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AGE CRITERIA AND DEFINITIONS OF YOUTH AT THE LABOR MARKET IN KAZAKHSTAN

Social-economic problems of youth are considered in the article, such as employment, unemployment, professional adaptation etc. Basic age groups of this category are defined by analyzing the labor market. The necessity to implement and carry out the effective youth policy in the Republic of Kazakhstan is emphasized.

Keywords: youth, age, criteria, labor market, problem.

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ВІКОВІ КРИТЕРІЇ І ДЕФІНІЦІЇ МОЛОДІ НА РИНКУ ПРАЦІ В КАЗАХСТАНІ

У статті розглянуто соціально-економічні проблеми молоді на ринку праці (зайнятність, безробіття, професійна адаптація тощо). Виділено основні вікові групи цієї категорії при аналізі ринку праці. Вказано на необхідність розробки ефективної молодіжної політики в Республіці Казахстан.

Ключові слова: молодь, вік, критерій, ринок праці, проблема.

Табл. 2. Рис. 2. Літ. 11.

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ВОЗРАСТНЫЕ КРИТЕРИИ И ДЕФИНИЦИИ МОЛОДЕЖИ НА РЫНКЕ ТРУДА В КАЗАХСТАНЕ

В статье рассмотрены социально-экономические проблемы молодежи на рынке труда (занятость, безработица, профессиональная адаптация и т.д.). Выделены основные возрастные группы данной категории при анализе рынка труда. Указано на необходимость разработки эффективной молодежной политики в Республике Казахстан.

Ключевые слова: молодежь, возраст, критерий, рынок труда, проблема.

Introduction.

One of the most important trends and key problems of any state is providing of high standards of life and its quality. In this connection, in the modern conditions it is necessary to pay attention to the improvements in all social spheres (demographic, labor, social, economic etc.).

The development tendencies' of modern Kazakhstan society are very actual in analyzing modern social-economic situation in the country. Namely young creative people, taking an active mode of life in our society, have the central position in all economic and politic processes and systems.

Literature review.

Basic document in this point, defining further development of our state, is The Strategy "Kazakhstan 2030", initiated by N. Nazarbayev. The main goals of the Strategy are "prosperity, security and welfare improvement of all people of Kazakhstan". In this document it is underlined that namely people are the major factor which forms the development of new Kazakhstan in the modern world.

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Agreeing with these statements, we would like to add that the quality of life depends on many circumstances, conditions and things. Mainly, it depends on the development of different spheres (social, economic, cultural, spiritual, moral, political, labor and other). All of them exist in the interrelation, not separately.

The modern Kazakhstan is perceived by international community as a state with market economy and in conditions of globalization and international competition. The solution of problems, connected with the improvement of life quality is important. Today's development of Kazakhstan is based on the advanced achievements, national particularities, experience of the planned Soviet economy, foreign frontline technologies.

We see that Kazakhstan participates in different transnational markets. New managerial economic models are created and perfected. They are based on the variety of different activities. The major moving force which has to form these processes is the people, mainly, youth.

Thanks to the Policy of our President N. Nazarbayev, we may say that today in Kazakhstan all conditions to study and improve the qualification level, to work and run business are created and legislatively fixed. Young people have a lot of rights and possibilities to realize all positive things for the benefit of their families and our country.

The positions of youth in modern society, its social orientations, functions, political vision, level of education, professional qualification are very important for the solution of many problems of this population category.

The youth of Kazakhstan is a special social group of labor resources. According to the Law of the Republic of Kazakhstan "About state youth policy in the Republic of Kazakhstan", youth is the citizens of the Republic, citizens of other states and persons without citizenship, living on the territory of the Republic of Kazakhstan and their age is between 14 and 29 (The Law of the Republic of Kazakhstan "On State Youth Policy in the Republic of Kazakhstan", 2004). Taking into consideration that the beginning age of labor resources according to Kazakhstan legislation is 16, youth labor resources are the people between 16 and 29 who are able to work.

Studying the questions about youth status in the modern society, social functions of young generation, its political position, level of education and professional qualification is very important for solving of many social-economic problems of this population category. One of the aspects that needed to be analyzed and considered, in our opinion, is the research of the youth labor market's development tendencies. It determines the necessities of theoretical and practical research of youth labor resources, the youth labor market and other such indicators as youth employment and unemployment, migration and the natural increment of population under the influence of different factors: social, economic, demographic, political and other.

There are some approaches to the definition of labor market. For example, A.A. Nikiforova considers labor market as a system of social relations which reflect the development level of achieved interests' balance between participating market forces: entrepreneurs, employees and the state. On the one hand, the organization form, expressing these interests, is the associations of entrepreneurs, and on the other hand, there are trade unions. The state is the employer at state enterprises and it also can be an investor, financing huge projects and development programs (Nikiforova, 1991: 10).

The experts of the International Labor Organization mention that under functioning of the labor market employers (entrepreneurs) and potential employees negotiate about salaries and labor conditions (World Labor Report 3 (ILO), 1987: 33).

The Law of the Republic of Kazakhstan N149–II "About employment" adopted on the 23rd of January 2001 states: "The labor market is a sphere of demand and supply to the economically active population".

Purpose of the research.

The purpose of the research is to consider different youth age groups and to define vulnerable ones when they become adult, try to find job at the labor market and be useful for the society.

Basic results of the research.

The dynamics of population and youth in the Republic of Kazakhstan are shown in Table 1 and Figure 1.

Table 1. Population and youth in the Republic of Kazakhstan, 2010–2012 (to the beginning of the year)

year	total population	youth	the share of youth in total population, %
2010	16 204 617	4 231 166	26,1
2011	16 441 959	4 242 327	25,8
2012	16 675 392	4 237 747	25,4

Database on population trends in the Republic of Kazakhstan, 2012; Demographic Yearbook of Kazakhstan, 2012; Youth of Kazakhstan, 2012.

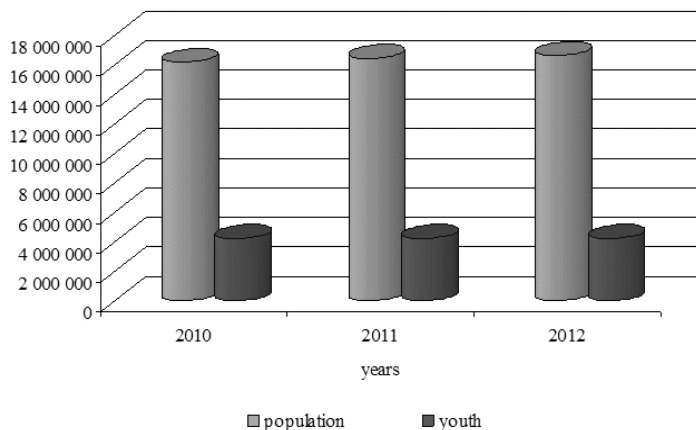


Figure 1. Population and youth in the Republic of Kazakhstan, 2010–2012 (to the beginning of the year)

In general, in economic and statistical researches is used the next youth age grouping: 16–19, 20–24 and 25–29.

We suppose that the status of the people in 25–29 is differs from those who are 16–19 or 20–24. As a rule, in 16–19 they graduate from secondary schools or colleges. Some of them study in universities or serve in the army. In this age young people do not have any work experience to compete with professionals at the labor market. Even if they work at a company or firm, their labor is frequently non-qualified

and their salary is the lowest. Almost the same situation is with the young people in 20–24, even though a lot of them finish high educational establishments (universities, institutes, academies etc.).

As a rule, young people in 16–24 come to the labor market for the first time, with quite low educational and professional levels and not having background or work experience. Young people get work experience and more of them are employed in economy to this age period (25–29) in comparison with the 16–24 age group. They are nearer to the adult population, more involved into labor relations and a lot of them have already had an introduction to specialty and work duties they carry out. So, a lot of young people become professionals and more adaptive to production conditions and professional activity by 25–29.

In accordance with Table 2 and Figure 2 we confirm the abovementioned facts by the statistical data.

Table 2. Dynamics of the employed and unemployed youth by the age periods in the Republic of Kazakhstan in 2009–2011, in thousands

age	employed people			unemployed people		
	2009	2010	2011	2009	2010	2011
15	17,5	17,3	9,8	-	1,3	-
16-19	238,9	186,9	192,6	15,6	8,7	7,9
20-24	960,5	1 008,6	1 005,6	71,5	56,6	50,0
25-29	1 116,3	1 210,2	1 261,9	129,3	105,7	107,2
totally (youth)	2 333,2	2 423,0	2 469,9	216,4	172,3	165,1
other age groups	5 570,2	5 691,2	5 831,7	338,1	324,2	307,9
totally (all population)	7 903,4	8 114,2	8 301,6	554,5	496,5	473,0

Database on population trends in the Republic of Kazakhstan, 2012; Demographic Yearbook of Kazakhstan, 2012; Youth of Kazakhstan, 2012.

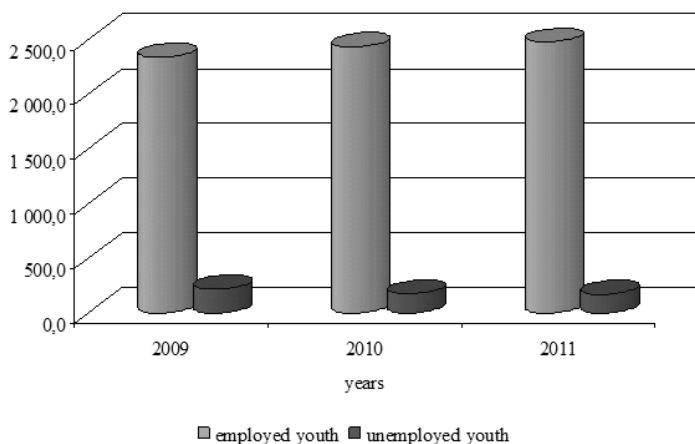


Figure 2. Dynamics of employed and unemployed youth in the Republic of Kazakhstan, 2009–2011, in thousands

Analyzing Table 2 and Figure 2, we conclude that the amount of employed people increases and the amount of unemployed youth decreases year by year.

For example, in 2011 the number of employed youth was 2469,9 thousand people and increased by 46,9 thousand people in comparison with 2010. At the same

time, in 2011 the number of unemployed youth was 165,1 thousand people and decreased by 7,2 thousand people in comparison with 2010. This is a very positive trend.

Conclusions.

The problem of youth unemployment still exists. Of course, it has a right for existence under conditions of market economy. But it is necessary to take some measures to decrease its level, especially its "hidden" types which influences very negatively the economic development of the country.

Modern youth is one of the most vulnerable categories of population, especially the age group of 16–24. When the majority of youth is unemployed, a lot of young people create the problems of social-economic character. These problems can be connected with antisocial behavior, for example, with criminal circles. Some unemployed young people may begin to take drugs etc.

Therefore, it is important to have an effective youth employment policy, aimed at the solution of social-economic problems of this population category.

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Стаття надійшла до редакції 10.12.2012.