

ARTICLE

SOCIAL AND ECONOMIC CONSEQUENCES OF YOUTH UNEMPLOYMENT

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ABSTRACT

This paper analyzes the social factors, which determine the effectiveness of the system (or its individual elements) of young people preparation for work. The problem of the formation of young personality as a full member of a developed modern society is researched in the article, using the example of modern Kazakhstan society. The topic of the research is at the intersection of a number of actual issues of modern society, such as the training of workers, the full development of the individual, the scientific management of society. Analyzing the general reasons of professional status of specialists, it is also necessary to single out the existing differences in the hierarchical job structure, which is characteristic of each profession.

INTRODUCTION

KEY WORDS
youth; employment;
occupation; youth

Preparing of young people for work becomes one of the most urgent problems of the theory and practice of modern society. At present, young people are the most important source of replenishment of the country's labor force.

This trend is quite stable, since today the youth under the age of 29 constitute a significant part of the country's population. The proportion of young people in various branches of the national economy, in the service sector, in science, etc., is quite significant. In any case, since the social problems of young people are not solved, they should be studied again and again, more deeply, more fully, in order to develop more effective recommendations for their elimination [1].

A special role in this process belongs to the issues of ideological, political, psychological and moral preparation of young people for work, their effective inclusion in the complex and diverse system of the modern labor market.

Being the basis of social future, the youth should receive every opportunity to build their future, with the help of constructive labor. They should actively participate in the formation of a developed, competitive and respected in the world community New Kazakhstan of the 11th century. The implementation of youth policy leads the country to innovations and intellectual competition. The first president of the Republic of Kazakhstan, N.A. Nazarbayev, said: "any country associates its future with the younger generation". Therefore, young people play a pivotal role, as an integral part of the state.

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One of the main directions of the strategy of the President of the Republic of Kazakhstan "Kazakhstan-2050" is to increase the profitability and socio-economic sustainability of people. The basis of these advantages is the active use of national capital, i.e. microcredit, the increase of the levels of community works and public services.

The theoretical and methodological foundations of the study are comprised by the scientific researches of the labor relations of the founders of economic science and domestic economists, the Message of the President of the Republic of Kazakhstan to the people of Kazakhstan, and recommendations for the development of human resources, which are legally valid, legal acts and Resolutions of the Government of the Republic of Kazakhstan, relating to the above issues [2].

METHODS

In 2017, we conducted the research at Kyzylorda State University n. a. Korkyt Ata (1000 people) based on mass, representative surveys. Now it can be seen, that they were very relevant and modern. It is the comprehensiveness that determines the possibility of application of different approaches to its solution. The purpose of the research was to study the factors, contributing to the employment of universities graduates, and the reasons, impeding the work in their specialty. The survey was conducted with the participation of the employment centers of the Republic of Kazakhstan. 1000 respondents, aged from 22 to 29, who graduated from high school and received a diploma of higher education from one to five years ago, participated in the research. The average age is 23.4.

The participants were offered to answer the questions of the survey, including open and closed questions on the problem of employment.

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The authors of the article proposed the following questions. How relevant for Kazakhstan is the problem of employment of graduates? How did employment problems in Kazakhstan during the period of social and economic transformations affect the employment of university graduates? How do university graduates adapt to the modern labor market in Kazakhstan? What are the factors that promote or impede the employment of graduates in Kazakhstan?

The relevance of the work lies in the synthesis of theoretical basis of conflictological paradigm, structural functionalism and theories of employment for the analysis of research information.

Modern scientists say that they can be effectively studied only with the help of specific methods, which allow the most adequate representation of phenomena and processes, occurring in the public consciousness, psychology, activities of different social groups. Comprehensive development of the abilities of young people as the most important condition was pointed out by A. Smith, D. Ricardo, J. Mil, J. Keynes, P. Samuelson, F. Hayek, and other researchers [3]. T. Parsons and N. Smelser returned to the problem of youth employment in many important theoretical studies. The significance of unemployment of young specialists was more clearly defined by Ganskau E.Yu. et al. [4]. It was sociologists, who had attracted public attention to the choice of a profession as a social problem.

RESULTS

The problem of unemployment, especially the problem of youth unemployment in any country is considered as the most urgent problem, which needs to be solved. And in our country, this problem is relevant. The youth unemployment rate in Kazakhstan is very high. During the economic crisis, young people belong to the weak group of people. The youth unemployment rate is almost a half of the overall unemployment rate.

To get out of a difficult situation, we need to cultivate in the younger generation, patriotism towards our country, nations, customs and traditions, along with common human values. That is, one of the main guarantees of continuous progress of civilization is to carry out social work with the younger generation, to give them a start in life and to strengthen their true patriotic feelings.

Historical experience shows that true patriotism is the spiritual foundation of society, the basis of the social structure of the state.

The issues of employment of young people in the regions are currently considered as the most urgent problems and require research.

Young people, who are the strategic resource of society, appreciate and accept the truth of emerging life, they strive to participate in work with benefits for Kazakhstan, and therefore they must be fully supported to increase the proportion of young people among the able-bodied people of the state. It is necessary to include young potential in this service.

Dealing with the issues, related to the definition of social and economic efficiency of the system “person-profession-labor-production-society”, it is necessary to analyze such social phenomena, which are characteristic for the modern stage of social development, such as “youth”, “profession”, “selection of a profession” [5].

A person in modern society should choose such a specialty, so that the place for his work will be free on the labor market. Otherwise no one can guarantee him a job. Unemployment has become such a serious problem for the specialists in the modern world, that many of them, under the fear of hunger, are forced to get any job even without a specialty. The data of our researches (2017) showed the goals of young people for studying at the university. 42.2% of respondents connected their goal of studying at the university with a profession [Table 1].

Table 1: The goals of young people for studying at the university

What is the purpose of your studying at the university?	
Intellectual education	19.7%
Realization of abilities	12.1%
Getting a profession	42.2%
Prestige of study at the university	8.1%
Expansion of employment opportunities after the graduation of university	9.1%
The way of temporary "rescue" from unemployment	4.0%

Also, the respondents noted that intellectual education (19.7%) is one of the important learning objectives. In this aspect, the quality of education is the long-term nature of the benefits of higher education. Many students are aimed primarily at the obtaining of short-term benefits from receiving a diploma, study for “wallpaper degree”, prefer easy exams, free attendance, unproductive entertaining activities, without thinking about the prospects and the real quality of their education [6].

Table 2: The main thing in training of specialist

What do you think is the main thing in training of specialist?	
Theoretical knowledge in the specialty	23.5%
Practice in the specialty	31.6%
General vocational training	12.3%
Some subjects of the humanitarian cycle	3.4%
Ability to work independently	14.6%
Organization of educational process	4.0%
Qualification of teachers and their ability to work with students	3.3%
Personal qualities of the student (desire, diligence, etc.)	7.3%

The data in the [Table 2] indicates the problem of specialist training. The majority of university graduates (31.6%) answered that the most important for them is the practice in the specialty. Theoretical knowledge in the specialty is at the second place (23.5%). It should be said that the ability to work independently and general professional training of a specialist are also important.

The concept "prestige of profession" is also one of the key in this study. In the sociological study of professions, one can't use only information about the proportion of professional groups among the population [5]. It is also necessary to know, how the representatives of these groups assess various professional positions in a given society, how, in particular, they evaluate their place in the social structure and their profession in comparison with others, etc. [Fig. 1].

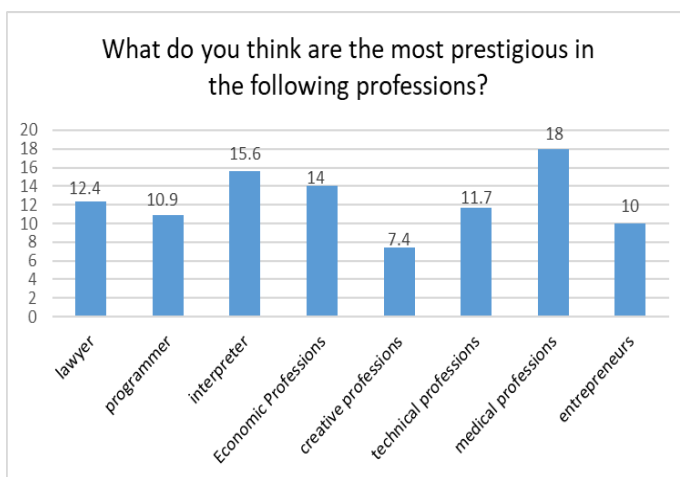


Fig. 1: The most prestigious in the following professions.

The appearing of new scientific and technical changes led to the rapid obsolescence of professional knowledge, the emergence of new, and the disappearance of traditional professions.

Analyzing the answers of the survey participants to the question "In your opinion, what are the obstacles for a young specialist in employment?" we obtained the following results. 24% of respondents indicate the absence of a regular place of work and difficulties in finding a job, 11% of respondents are afraid of losing their jobs, 23% say that prices for food and utilities are too high, 10% of respondents report a shortage of funds for quality treatment, 32% consider their earnings as low.

It also should be noted the high internal discomfort of young specialists during a probationary period in employment, lack of security and care, uncertainty about the future, housing problems, weakness of housing contracts, dissatisfaction with the housing stock.

DISCUSSION

Paid system of education and vocational training for the whole life binds a person to a once acquired specialty. The person is forced to work on it as much as possible, even if he does not like it, even if he does not give moral satisfaction. The impact of science development on the professional status of a specialist is characterized by an unprecedented reduction in the periods of "moral deterioration" of new discoveries and inventions, the terms of changing of new methods and forms of work. Each new discovery or invention has a definite influence on the profession, specialty, demanding from the owner of this specialty new knowledge and skills. Since very soon this discovery should give up its place to another, then the old knowledge of the owner of this specialty should be quickly replenished with new ones. Another direct influence on the professional status of a specialist is that the economic ramp-up provides for the

creation of new branches of science and technology, and accordingly new specialties. Also the conditions of the city and village have an impact on the professional status. For example, the graduate of the Faculty of Mathematics in a village can work in a specialty only in school. In the city he can work in his specialty at school, college, university, etc. [7].

Under these conditions, the system of training of specialists with higher education does not have time to meet the needs of a rapidly developing national economy for highly qualified specialists; especially in the newly emerging branches of science and technology [2]. In such cases, the technological necessity forces the owners of traditional, already existing professions to study the emerging areas of science and technology, and move to work in new specialties. For example, the development of science has led to the strengthening of human factor in all spheres of human activity, and this, in turn, to the prosperity of new trends in technology.

The opinion that the change of university specialty is definitely detrimental to the national economy is widely spread, since the funds, spent by the state on training a specialist, cannot be justified by the fact that he does not work in his specialty. If one third of university graduates do not work in their specialty, then one would think that one billion of three is spent annually for nothing. However, these data can't be taken as a basis. When a specialist gives another job in another specialty or profession, only the first part of the total costs, allocated for special training, is unjustified. Transfer of a specialist to work in another profession cannot be imagined in such a way, as if he refuses all accumulated knowledge and experience. In addition, it should be taken into account the fact that, firstly, the specialist in a new job can always find application for his knowledge, and secondly, it is not necessary to prepare another specialist for the place, occupied by the worker, who has changed his profession [8].

Moreover, the professions of specialists can't be assessed only from the point of view of economic benefits. The state is interested in the fact that each individual chooses a profession, which he likes, and it will be contribute to the development of his abilities.

CONCLUSION

Analyzing the general reasons of professional status of specialists, it is also necessary to single out the currently existing differences in the hierarchical job structure, which is characteristic of each profession. It means, firstly, that each profession has its own job structure at the level of the production team. Secondly, the existing differences in this hierarchical system provide not the same opportunities for the representatives of various professions for their job promotion.

Thus, sociological studies show that the characteristic feature of modern youth is the desire to improve their level of education and skills. It is important to use these aspirations of young people, so that each new generation rises to a higher level of education, professional qualifications, and actively participates in solving the fundamental problems of economic and social development, in managing state and public affairs.

The obtained results allowed to formulate the following conclusions:

1. University graduates are not adapted to work in market conditions, experiencing a lack of practical skills.
 2. The majority of university graduates find employment, having made efforts, with great difficulties.
 3. More than a half of the graduates of humanitarian and technical fields of training have a desire to work in their specialties.
 4. Young people highly appreciate their own knowledge and are confident in their labor abilities.
- The results of the study can be used in comparative scientific analysis, as well as in determining the personnel policy of universities, and during the planning of curricula in the system of higher education. The results obtained can have an impact on the employment mechanisms of university graduates [9].

Young specialists require significant knowledge in related branches, additional education, the ability to quickly adapt in rapidly changing circumstances. Consideration of the features of adjustment of young specialists to the modern labor market, when they are trained at the university and other educational institutions, will increase their adaptation potential and, in general, the level of psychological readiness for the modern labor market and professional activity in today's conditions [10].

CONFLICT OF INTEREST

There is no conflict of interest.

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