Employment Roadmap
Kazakhstan

An ambitious employment subsidy and direct employment program that is expected to employ three million Kazakhs by 2029

Summary
The program began as industrial policy with “mechanisms for crisis management, improvement of the efficiency of labor market regulation, the involvement of the poor, unemployed, and self-employed persons with disabilities into active promotion of employment,” (1). The program has gone through several iterations and was most recently expanded in 2020 to respond to the COVID 19 pandemic and its effects on the labor market.

Rationale
Provide employment and income to citizens during the crisis (2).

Defining Principles
Improving quality of life, providing opportunities to vulnerable groups (youth, people with disabilities, women), increasing access to finance for small and medium business enterprises, agriculture development, and business development (3).

Dates of Operation

Number of Program Participants
239,000 employed in 6,700 projects in 2020. 42,500 employed in 2021, of which the majority were permanent positions (28,800) (6).

Criteria for Participation
18 years and older with priority given to: youth within 3 years of school (18-29), youth without parents (18-29), people with disabilities, women living in rural areas, older workers, workers laid off for economic reasons (7).

Pay and Benefits
Minimum monthly salary of KZT 85,000 (8). Average monthly salary KZT 130,000 2020-2021 (USD 314.40 2020) (9).
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Financing
KZT 1 trillion in 2020 (10). A further KZT 300 billion was allocated in 2021 (11). Funding is allocated from the National Bank of the Republic of Kazakhstan (12).

Implementation
Ministry of Labour and Social Protection. In 2021, the program focused on creating permanent employment in infrastructure development, the agricultural sector, and through entrepreneurship development. Entrepreneurs are supported with microfinance loans (16). The program emphasizes the use of domestically produced products in the construction of new social assets (17).

Types of Work
Social, engineering, and transportation infrastructure; housing; communal services; and settlement improvements (13).

Notable Features
48.6% of participants were women between 2011-2016 (14). Utilizing measures to attract workers to regions experiencing labor shortages (15). In 2021, the program focused on creating permanent employment in infrastructure development, the agricultural sector, and through entrepreneurship development. Entrepreneurs are supported with microfinance loans (16). The program emphasizes the use of domestically produced products in the construction of new social assets (17). There are “subsidies for relocation from settlements with low potential of socio-economic development into localities with high potential of socio-economic development and centers of economic growth,” (18).

Program Website
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Citations
(7) OECD. (2017). Building Inclusive Labour Markets in Kazakhstan A Focus on Youth, Older Workers and People with Disabilities: A Focus on Youth, Older Workers and People with Disabilities. Pg 94. OECD Publishing. https://books.google.com/books?id=SVksDwaAOBAJ&pg=PA141&dq=Kazakhstan+road+map+employment+2020+program+minimum+age&source=bl&ots=75sdagXb5&sig=ACfU3U3E9bK_CTjBx5XsICfFCOAw&hl=en&sa=X&ved=2ahUKEwiRhNNb2ibcAhVNjEHHe_3DFeQ9hAFFoECAQAg

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