

The problem of employment of middle-aged citizens in an economic downturn

*Nazym Akhmetzhanova*¹, *Assilbek Duskaliyev*^{2,*}, *Yelnaz Zhangaliyeva*¹, *Aizhamal Aidaraliyeva*¹, and *Assel Zhaytleuova*¹

¹West Kazakhstan agrarian and technical University named after Zhangir Khan, Uralsk, Kazakhstan

²Narxoz University, Almaty, Kazakhstan

Abstract. Economic crisis is one of the stages of the continuous production cycle, which constantly includes crisis, stagnation, revival and recovery. It is characterized by a sharp deterioration of the market situation, instability of the national economy and increased incompatibility in social production. The economic crisis manifests itself in the overproduction of commodity capital (an increase in the amount of unsold production), excessive financing of productive capital (an increase in free production capacity at full capacity, an increase in unemployment), excessive financing of money capital (an increase in the amount of unsold money for production). This article is devoted to the study of one of the large-scale problems in the field of economics - the problem of unemployment. Among them, the causes and problems of unemployment of middle-aged citizens in Kazakhstan are considered. The problem of employment of middle-aged citizens is currently one of the most acute in the labor market in Kazakhstan. The authors have proposed several main ways of solving the problem of unemployment among middle-aged citizens. In addition, the final section concludes that the problem of employment of middle-aged citizens can be solved on a large scale by improving the proposed ways to solve the problem of unemployment of citizens aged 45-60. The main purpose of writing this article is to study the problem of employment of middle-aged adults and identify ways to solve this problem.

1 Introduction

Attitudes toward unemployment as a socioeconomic criterion of society have changed over time. At the beginning of the 20th century, when unemployment rates were high globally, it was believed that unemployment was a social evil, a vicious circle to be fought by all means, including compulsory instruments of state regulation. Later, in the mid-20th century, with the development of social and labor relations and the creation of market economic societies, a new view of unemployment emerged. Now it is considered a social phenomenon, there is an opinion that it is temporary and will not become a serious problem

* Corresponding author: asylbek.duskaliyev@narxoz.kz

for the state. Many economists consider unemployment as a permanent socio-economic phenomenon [1].

Currently, the number of people over the age of 60 worldwide is 600 million, researchers predict that by 2025 the number of people of this age will increase, and by 2050, it may be 2 billion people [2].

The general result of the economic crisis is an increase in the cost of production, lower prices and profits, lower wages and living standards of the population as a whole. The crisis is the most important sign of the self-regulating mechanism of the market economy. It not only finds constraints, but also gives impetus, the development of the economy, fulfilling the task of stimulation. Cyclical crisis covers all spheres of the national economy. Irregular crises include intermediate, partial, sectoral and structural crises. Unemployment is a socio-economic phenomenon. Because of unemployment, part of the economically active population is forced not to work [2].

The problems of unemployment are not only of concern to individual states. They are addressed internationally and studied by scholars from around the world. (2016) says that the emergence of structural gaps in European unemployment is related to major institutional developments. They argue that adult unemployment is more susceptible to structural breaks, while youth unemployment is more susceptible to fluctuations in the business cycle, especially during the crisis [3].

The type of recovery depends on inflation: low inflation is "associated with a recovery of unemployment," while high inflation is "associated with a recovery without wages." A recovery in unemployment can lead to an increase in long-term and structural unemployment [4].

A number of academic papers focus on youth unemployment, which is a pressing problem for all countries regardless of the level of socio-economic development. These include the work of Dietrich (2012); the work of Goodsward and Endries (2001). In particular, he studies the relationship between youth unemployment and education from the University of Economics in Bratislava. According to them, the highest rate of unemployment is among young people with no special education.

According to Antosova, investing in the education of young people would provide them with a stable income throughout their lives. However, Abel et al, (2014) stresses that as a result of the Great Recession and the slow recovery, many college graduates cannot find jobs in their field [5].

2 Materials and Methods

The following methods were used to provide a comprehensive and complete assessment of the current state of employment in the regions of Kazakhstan:

- Identification and analysis of the level of unemployment in comparison with previous years in order to identify growth or decline trends;
- review of relevant literature to study the theoretical and practical foundations of the problem in Kazakhstan and other countries;
- analysis of many state and regional programs implemented to solve unemployment problems;
- statistical method;
- generalization in order to find solutions and proposals to reduce unemployment in the context of Kazakhstan's economic modernization policy.

3 Results and Discussion

The active implementation of Kazakhstan's policy of social modernization has yielded positive results in employment. According to official statistics, during 2019-2022 the unemployment rate in Kazakhstan decreased from 12.8% to 4.9%, i.e. by 2.6 times. During the analyzed period, there was a decrease in youth unemployment from 17.2% to 3.9%, i.e. a 4.4-fold decrease over the period 2019-2022 [5].

The problem of unemployment in the Republic of Kazakhstan is one of the most pressing problems of the economy. Including the problem of employment of older people. The problem of employment of middle-aged people is currently very urgent, as the number of unemployed middle-aged people is growing from year to year.

This problem, which has emerged in the labor market, is called "ageism. Ageism is age discrimination, that is, the separation of a person by age. It manifests itself in equal interaction and willingness to cooperate with people who meet a certain age criterion.

Unemployment is currently one of the most serious problems in the economy. In general, unemployment is a socio-economic phenomenon in which a part of the able-bodied population of the country, for various reasons, cannot find a useful job.

In Kazakhstan, the problem of unemployment is one of the most large-scale problems that needs to be solved. To determine the level of unemployment in our country, consider the chart below to determine the level of unemployment in our country.

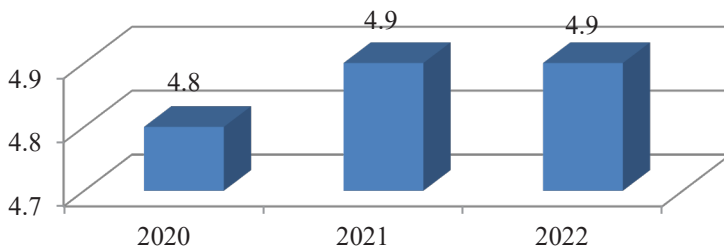


Fig. 1. Unemployment rate in Kazakhstan for 2020-2022, %.

The chart shown in the figure above is based on data provided by the National Bureau of Statistics. The figure shows the unemployment rate in the Republic of Kazakhstan for three years. As we can see, in 2022 compared to 2020, the unemployment rate increased by 0.1%. [5].

Including, in recent years, the number of middle-aged citizens among the unemployed is growing. To find out why this phenomenon occurs, let's dwell on the opportunities and limitations of employment of middle-aged citizens.

In order to fully explore this topic, it is necessary to determine what age categories middle-aged people belong to. The age of middle-aged adults is 45-60 years old.

The labour market in Kazakhstan mainly considers the category of people between the ages of 16 and 45. Most employers prefer to hire people of that age. The most attractive age for hiring on the labor market is 30 years old, so 90% of vacancies are offered for workers of this age. It is estimated that only 2-3% of people who lose their jobs at age 45 and older are able to get a job again.

Therefore, it is better to focus on the features and limitations of hiring adults over 45 years old.

The main reason for the problem of unemployment among middle-aged adults is that it is closely tied to an increase in the annual retirement age. In 2023, the retirement age in Kazakhstan is 61 years for women and 63 years for men. Adults will be looking for work until they reach this age range, but in today's labor market employers prefer to opt for young people when hiring [6, 7, 8].

Most employers explain the decline in demand for middle-aged workers in the labor market as follows:

- As the company accumulates a younger workforce, this situation becomes uncomfortable for middle-aged
- employees between the ages of 45 and 60 think that their attempts at career advancement will be lower. For this reason, the employer prefers to hire young professionals who are eager to work not only for money, but also to advance their careers;
- people of this age believe that they are slow and do not intend to learn new technologies, skills;
- young professionals are more prepared for high intensity of work, abrupt changes in working conditions and overtime than middle-aged adults;
- middle-aged people are believed to be more likely to get sick [9].

The higher causes are the main stereotypes employers form in the process of hiring middle-aged workers. Under the influence of stereotypes, employers do not allow a middle-aged employee to show his or her abilities.

In order to violate these stereotypes, the employer must provide the middle-aged employee with a temporary probationary period. We believe that after the probationary period is over, a decision should be made to fully hire the employee depending on the quality of work performed.

According to research by Yandex, one in three vacancies on the Yandex.Work platform has age restrictions for employees.

Also, according to the research, 7% of job openings have appearance requirements for a potential employee. Candidates over the age of 45 look less attractive in appearance than candidates slightly older than 20, so it can be assumed that an employer will choose a younger candidate. Appearance requirements are mostly for the following jobs: receptionist, hospitality and crafts workers.

And in the industrial sector there are no requirements for appearance at all, accordingly, employment opportunities in this area for middle-aged citizens become higher.

In order to reduce the number of unemployed middle-aged people, the following measures can be taken:

1. To introduce a law regulating age discrimination into the "Labor Code" of the Republic of Kazakhstan.
2. Take the necessary measures if you are not hired or fired because of your age.
3. Correctly fill out a resume for employees between the ages of 45 and 60. For example, pay attention to length of service, job skills, position held and accomplishments achieved.
4. Preparation and adaptation of middle-aged citizens to the new changes in the labor market.

The four main ways to reduce unemployment among middle-aged citizens have been proposed above. If we improve and complement these solutions, the problem of unemployment among middle-aged people can change for the better.

As for the structure of employment by sectors of the economy, according to official statistical data, in 2022, 64.8% of the total employed population of the country are employed in services, 19.8% in industry and construction, 15.4% in agriculture, forestry and fishery.

Although the number of those employed in services and industry increased during the analyzed period, statistical data show that the share of those employed in agriculture, forestry and fishing decreases from year to year. While in 2019, agriculture, forestry, and fishing employed 31.3% of the total employment, in 2022 the figure was 15.4%. This reduction in the number of people employed in agriculture, forestry and fisheries (by 2 times) is associated with the strengthening of the process of urbanization in the regions [10,11].

As for other sectors of the economy, the share of those employed in the total number of the employed in the economy is as follows: trade - 15.5%, education - 12.3%, transport and storage - 7%, health - 5.6%, public administration and defense - 5.5%. According to the statistical data for 2022, the number of jobs in the sectors of the economy and the share of the employed population in these sectors can be seen in Figure 2 [5].

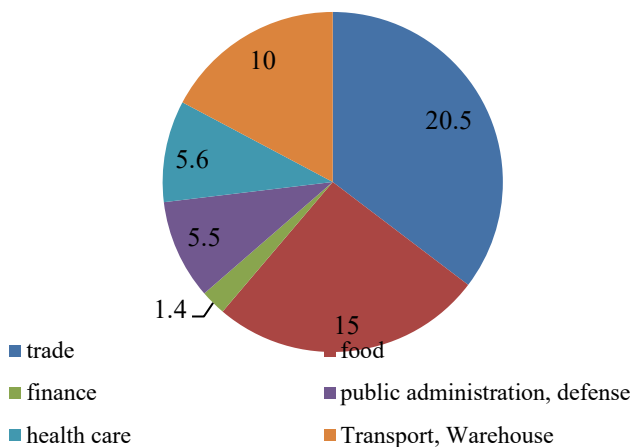


Fig. 2. Employment in industries 2022, %.

Overall, statistics show that over the 2019-2022 period, there has been an increase in the number of jobs in many sectors of the economy. While the number of people employed in industry and construction grew by 3.9% over the analyzed period, the number of people employed in services grew by 15.9%.

However, there are problems that require immediate solutions. One of them is the sharp decline in the number of people employed in agriculture, forestry and fisheries [12,13,14]. In 2019-2022, the number of people employed in the above industries decreased by 57.2%. Given that about 40% of Kazakhstan's population lives in rural areas and mostly rural residents work in the above sectors, it should be understood that the reduction of jobs in these sectors indicates an increase in unemployment among the rural population. . In this regard, it is necessary to improve the mechanism of state support for the rural population to ensure their employment through training and retraining of rural youth in new professions, supporting entrepreneurship in rural areas, developing the activities of agricultural enterprises and creating new jobs, etc [15,16,17,18].

4 Conclusions

Determining the characteristics and problems of employment and employment of middle-aged people requires the use of statistical and sociological information and a comprehensive approach.

In Kazakhstan, in the era of digital globalization, ways to optimally solve the problem of unemployment of middle-aged citizens are being considered. One of the main ways to solve this problem is to consider the Law related to age, as well as the adaptation of people aged 45-60 to the environment of new changes, i.e. training them to use new technologies.

Another issue that should be addressed when addressing this problem is to change the stereotypes established in society, especially in the employers' market, related to age. That is, ignoring established stereotypes, allowing the employee to demonstrate their abilities by hiring a potential employee for a temporary probationary period. If not given the opportunity to demonstrate their professional skills, the company may miss out on a good specialist with work experience.

Recommendations.

In conclusion, it should be noted that to revive the process of employment in the regions of Kazakhstan it is necessary to implement the following activities and measures:

- training and retraining structurally unemployed and rural youth in other professions;
- improvement of information provision;
- improving the activities of employment centers;
- targeted state support for enterprises and organizations to keep jobs;
- increasing the efficiency of registration of the unemployed, providing them with jobs and social assistance;
- to strengthen measures to ensure the employment of women, young people, the disabled and other representatives of the socially vulnerable segments of the population.

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