**Topic**: Has the Labor Market Changed Beneficially over the Past 3 Years in Kazakhstan?

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 **Introduction**

The labor market is the major component of economy that provides formation of demand and supply for labor. "The labor market is a complex distributive mechanism, the evaluation of which is carried out on the basis of the analysis of the system of economy indicators." (Khishaueva,2021). Thus, it is important to identify key changes. Nowadays, the whole world’s labor market has changed by different factors. Because, different methods of working have appeared over the past three years. According to the fact that around the world, 16% of businesses are completely remote. In addition, 44% of organizations do not allow any type of remote work, according to the report. (Apollon Technical, 2022). Therefore, it is significant to identify and follow global trends. Kazakhstan had some changes too. Because some of employers become more popular than others and it has own reasons and evidences. Thus, lots of people are workless. So, it is actual problem that is depended on the last trends of labor market . Personally I am interested in this topic, because I have faced with the problem of lack of information about future professions and needed character traits. The reason is that there are not exact explanations of labor market s changes.

The labor market’s unemployment rate by economical point have changed for the worse because of the government problem of unbalanced organization of the labor market that is solving by political programs, whereas by social point different types of the working methods and on-demand professions have appeared because of pandemic situation and other reasons.

How has the unemployment rate changed over the past 3 years and how can it be solved by goverenment?

What were the main changes of on demand professions and employer needed character traits, what are the reasons?

How have working methods changed and which is the most effective one?

**Context**

In 2020, the global unemployment rate increased by 6.5% compared to 2019. (Labor market of Kazakhstan Development in a new reality, n.d.). According to that ,this problem is actual in Kazakhstan too. The proof of this is the statistical data, in 2019 the unemployment rate was 4.8%, (Resolution of the Government of the Republic of Kazakhstan,2019) and already in 2020, 4.9%. For example, by the comparison with India where unemployment rate has decreased, since in 2019 it was 5.3% and in 2020 it was 4.7% (World population review, n.d.), it is noticeable that our situation is not good. Thus, it is essential to identify the solution of this issue.

This problem should be solved by the government. Because, the main reason of that is unbalanced organization of the labor market. It can be proved by the conclusion of Anna Alshanskaya Senior Researcher at the Kazakhstan Institute for Strategic Studies under the President of the Republic of Kazakhstan, participant of the School of Analytics CABAR.asia that the problem of the labor market is related both to the imbalance of labor resources and jobs, and their quality(2019), thus it is efficient to solve it by politicial programs. For instance, the State Program for the development of productive employment and mass entrepreneurship for 2017-2021 "Enbek" is being conducted by government (Resolution of the Government of the Republic of Kazakhstan,2019), due to which situation is recovering. Therefore, one of the best solutions of unemployment issue is governments new programs and developing of present onces.

5 years ago top 10 on demand professions list included jobs such as registered nurses, customer service representatives and managers of different spheres(Snider, 2016). Over the past three years, there have been certain changes in the labor market with regard to this. The reason is the greatest increase in employees over these three years occurred in individual services (+3.9%), (Khishaueva,2021). To date, Kazakhstan's present picture is such that the most popular professions among employers those that require financial and digital literacy or scientific. For instance **engineering**, **IT and developers of computer hardware**, n**anotechnology**, s**pecialty related to the service** and l**ogistics (EGov, 2021).** Accordingly, this types of professions are the most necessary onces, that are respectively have higher salary by economical point of view. Moreover, during this period, the required characteristics of the worker have changed. Since, in the whole world were unseen circumstances. According to my observation, during the 2018-2019 years, executive employees who clearly follow the rules were the most in demand and the words of Experts in Change Management and leaders of A-Players can be an example "Now the world is VUCA, and if stability and security were familiar to us before, now leaders and experts with flexible thinking and high psychological ability for frequent changes are important, who can easily rebuild the business and find new ideas for implementation” (Salimova, 2020). Thus, people who have these characteristics will be more successful. Therefore, there are differences of on demand professions and required employee characteristics, that are influenced by the following reasons.

There are several benefits of online working, such as flexible schedule, saving time for the road, custom environment, than working with partially convenient schedule and sitting at crowded place at the office (Kiss, 2020). Moreover, they can outweigh one and main disadvantage of online working what is inability to control targeting resource consumption, such as computer or internet traffic can be solved. Because disadvantage appeared  in the context of the pandemic, remote work was introduced without adequate training of both processes and technologies, and personnel (Russian Academy of National Economy and Public Administration, n.d.). In this case demand of online working, can be proved by Ukraine statistics that advertisements about remote working are rised for 53%, whereas offline working onces for 36% (Rabchuk, 2021). For instance, the words of online worker, psychotherapist Vladimir Maslakov online is easier, because patients are more willing to do it, feel more secure, than during face-to-face meeting because they are at home (Litvienko, 2020). Therefore, online working is more efficient and is becoming more popular than offline job.

**Aim**

 The purpose of the research was to explore real unemployment situation, causes and suitable solutions of this issue. The aim was to create a list of demanded professions and needed character traits for successful employer. Moreover, to explore the public opinion about working methods and identify the most efficient one.

Therefore, in this research the main research questions were:

How does real unemployment situation look in Kazakhstan and what are other main reasons of this?

What actions are taken to solve this issue and what steps can be followed in the future besides political programs?

What are current demanded professions and character traits that are mostly needed for them?

What working methods, on-line or off-line are more preferred among employees?

The outcomes of the research were intended to recognize the solutions of unemployment problem by identifying situation and causes of this. Moreover, to provide list of demanded professions, employee character traits and identify the most effective working method.

**Method**

In this research, primary type of the research will be used to gather both quantitative and qualitative types of data. It will include two research methods such as survey and interview. Questions in both methods will be enough to get answers for research questions.

In order to get quantitative type of data I will use a questionnaire method. It will consist of 9 questions which ask respondents about their on-line and off-line work experience. There will be asked about 50 employees and then their answers will be evaluated in the case of efficiency of types of working and population’s preferences. This survey will be conducted by employees who have worked in both forms of working. In addition, different age groups should be involved to make results more reliable. In analyzing the results of questionnaire the main attention will be paid to advantages and disadvantages of these working methods by the opinion of respondents. I decided to use this method because it will cover opinion of different aged many people. This factor will help me to get more accurate information about the readiness to work online. Due to survey I will be able to research variety of perceptions about online and offline working and make conclusion, by seeing real attitude of employees. After that I will compare desires to work online or offline and will be able to make a conclusion in case of the most efficient format.

The next method which I will use in this project will be an interview. The driving-question of my research project is based on qualitative measures and the best way to measure the unemployment situation is an interview with unbiased audience. The interview will consist of 9 questions and chosen audience will be presented by 3 specialists of this sphere. Two of them will be the former and current career counselors of NIS. Informal atmosphere will help to provide friendly mood of them and give the opportunity to get more data concerning the topic. The third one will be a representative of employment center of the city of Taldykorgan, who will be able to provide full statistical information and facts. The interview will take approximately 20minutes and the results will be summarized and analyzed. I wanted to know opinions of specialists about the reasons and possible solutions of unemployment problem, to get information about real unemployment situation. Moreover, due to these interviews I will know about on-demand professions and skills, character traits of nowadays successful employee. By this qualitative data I will be able to conclude about unemployment situation in Kazakhstan and ways to fight with it. In addition depended on this I will make a list of demanded professions and skills to develop to be a well-paid employee.

Therefore, survey will be done to get quantitative data about advantages and disadvantages of online and offline methods of working and by this I will make a conclusion about more effective method. While, by taking an interview I will get qualitative data to conclude about unemployment situation, its causes and solutions. Furthermore, information about demanded professions and necessary qualities of successful employee will be provided, then I will create a suggestion list for graduates.

**Result**

A survey was conducted among 77 employees who had experience of both working methods. The majority were 41-63 aged people (68.8%), then 24.7% of 26-40aged and 6.5% 16-25aged people have participated. 63 of them were female, other 14 were male. To the first question 76.6% of them answered that they definitely missed offline period. The next questions included detailed answers of the consequences of online working. Mental problems were common for only 25 people and minority of them had depression and nervousness. In general, respondents faced more with physical problems than mental. As it is seen in appendix1 the most popular one was blurred vision. Moreover, to identify the most effective working method the survey included the next questions. 39% of respondents answered that they did not notice any changes of productiveness, 26% responded there was no changes and other 26% answered productiveness decreased. In the case of time schedule it was more convenient during offline for 58,4% of people and only 24,7 prefered online time schedule, others think there was no difference. Also, the atmosphere was more pleasant during offline for 53 of employees. Furthermore, there were questions that help to identify the readiness of employees to work online and the predictions about a replacing offline working by online. The results were predictable as it is seen in appendix 2 and 3 respectively. Survey included only one open question about the benefits of online experience and most of the answers were about the developing of digital literacy skills. Also, there were ideas about valuing time and increasing of responsibility to work.

The interviewees were Master of Science in Economics and the next two were former and current career counselors of NIS Taldykorgan. The first part of interview gave more information about the unemployment situation in Kazakhstan, the reasons, solutions of these problem. All the three respondents agree that the unemployment of Kazakhstan is actual issue nowadays and this rate is rising. Two of them said that COVID-19 pandemic is the major reason for that, because people service workers and semi-educated people who are the majority of population lost their jobs. While the teacher of economy did not mention it and showed ignorance of graduates about the features of professions and the demand for them as the main the reason of unemployment. All three presented different steps that are taken by government to solve the issue. The teacher of economy said about the events of employment center, current career counselor explained about the programs for socially vulnerable groups of the population. In addition, former career counsellor added the idea that 5-10years ago help of acquaintances was important to find a job, but now this trend is not popular. Then from their point of view the main actions can be taken by government in the future were paid internship,
providing part-time work for students and subsidizing their salaries as in Poland. To improve conditions of actual jobs and to develop existing short time courses for unemployed people. The next questions were to identify actual professions and skills, qualities and actions of graduates to be a successful employee. All respondents mentioned IT professions, engineers, managers as on demand top3 ones. Moreover, they listed skills and qualities such as self-presentation, competitiveness, communication skills, adaptability, stress resistance, digital literacy, language proficiency, desire to learn and develop oneself. Moreover, all respondents agree and suggest to graduates to analyze all professions and find the suitable one during middle school and then try to improve and row in this area. However, teacher of economy said that sometimes it is essential to have changes in workplace.

**Conclusion**

In response to each research question it is possible to make the following conclusions.

In accord to interviewees unemployment situation of Kazakhstan is a current issue that should be solved, because this rate is increasing rapidly. As were predictable one of the main reasons for this is COVID-19 pandemic. Therefore, it will take several years to fight with the consequences of quarantine. The next cause is the ignorance of graduates about the features of professions and the demand for them. This means that it is essential to make graduates and students more competent in features of choosing profession.

Nowadays, there are several steps that are already taken by government to solve the problem such as events of employment center, programs for socially vulnerable groups of the population by the results of research. I think it shows that government pays attention to this issue and tries to fight with it, what is beneficial. However, actions are not effective enough, so there are other steps that should be followed. Regarded to research they are paid internship, providing part-time work for students and subsidizing their salaries, improving conditions of actual jobs and developing existing short time courses for unemployed people. I suppose, they will be eneficial, if to implement them clearly and fully.

The next conclusion is about on demand professions and desirable character traits and skills of successful employee. According to interview top 3 demanded professions are IT professions, engineers, managers. It means people who create and manage are important part of labor market and there is a difference in comparison with the past, when executive work was the most popular. Moreover, there are listed skills and qualities such as self-presentation, competitiveness, communication skills, adaptability, stress resistance, digital literacy, language proficiency, desire to learn and develop oneself. Thus, it is essential for student to choose his profession earlier and to develop these skills and traits.

By the answers of the survey, majority prefers working offline. Because, time schedule was more convenient, atmosphere was suitable and productiveness was higher during this working format. Moreover, it can be supported by the fact that online working negatively affects on physical and mental health. Thus, many people are not prepared for working online by the research answers and it was predictable. However, according to survey there is a chance that remote working will be more popular after 10years.

In conclusion, unemployment situation is not beneficial nowadays and should be solved by organizing different projects. Moreover, to solve this problem graduates should pay attention to demanded professions that are mentioned and desired character traits and skills. In addition, online working may be popular in the future, however now the most preferred format is offline.

**Evaluation**

By analyzing the work that I have done writing an introduction was not so tricky, because my project in the first term was similar to that. However, I had to add new concepts, so firstly I could not find exciting and actual terms. Nevertheless, I could read more about labor market and could identify other interesting questions to search about working methods. In comparison with writing an introduction working with secondary data was complicated part for me. Because, there were different kind of information that are related to my topic. So, I tried to select the most reliable and necessary ones. Moreover, data about unemployment situation was too detailed and there were a lot of statistics, so I should summarize all of that. By analyzing collected data I could easily identify aim of working with primary data. The reason is that aspects that can be searched by methods were clearly seen in context part. Due to that I stated questions for that I would find an answers. However, to choose exact method was not simple, but due to comparing all advantages and disadvantages I could find the best ones. I think I could overcome this problem, because survey and interview were effective. Due to that during the process of doing research work the easiest work for me was to create a survey and take an interview. Because, I knew my accurate purpose and information that should be taken from respondents. In addition, analyzing of results was not challenging too, since questions were stated clearly, so answers were full of necessary information. By analyzing research work there are several benefits and drawbacks of it. The most organized and well written part was introduction, because it includes all needed aspects by the criterias and global, local, personal perspectives are clearly stated. Moreover, context part includes summarized and only necessary information, that is beneficial to clearly understand the issue, despite writing it was complicated. The aim and method parts were beneficial too, because description of purpose and explaining of every type of methods were successful. However, research part was full of information but many of them were biased in some cases, because they were opinions and perspectives of population and career counselors. Only teacher of economy had some statistics about real unemployment situation. Therefore, project have several advantages in working with secondary types of data, explaining of searching primary type and have some aspects to improve in realizing the research.

that most of population liked online working, but they preferred offline format more

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