндірісті кеңейту үшін резерв, ал екінші жағынан экономикалық ахуалдың нашарлауымен қоғамдық қатынастарды тұрақсыздандырудың маңызды факторы бола алады. Қазіргі заманғы еңбек нарығы белгілі бір мәселелердің болуымен сипатталады, олардың арасында жұмыс берушілердің кадрлық қажеттіліктері мен өз кандидатурасын қарауға ұсынатын адамдардың кәсіби құзыреттеріне сәйкес келмейтінін атап өткен жөн. Гендерлік жұмыссыздық көрсеткіштері сонымен қатар әртүрлі факторлардан туындайтын ерекшеліктермен сипатталады. Осыған байланысты Еңбек ұсынысы мен оған сұраныс арасындағы сәйкессіздіктер мен қайшылықтарды жою жолдарын іздеудің өзектілігі артып келеді.

Тірек сөздер: еңбек нарығы, халықты жұмыспен қамту, жұмыссыздық, экономика, экономикалық даму, экономикалық бағыт, өсу динамикасы, экономикалық белсенді халық.