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Абай атындағы Қазақ ұлттық педагогикалық университетінің

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### **ANALYSIS OF THE UNEMPLOYMENT RATE IN THE REPUBLIC OF KAZAKHSTAN**

**Abstract.** The article presents a statistical analysis of unemployment as one of the characteristics of the labor market. The article contains a study of the state of unemployment in the Republic of Kazakhstan in 2017–2021, which shows a steady downward trend.

The author examines the features of unemployment, studies the main directions of the state policy of employment of the population, analyzes a set of practical measures to reduce unemployment in the modern world. It also characterizes the system of state support aimed at ensuring employment of the population and solving the problems of unemployment that have arisen as a result of the socio-economic crisis associated with the global coronavirus pandemic COVID-19.

In addition, the dynamics of changes in the number of employed people in the sectors of the country's economy was analyzed and assessed, and the main priorities of state policy aimed at optimizing the labor market and providing the population with productive employment were discussed.

The growth of the population's income by increasing employment and reducing unemployment is one of the most important conditions for socio-economic stability in society. Identification of income growth opportunities for the population requires a study of the current levels of employment and unemployment in the country as a whole and its regions. Therefore, the article devoted to the study of the dynamics of employed and unemployed in the Republic of Kazakhstan and its regions, by sectors of the country's economy, male and female employment, regional features employment is relevant.

**Key words:** Unemployment, employment process, population, youth, government programs, economy.

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## **ҚАЗАҚСТАН РЕСПУБЛИКАСЫНДАҒЫ ЖҰМЫССЫЗДЫҚ ДЕҢГЕЙІН ТАЛДАУ**

**Аннотация.** Мақалада еңбек нарығының сипаттамаларының бірі ретінде жұмыссыздықтың статистикалық талдауы берілген. Мақалада тұрақты төмендеу үрдісін көрсететін 2017–2021 жылдардағы Қазақстан Республикасындағы жұмыссыздықтың жай-күйін зерттелген.

Автор жұмыссыздықтың ерекшеліктерін қарастырады, халықты жұмыспен қамтудың мемлекеттік саясатының негізгі бағыттарын зерттейді, қазіргі әлемдегі жұмыссыздықты төмендету бойынша практикалық шаралар кешенін талдайды. Ол сондай-ақ халықты жұмыспен қамтуды қамтамасыз етуге және COVID-19 жаһандық коронавирустық пандемиясымен байланысты әлеуметтік-экономикалық дағдарыс нәтижесінде туындаған жұмыссыздық мәселелерін шешуге бағытталған мемлекеттік қолдау жүйесін сипаттайды.

Сонымен қатар, ел экономикасының салаларындағы жұмыспен қамтылғандар санының өзгеру динамикасы талданып, бағаланып, еңбек нарығын оңтайландыруға және халықты нәтижелі жұмыспен қамтуға бағытталған мемлекеттік саясаттың негізгі басымдықтары талқыланды.

Халықты жұмыспен қамтуды ұлғайту және жұмыссыздықты азайту арқылы халықтың табысының өсуі қоғамдағы әлеуметтік-экономикалық тұрақтылықтың маңызды шарттарының бірі болып табылады. Халық табысының өсу мүмкіндіктерін анықтау жалпы елдегі және оның аймақтарындағы жұмыспен қамтудың және жұмыссыздықтың қазіргі деңгейін зерттеуді талап етеді. Сондықтан Қазақстан Республикасы мен оның аймақтарындағы жұмыспен қамтылғандар мен жұмыссыздар динамикасын, ел экономикасының секторлары бойынша ерлер мен әйелдердің жұмыспен қамтылуын, жұмыспен қамтудың өңірлік ерекшеліктерін зерттеуге арналған мақала өзекті болып табылады.

**Түйін сөздер:** жұмыссыздық, жұмыспен қамту процесі, халық, жастар, мемлекеттік бағдарламалар, экономика.

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## АНАЛИЗ УРОВНЯ БЕЗРАБОТИЦЫ В РЕСПУБЛИКЕ КАЗАХСТАН

**Аннотация.** В статье представлен статистический анализ безработицы как одной из характеристик рынка труда. Статья содержит исследование состояния безработицы в Республике Казахстан в 2017–2021 годах, которое показывает устойчивую тенденцию к снижению.

Автор рассматривает особенности безработицы, изучает основные направления государственной политики занятости населения, анализирует комплекс практических мер по снижению безработицы в современном мире. Также характеризуется система государственной поддержки, направленная на обеспечение занятости населения и решение проблем безработицы, возникших в результате социально-экономического кризиса, связанного с глобальной пандемией коронавируса COVID-19.

Кроме того, была проанализирована и оценена динамика изменения численности занятого населения в отраслях экономики страны, обсуждены основные приоритеты государственной политики, направленные на оптимизацию рынка труда и обеспечение населения продуктивной занятостью.

Рост доходов населения за счет увеличения занятости и сокращения безработицы является одним из важнейших условий социально-экономической стабильности в обществе. Выявление возможностей роста доходов населения требует изучения текущих уровней занятости и безработицы в стране в целом и ее регионах. Поэтому статья, посвященная изучению динамики занятых и безработных в Республике Казахстан и ее регионах, по отраслям экономики страны, занятости мужчин и женщин, региональных особенностей занятости является актуальной.

**Ключевые слова:** безработица, процесс занятости, население, молодежь, государственные программы, экономика.

**Introduction.** Unemployment is a socio-economic problem of society and the state, which combines such negative aspects as a reduction in labor productivity, an increase in social tension and competition, leading to destabilization of the state. The problem of employment is one of the leading in the activities of state and municipal authorities for a number of reasons. First, the authorities are called upon to maintain order and stability in society.

An important role here is played by ensuring an appropriate level of employment,

the absence of a high level of unemployment. Secondly, employment is inextricably linked with the production, distribution, appropriation and consumption of material goods. Through employment, a certain level of income of the population, demand and consumption is ensured, thirdly, providing jobs for the able-bodied population as a condition for the normal existence of people, fourthly, ensuring effective employment and reducing the gap in incomes is the key to political stability in society (Internet access: <https://stat.gov.kz>).

It should be noted that in the terminology of international literature there are many definitions regarding unemployment in the labor market. According to the definition of the International Labor Organization (ILO), the Committee of Statistics of the Ministry of National Economy of the Republic of Kazakhstan (MNE KS RK), the unemployed include persons who are economically active population over 15 years old and who do not have a job, are looking for a job and are ready to start it. Also, the unemployed are considered to be persons who produce products in their personal subsidiary plots only for their own consumption, pupils, students, pensioners. People with disabilities are counted as unemployed if they were looking for work and were ready to start it (Kapanova S.T. 2018. - No. 12-2).

Official statistical information on the unemployed is formed by the following groups: by type of residence; by region; by gender; by age groups; by level of education; for reasons of unemployment; duration of unemployment.

**Research Material and methods.** Employment and unemployment are the main characteristics of the labor market. There are various theories that reveal the causes and essence of unemployment. They highlight the positive and negative socio-economic and psychological consequences of unemployment. In this regard, the problem of rising unemployment requires new methods, methods and approaches to its solution. Thus, there are various types of unemployment in the labor market. One of the common types is natural unemployment (frictional, structural) and cyclical/seasonal unemployment.

The natural rate of unemployment includes frictional and structural unemployment. This type is not related to the dynamics of the country's economic growth, and is due to natural causes, such as staff turnover, migration, and demographic reasons. Meanwhile, seasonal unemployment is explained by the fact that it is caused by seasonal fluctuations in the volume of production of certain industries.

For the Republic of Kazakhstan, among the most important are the problems of the labor market, in particular the issues of ensuring employment and reducing unemployment. It is the employment of the population that affects income and expenses, social stability in the country. With high employment, relatively high consumer demand is ensured in the country's commodity markets, which, in turn, leads to an increase in GDP and GRP, while unemployment leads to income losses. The behavior of these indicators is influenced by the processes taking place both in the republic and in the world (A. Alshanskaya, Science Magazine. 2017/3).

With regard to the labor market in Kazakhstan, there are various types of unemployment in the country, such as natural and cyclical unemployment. There are



factors such as, due to the mismatch of demand in the labor market in the specialty or qualification, the applicant has no opportunity to find a job. Also in the construction and agricultural industries, seasonal demand is noticeable.

Table 1 - The structure of the labor force in the Republic of Kazakhstan, thousand people

	2017	2018	2019	2020	2021
Labor force, thousand people	9 027,4	9 138,6	9 221,5	9 180,8	9 256,8
Employed population, thousand people	8 585,2	8 695,0	8 780,8	8 732,0	8 807,1
Employees, thousand people	6 485,9	6 612,5	6 681,6	6 686,7	6 710,2
Self-employed, thousand people	2 099,2	2 082,5	2 099,2	2 045,4	2 096,9
Unemployed population, thousand people	442,3	443,6	440,7	448,8	449,6
Unemployment rate, %	4,9	4,9	4,8	4,9	4,9
Youth unemployment rate, % (aged 15-24)	3,8	3,7	3,6	3,8	3,7
Youth unemployment rate, % (aged 15-28)	3,9	3,8	3,7	3,8	3,8
Long-term unemployment rate, %	2,2	2,2	2,2	2,2	2,1
Average duration of unemployment, months	6,7	6,2	6,3	6,0	7,2
Persons not included in the labor force, thousand people	3 927,3	3 907,3	3 934,0	4 076,8	4 093,3

The main change in the labor force in Kazakhstan was caused by a decrease in the number of employed by 0.6% from 8.78 million in 2019 to 8.73 million people in 2020 due to a decrease in the number of self-employed people. Thus, over the year their number decreased by 2.6% and amounted to 2,045 thousand people. In the structure of the self-employed population, in annual terms, there was a decrease in the number of productively self-employed by 3.4%, while the number of unproductively self-employed increased by 5.8%.

Against the backdrop of economic recovery, by 2020 the number of employees in annual terms increased by 5 thousand people to 6,687 thousand people. compared to 2019.

Youth unemployment is primarily affected by socio-psychological characteristics - the excessive ambition of applicants, the desire to immediately take a high post or positions that do not require professional or career development, the lack of long-term plans for the implementation of professional activities.

In addition, young people, in particular, yesterday's university graduates, do not have sufficient professional experience. This is where the so-called "first hire trap" arises: employers in job advertisements, as a rule, require that the applicant have experience - work experience in the position of interest from 3 to 5 years.

Another problem for young people is that the knowledge gained in universities is theoretical, abstracted from practice, the realities of work in various sectors of the economy. Young people are poorly versed in the needs of the labor market, focusing on a certain prestige of certain professions and specialties.

Citizens of pre-retirement age also belong to the most vulnerable category of the population in the labor market. Many employers believe that this category of the population is less competitive in today's labor market. There is an opinion

among employers that people over 50 are not so trained and it is difficult for them to master new technologies and methods. It is assumed that age, health status affect the performance, mobility of potential employees.

In addition, workers in this age category, unlike young people, are more often better aware of their labor rights, demand tax deductions, are generally more literate and exacting towards the employer. Therefore, it is not surprising that companies, firms, organizations, recruiting agencies, in their job advertisements, often put the requirement for employees: “under 45 years of age”.

In 2021, the number of unemployed increased by 8 thousand people, and the unemployment rate increased by 0.1 p.p. and amounted to 4.9%.

In terms of types of economic activity, compared to 2020, the growth in employment is observed in the following industries, which is expected (Table 2).

First, the increase in employment in healthcare (+3.1%) was due to the need to treat a large influx of patients. The largest increase in workers occurred in manufacturing and education. This may be due to an increase in demand for these services after restrictive measures, and also provides an opportunity for additional earnings or a quick change of profession after the lockdown.

Table 2 - Employed population by main types of economic activity

Indicators	2017	2018	2019	2020	2021
Employed in the economy, total	2 057,3	2 007,9	2 045,9	2 019,4	1 985,8
Agriculture, forestry and fisheries	315,7	270,5	250,2	246,1	238,6
Industry	219,4	216,2	232,5	213,3	213,2
mining and quarrying	54,1	49,9	51,0	48,4	45,3
manufacturing industry	118,3	121,7	135,3	121,8	124,8
supply of electricity, gas, steam, hot water and air conditioning	31,2	29,1	28,8	27,6	29,0
water supply; collection, treatment and disposal of waste, activities for the elimination of pollution	15,7	15,6	17,3	15,6	14,0
Construction	147,3	150,8	144,8	148,5	143,9
Wholesale and retail trade; car and motorcycle repair	334,1	336,3	368,1	356,9	353,5
Transport and warehousing	125,7	127,2	125,3	113,4	120,7
Provision of accommodation and food services	57,6	44,9	57,3	54,0	54,2
Information and communication	44,1	50,0	43,6	41,8	47,2
Financial and insurance activities	64,9	56,2	62,2	59,4	58,6
Operations with real estate	48,8	42,6	33,1	39,2	38,3
Professional, scientific and technical activities	69,3	64,4	63,8	74,7	59,9
Administrative and support services activities	75,4	66,1	67,4	73,0	64,5
Public administration and defense; compulsory social security	123,2	144,2	123,2	132,6	124,5
Education	223,5	222,6	235,0	227,7	232,1
Public health and social services	104,5	105,6	110,5	111,5	114,6
Arts, entertainment and recreation	41,6	39,1	39,8	36,1	33,8
Provision of other types of services	62,2	71,2	89,0	91,0	88,2

In accordance with Table 2, industries that experienced a drop in production volumes due to restrictive measures were also forced to reduce the number of employees. In 2020, the largest declines are in the arts and entertainment (-2.5%), administrative and support services (-2.3%), and accommodation and food services (-1.7%) sectors.

At the same time, it is worth noting that despite the particular negative impact of the pandemic on the employment of service and sales workers during 2020, according to annual results and compared to 2019, there is a very slight decrease of 0.02% or 310 people. That is, the pace of employment recovery among service and sales workers is the most flexible and adaptive, despite the direct restrictive impact of the measures taken.

In the context of professions in 2020, more than half of the employed (54% or 4,718 thousand people) worked in medium-skilled jobs, almost a third (29% or 2,509.2 thousand people) worked in highly qualified professions and 17% (1,505.2 thousand people) were employed in jobs where qualifications are not required at all.

In 2020, the qualification structure of the employed in comparison with 2019 underwent changes in terms of an increase in the number of specialists - professionals (+3.3% or 63.4 thousand people), industrial workers (+3.6% or 30.0 thousand people), unskilled workers (+0.6% or 9.4 thousand people).

While in other groups, on the contrary, there is a significant reduction. Most of all, this affected employees in the field of administration (-9.8% or 43.4 thousand people), then managers and civil servants (-6.2% or 35.1 thousand people), medium-skilled specialists (- 5.7% or 43.2 thousand people), operators of production equipment (-3.7% or 33.9 thousand people), farmers and agricultural workers (-1.8% or 9 thousand people).

If we consider the unemployment rate in the regional context, then in quantitative terms in 2020, the most unemployed in the republic were recorded in Almaty, Almaty and Turkestan regions, and least of all in North Kazakhstan, Atyrau and Mangystau regions.

However, when considering the unemployment rate, a completely different situation is observed. In North Kazakhstan, with the smallest number of unemployed, the unemployment rate is 5%, which is higher than the republican level (4.9%) (Internet access: <https://stat.gov.kz>).

Also, the unemployment rate above the republican level is observed in the Turkestan region and the city of Almaty (5.2% each), Shymkent (5.1%), and WKO (5%). At the same time, the unemployment rate below the republican value is observed in the Karaganda region and Nur-Sultan (4.6% each), Aktobe, Almaty and Pavlodar regions (4.8% each) (table 3).

Table 2 - Unemployment rate by regions

Region name	2017	2018	2019	2020	2021
The Republic of Kazakhstan	442,3	443,6	440,7	448,8	449,6
Abay	-	-	-	-	-

Akmola	20,6	20,5	20,3	20,3	20,5
Aktobe	20,6	21,1	20,8	20,9	21,2
Almaty	49,1	48,7	47,8	48,7	48,5
Atyrau	15,6	15,7	16,1	16,2	16,3
W-Kazakhstan	16,4	16,4	16,4	16,8	16,4
Zhambyl	25,8	26,0	25,4	25,7	25,7
Zhetisu	-	-	-	-	-
Karaganda	32,6	31,4	30,0	30,7	30,0
Kostanay	25,0	24,5	24,1	24,1	24,1
Kyzylorda	16,8	16,8	16,8	16,9	17,0
Mangistau	14,2	15,5	15,4	15,8	16,9
South Kazakhstan	-	-	-	-	-
Pavlodar	19,9	19,6	19,1	19,6	19,4
N-Kazakhstan	15,2	15,1	14,9	15,1	14,7
Turkestan	42,5	43,0	41,9	42,5	41,8
Ulytau	-	-	-	-	-
E-Kazakhstan	34,7	34,6	34,1	34,1	33,5
Astana	24,0	24,0	25,5	27,1	28,1
Almaty city	49,6	49,8	50,0	52,2	53,5
Shymkent	19,7	21,0	22,1	22,2	21,9

Each region develops a unique labor market under the influence of various factors, such as the sectoral structure of the economy, population density, migration processes, the level of professional training, the activity of enterprises, and the activities of the public sector. Agriculture and traditional industrial production are no longer the main sectors of the economy, dynamically developing service industries are coming to the fore. The same situation is developing in Kazakhstan. Approximately 60% of the workforce is employed in the service sector. (Gizatova A.I. Fundamental research. - 2018. - No. 12-2. – P. 255-259).

**Result and discussion.** Since many regions of the Republic of Kazakhstan have developed industry specialization, this creates problems. For example, the most difficult situation is in such a labor-abundant, densely populated region specializing in agriculture as the Turkestan region. It is quite natural that the government is trying to direct labor resources from the labor-surplus south to the north of the country.

A very difficult situation in terms of unemployment is typical for single-industry towns. With the depletion of hydrocarbon and solid mineral deposits and the development of automation, the demand for labor in such regions becomes decreasing. The ability of subsoil users to maintain employment is limited by low prices for resources. Today, the most acute situation has developed in the Mangistau region, in particular in Zhanaozen, where strikes of the unemployed were noted in February of the outgoing year, in summer and early autumn.

The authorities of the Mangistau region and Zhanaozen are trying to diversify the economy, create new jobs in the service sector and in other areas besides the oil and gas sector. Along with the diversification of the economy, the development of new sectors of the economy that will expand the labor market, the authorities are

taking measures in the field of internal migration. It is planned to relocate almost 400 families from the single-industry town to the regional center Aktau, which has a more capacious and diverse labor market. Houses for them will be built in 13 new neighborhoods.

Statistics show that there are more unemployed among women - 5.4%, while among men - 4.3%. In employment programs, women are singled out as a separate category, that is, this problem is recognized at the state level. What are the reasons?

Often, one of the main requirements for candidates for vacancies is the presence of a special technical education, its owners are most often men, that is, vacancies are designed mainly for representatives of working specialties. Within the framework of the program for the development of productive employment and mass entrepreneurship, out of 1,000 students in blue-collar jobs, only 185 were women. Whereas, according to the Almaty City Employment Center, vacancies offered by employers in the technical field make up about 40%. (“Youth of Kazakhstan - 2018” Astana, 2018.- 410).

The Kazakhstani labor market is unbalanced in demographic, sectoral, regional areas. According to employment specialists, “women’s” specialties are the least competitive, often less paid.

In the coal and mining, oil-refining regions, male labor prevails and enterprises are poorly developed where female labor is most fully used. Labor market indicators also vary widely across regions of Kazakhstan. For example, in the Mangistau region and other western oil and gas regions of the country, as well as in the Karaganda region and a number of other regions in which the mining and metallurgical industry is the determining factor in the economy, the employment of men is higher than that of women, both in these sectors and in general.

Another difference highlighted by researchers is that there are not only quantitative but also qualitative differences between male and female unemployment.

Of great importance is the fact that women, coming out of maternity leave, do not have the opportunity to study full-time.

Much is declared about the equality of men and women. But in practice the situation is different. The often-biased attitude of the employer towards a woman of childbearing age is also important. This is especially clearly seen on the basis of statistics on youth unemployment, where women’s unemployment exceeds men’s twice.

There is no denying the existence of negative stereotypes about female employment. For example, women with children are rated as less attractive applicants compared to, for example, single men. It should not be forgotten that domestic work in Kazakhstan still mostly falls on the shoulders of women, that is, we are talking about the so-called unpaid female work.

The following causes of unemployment in Kazakhstan can be identified:

- Excessive parenting of their children. Parents do not allow adult children to become independent, they do not allow them to work part-time (work part-time) while studying at a university, etc.;

- Echoes of the crisis of the 90s of the last century, when parents were laid off, they were not paid their salaries on time, as a result of which they were forced to go about their own business, to trade in the market. Therefore, they cannot help their children to find a job after graduation, because they themselves do not work in their specialty;

- employers. The rapidly changing world, high pace of life, technology, competition force employers to initially strive for staff optimization, high productivity and efficiency, forgetting about moral obligations. Therefore, they do not want to hire people after 40 years of age, women (due to the fact that they can go on maternity leave), but recruit inexperienced (mostly semi-literate) young people, fire them without problems under a fictitious reason, fire people, who often go on sick leave;

- The last main reason is, of course, the need for certain specialists in the labor market. Applicants' values have changed dramatically from moral to material. Everyone wants to do nothing and get big money for it, to become big bosses. Therefore, they choose, as they believe, prestigious specialties, such as customs, banking, finance and credit, economics and management, translation, legal law, but the labor market has long been oversaturated with workers in this specialization.

The true causes of mass (hidden, unofficial) unemployment in the Republic of Kazakhstan are as follows: many refer to education, to the fact that educational institutions (universities, colleges, vocational schools) began to train unskilled personnel, as a result of which graduates cannot find work. But not everything is so simple. One can agree that educational institutions train theorists without paying attention to practice, but not everything depends on them. Applicants themselves do not have an awareness of what they will do after receiving their specialty. There are many educational institutions that produce low-quality specialists - this is mainly the presence of correspondence courses, corruption, etc. Thus, having a higher education diploma does not guarantee that a graduate will find a job (at least some, not even in his specialty).

The state plays a regulatory role in constantly maintaining a balance between economic priorities and employment priorities in programs of economic transformation. The main objective of the social policy pursued by the supreme authorities of Kazakhstan is to maintain the standard of living of the population to the maximum and strengthen measures for the social protection of citizens who are left without work. For its implementation, a Program has been developed to increase the income of the population until 2025.

The purpose of this program is to ensure productive employment, reduce unemployment, equalize the disproportion between supply and demand of the labor force, and improve the quality of the labor force. Program objectives:

- implementation of measures stimulating the growth of the level of employment of the population;

- promotion of employment of target groups of the population in need of social assistance, quotas for jobs for the disabled;

- informational support of the employment policy in the region.

The following 10 priorities are defined in the Program for Increasing the Income of the Population:

- Working youth as the basis for the development of the country;
- New employment opportunities for certain categories of socially vulnerable segments of the population;
- Decent wages for state employees;
- Elimination of imbalances in labor incomes;
- Increasing employment in agriculture;
- Increasing employment in tourism;
- Mass employment in the framework of the implementation of infrastructure projects;
- Stimulating the development of effective employment in the manufacturing industry;
- Stimulating the growth of entrepreneurial income as a factor in increasing the income of the population;
- Protecting the purchasing power of income.

As part of the creation of new jobs, the following measures will be taken:

- The efficiency of manufacturing enterprises will increase through improved financing of export-oriented and import-substituting projects by providing additional financing through DBK JSC and IDF JSC;
- Development of SMEs in the manufacturing industry around large subsoil user enterprises in the framework of its production and consumer needs, namely food, overalls, protective suits, as well as goods and services based on its raw materials;
- Development of new approaches to the functioning of the SEZ;
- Providing industrial grants. (Z.K. Shaukenova. - Astana: 2017. – 100).

Given the speed of development of modern technologies, in order to remain in demand in the labor market, modern specialists must be able to constantly and quickly learn new skills. It is no longer so important what technical knowledge you have, but more important is how quickly you can adapt to new conditions. Therefore, the concept of lifelong learning is becoming increasingly popular. This is not even a trend, but a necessity in modern conditions. A specialist will simply very quickly cease to be in demand among employers if, having received a diploma once, he stops and does not engage in self-development. In this regard, for building an effective career, skills such as the ability to learn quickly, critical and analytical thinking, adaptability, independence and activity are extremely important. The true causes of mass (hidden, unofficial) unemployment in the Republic of Kazakhstan are as follows: many refer to education, to the fact that educational institutions (universities, colleges, vocational schools) began to train unskilled personnel, as a result of which graduates cannot find work. But not everything is so simple. One can agree that educational institutions train theorists without paying attention to practice, but not everything depends on them. Applicants themselves do not have an awareness of what they will do after receiving their specialty. There are many educational institutions that produce low-quality specialists - this is mainly the presence of correspondence

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**Conclusion.** The purpose of this program is to ensure productive employment, reduce unemployment, equalize the disproportion between supply and demand of the labor force, and improve the quality of the labor force. Program objectives:

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## МАЗМҰНЫ

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