

ANNOTATION

to the dissertation work of Gazizova Maiya Rivelevna on the topic “Conceptual framework of socio-economic inclusion of NEET youth and mechanisms of its implementation in Kazakhstan”, presented for the Doctor of Philosophy degree (PhD) on the educational program 8D04101 - Economics

Topicality of the research topic. The transformation of socio-economic relations due to modern global economic and technological trends certainly affects the rapidly changing realities of the youth environment. Thus, youth and their starting opportunities play a crucial role in the development and improvement of the national competitiveness of the country, as the competitiveness of the country is directly related to the increase of human capital, primarily of the younger generation, as they determine the potential supply of labor force as the most sensitive to innovations of the society, as well as the most important part of the human capital of the country. It is important to realize that young people are a very diverse group, whose representatives occupy different places in society, including one of the socially vulnerable categories is NEET-youth.

The use of this indicator makes it possible to analyze the difficulties of interaction between the education sector and the labor market, as well as about the youth falling into this category, that they are vulnerable, subject to informal employment, excluded from the labor market and social life in general.

The scale of NEET-youth has become a long-term social problem, as these young people become unemployed later and less economically active than people who have previously received vocational training. In this regard, the issues of education modernization, innovativeness of the labor market and growth of inclusiveness of the environment become relevant.

The specific causes of NEET-youth are diverse, but new common challenges to the education system, labor market and socialization are also emerging. In this regard, it is necessary to systematize the objective and subjective factors behind the growth of young people in this category. However, despite the urgent need for research on developing mechanisms for the socio-economic inclusion of NEET-youth, such research is currently extremely rare. In this case, it is important to study the socio-economic reasons and factors for youth entering the NEET segment, the possibilities of exiting it, the characteristics of learning conditions and transitions between NEET-inactive, employment and NEET-unemployment, as well as to assess the consequences and risks of long-term NEET status. Therefore, the problem of socio-economic inclusion of NEET-youth becomes not only a macroeconomic problem, but also a problem of transformation of all socio-economic groups of society development, from humanization and professional diversification of education with changes in the quality of human capital to the problems of social equalization with the growing trend of inclusive economy.

Therefore, it is important to develop a comprehensive model for reducing NEET-youth indicators based on the convergence of three components: productive

employment - to form NEET-youth motivation to work; post-industrial education - globalization context of mastering professional skills and their application in the information environment; inclusive development - as a sustainable value of modern socialization of the economy. In this regard, there is a need to systematize the conceptual foundations of socio-economic inclusion of NEET-youth and to develop mechanisms for its implementation in Kazakhstan.

Degree of scientific development of the research problem.

Studies related to the category of NEET-youth are devoted to the works of foreign scientists Alferi S., Amendola S.E., Artamonova E.A., Biner J., Bulanova M.B., Varshavskaya E.A., Garet R., Gladwell D., Gregg P., Gulyaeva L.V., Zudina A.A., Ilyina V.A., Inui A., Istans D., Yates S., Carneiro P., Carsillo S., Carter K., Kelly E., Coles B., Crawford S., Kuzmina L.K., McGuinness S., Parsons S., Payne M., Picchio M., Roberts S., Samoilenko A., Skvortsova M.B., Solon J., Stuken T.Y., Tomini E., Williamson G., Wadsworth J., Fernandez R., Heim G., Heckman J., Henderson J., Houck L., Chen I., Shafranov-Kutsev G.V., Shestakova N.N., Avis J., Yuji G., et al.

The study of the NEET category is devoted to the works of Kazakh scientists Alimkhanova D., Alshanskaya A. A., Akhantaeva S. Zh., Nauryzbaev N. O., Pauli E. S., Rudneva E. A., Sakoshev A. K., etc., as well as considered in scientific studies and national reports of SRC "Youth". Nevertheless, the works do not consider the conceptual foundations of socio-economic inclusion of NEET-youth and mechanisms of its realization in Kazakhstan.

The goal of the dissertation research is to develop conceptual foundations of socio-economic inclusion of NEET-youth and theoretical and practical recommendations of its realization mechanisms in Kazakhstan.

Tasks of the dissertation research:

1. Study of conceptual foundations of socio-economic inclusion of NEET-youth;
2. Analyzing the theoretical and methodological foundations of NEET-youth research;
3. Systematization of categorical framework of socio-economic coordinates of NEET-youth;
4. Structuring the NEET-youth segment, determining the causes and systemic factors of its formation;
5. A study of international experiences of NEET-youth inclusion;
6. Identification of trends, priority directions of Kazakhstan's youth labor market;
7. Analyzing structural changes in youth employment in Kazakhstan;
8. Assessment of NEET-youth in Kazakhstan and features of their regional differentiation;
9. Defining the socio-economic portrait of NEET-youth in Kazakhstan;
10. Evaluation of the effectiveness of youth employment policy and factors of socio-economic inclusion of NEET-youth in Kazakhstan;

11. Development of a three-level model of socio-economic inclusion of NEET-youth in Kazakhstan;
12. Consideration of socio-economic inclusion of NEET-youth as a result of modern education and its digitalization;
13. Modeling productive employment in the youth labor market and socio-economic inclusion potential of NEET youth;
14. Exploring the inclusive economy and the specificities of youth inclusion as a systemic regulator of social equalization;
15. Development of a Roadmap for socio-economic inclusion of NEET-youth.

The object of the dissertation research is NEET-youth, i.e. youth who are not involved in education, labor market and vocational training.

The subject of the dissertation research is socio-economic relations arising in the process of NEET-youth inclusion.

Scientific novelty of the dissertation research. The most important results of scientific novelty include:

1. The author's concept of socio-economic inclusion of NEET-youth and its directions is proposed.
2. On the basis of historical and logical analysis, the essence of NEET-youth is defined, priority and current trends of prospective research in this area are determined.
3. Studies related to the structure of the NEET-youth segment have been studied and systematized. Taking into account their strengths and limitations, the author's structuring of NEET-youth groups on the basis of comparative analysis was proposed, divided into groups based on the identification of latent and systemic reasons for its formation and development.
4. Based on the study of effective common global experience, general principles of socio-economic inclusion of youth as a marginalized group are formulated, aimed at supporting young people in getting out of unemployment (not working) and uneducated, taking into account socio-economic and cultural-historical characteristics of countries through financing of the NEET segment.
5. Based on the analysis and generalization of statistical data, a comprehensive characteristic of Kazakhstan's youth labor market, its trends and priority directions is presented, a profile of unemployed youth in Kazakhstan registered with the state employment service is compiled. Taking into account the socio-economic scales of youth differentiation, the current boundaries of the youth labor market have been established. As a result of the analysis of the mass of structural shifts in the aspect of youth employment by economic activity, the most favorable and with high growth potential spheres of labor activity in this age group were identified.
6. Quantitative parameters of NEET-youth development in the national context of Kazakhstan were specified. The estimation of regional NEET-youth differentiation was determined on the basis of calculation of the global Moran index of regional NEET-youth and youth unemployment according to the

boundary matrix of spatial autocorrelation. The conducted correlation analysis between NEET-youth and youth unemployment indicators as a result of determining the regional differentiation of NEET-unemployment has allowed to identify regions with high correlation between these indicators.

7. The main components of the socio-economic portrait of NEET youth representatives of Kazakhstan are revealed. The results of the social survey showed that all focus groups that participated in the survey have problems and are willing to solve them. The NEET-youth problems identified in the survey point to the need to actively utilize institutional and financial mechanisms to support young people.

8. To develop a strategy of socio-economic inclusion of NEET-youth by modeling its results by the method of structural equations and multivariate data analysis (SEM) of the second generation using the program Smart PLS 3 on the basis of a sociological survey conducted in three focus groups assessed the effectiveness of youth employment policy in Kazakhstan and identified factors that have a significant impact on the socialization of youth.

9. A three-level complex model of socio-economic inclusion of NEET-youth in Kazakhstan has been developed on the basis of the formation of productive employment in the youth labor market, the formation of inclusive economy elements, which are a systemic stimulus for the socialization of NEET-youth and the growth of the general socialization of the environment, the formation of a new quality of intellectual capital on the basis of post-industrial and digital determinants of education system development, expanding the professional competencies of young people and ensuring their high activity both in the education system and in the labor market by determining macroeconomic, institutional and socializing factors of socio-economic inclusion of NEET-youth in Kazakhstan.

10. A Roadmap for socio-economic inclusion of NEET-youth in Kazakhstan was formed, a systemic mechanism for reducing NEET-youth through social inclusion of youth in the education system, economic inclusion of NEET-youth in the labor market and socio-economic inclusion of NEET-youth with health disabilities was developed.

The main provisions of the dissertation research submitted for defense.

1. The author's concept of socio-economic inclusion of NEET-youth is proposed, taking into account its directions.

2. The categorical framework of cause-and-effect relations of the socio-economic space of NEET-youth is substantiated, the author's structuring of the NEET-youth segment is proposed on the basis of identifying the reasons for the emergence of NEET-youth, factors contributing to its expansion.

3. A comprehensive characteristic of Kazakhstan's youth labor market, its trends and priority directions were determined, modern boundaries of the youth labor market were substantiated, and favorable sectors for the development of young workers' labor activity were identified based on the assessment of structural changes in youth employment in Kazakhstan.

4. Quantitative parameters of NEET-youth in the national context were specified, spatial interactions of NEET-youth and youth unemployment indicators were determined in order to assess regional differentiation of NEET-youth in Kazakhstan. The regions with predominant NEET-unemployment were identified based on the analysis of the NEET-youth rate and the share of youth unemployment indicators.

5. The socio-economic portrait of NEET-youth in Kazakhstan was revealed on the basis of sociological survey and the factors influencing the socialization of youth were determined to develop a strategy of socio-economic inclusion of NEET-youth.

6. A Roadmap for socio-economic inclusion of NEET-youth in Kazakhstan was developed, including a system of measures and management decisions based on a three-level model of socio-economic inclusion of NEET-youth, taking into account social inclusion of youth in the education system, economic inclusion of NEET-youth in the labor market and socio-economic inclusion of NEET youth with health disabilities.

The theoretical significance of the dissertation research lies in the fact that the author's scientifically substantiated conclusions and recommendations allow for a deeper understanding of the problem of NEET youth and their socio-economic inclusion. The generalizable elements of the study can serve as a theoretical and empirical basis for improving mechanisms of socio-economic inclusion of NEET-youth and as a basis for further research and policy development in this area.

Practical significance of the research the findings of the dissertation can be used by state institutions to improve employment policy and socialization of youth in the direction of minimizing NEET-youth, increasing the effectiveness of employment mechanisms and youth socialization by higher and secondary educational institutions, youth public organizations, youth resource centers, employment centers, development institutions, National Chamber of Entrepreneurs “Atameken”.

The results of the study can be used in lecture courses “Labor Economics”, “Labor Market and its Regulation”, “Economic Sociology” and others.

Theoretical and methodological and information bases of the dissertation research are works of domestic and foreign scientists-economists; legislative and other normative legal acts of the Republic of Kazakhstan; materials of periodical economic press; statistical and analytical data of the Bureau of National Statistics of the Agency for Strategic Planning and Reforms of the Republic of Kazakhstan, information-analytical system “Taldau”, International Labor Organization, Organization for Economic Cooperation and Development; United Nations, European Foundation for the Improvement of Living and Working Conditions; analytical materials and expert assessments of specialists; information resources on the issue under study on the Internet.

In the process of the research, theoretical historical and logical analysis, bibliometric analysis based on VOSviewer program, comparative analysis, normative, system analysis, methods of synthesis and scientific abstraction,

analysis of regional differentiation of NEET-youth indicator by statistical and econometric methods, modeling based on calculation of spatial autocorrelation of indicators characterizing NEET-youth to assess spatial effects, structural equations and multivariate analysis of the second generation (SEM) data were used.

Approbation of the research. The main results and recommendations of the dissertation research are part of applied research topics carried out under the grant of the Ministry of Science and Higher Education of the Republic of Kazakhstan “Development of a comprehensive model of NEET-youth minimization in Kazakhstan: convergence of productive employment, inclusive economy and digitalization of education” (2021-2023, № AP09259065), as well as under the grant “NEET youth in Kazakhstan, Uzbekistan, Kyrgyzstan: general and specific parameters, strategic risks, conditions of minimization” (№ZYJY2021014).

The main rules of the dissertation research were approved in the open press, presented at international and republican scientific-practical conferences. The content of the dissertation work is presented in 13 scientific papers, including 1 article in the journal included in the Scopus database, in scientific publications recommended by the Science and Higher Education Quality Assurance Committee of the Ministry of Science and Higher Education of the Republic of Kazakhstan - 5 articles, 6 articles in the materials of international conferences (including Kazakhstani - 3, foreign - 3), in other publications - 1, published in the monograph «NEET-жастарды азайту мәселесінің тұжырымдамалық негіздері және оны Қазақстанда іске асыру тетіктері» (12,7 p.p.).

The structure of the dissertation consists of an introduction, three chapters, conclusion, list of used literature and appendices. The dissertation includes 21 tables, 55 figures, 31 appendices, 264 references.

In the first chapter “Theoretical and Methodological Paradigm of the Problem of Socio-Economic Inclusion of NEET-Youth” the author studies the conceptual foundations of socio-economic inclusion of NEET-youth, theoretical and methodological foundations of the study of NEET-youth, systematization of the categorical framework of socio-economic coordinates of NEET-youth, structuring of the NEET-youth segment, identification of the causes and systemic factors of its formation, international experience of inclusion of NEET-youth.

Socio-economic inclusion is becoming a new codename for the drive to overcome the exclusion of young people from education and the labor market.

The directions of “inclusion” in the system of socio-economic relations of young people are categorized as follows: 1) social inclusion related to the formation of a new quality of human capital through post-industrial and digital determinants of professional education as a system vector for minimizing NEET-youth; 2) successful economic inclusion aimed at engaging youth in the labor force and providing it within the framework of “productive employment” principles; 3) socio-economic inclusion, defined as equal opportunities for inclusion of young people with health disabilities in education and the labor market; the author's concept of socio-economic inclusion of NEET-youth is presented as follows: NEET-youth as a systemic determinant of socialization and economization taking

into account the factors of inclusive development is related to the trend of attracting young people, as well as young people with health disabilities in the field of education and labor activity. The result of socio-economic inclusion of NEET youth is a reduction of NEET-youth in Kazakhstan based on the convergence of the effects of employment, education and inclusive economy.

Based on the review of existing studies in this subject area in the Web of Science database with the allocation of priority trends and reference points in order to identify cause-and-effect relationships of the problem of socio-economic inclusion of NEET-youth, the scale of the categorical structure of NEET-youth was determined using the capabilities of VOSviewer software.

Bibliometric analysis of published research on NEET-youth issues based on the Web of Science scientometric database made it possible to make an appropriate sample of published scientific papers on the topic, to determine the dynamics of publications on NEET-youth on the Web of Science from 2006 to 2022, to identify the extent of the relationship between the studied terms and their genesis in relation to existing research on NEET-youth to map thematic clusters based on keywords, the most important scientific trends and directions in this area of research, it was also possible to identify the concentration of research interest within the 4 research clusters “NEET-unemployment”, “Youth and Education”, “Youth Transitions”, “Labor Market”.

Based on the review and systematization of studies related to the structuring of the NEET youth segment, taking into account their strengths and limitations, the author's structuring of the NEET youth segment based on the identification of latent and systemic reasons for the formation and development of the NEET youth segment was proposed, in which nine enlarged groups were identified: temporarily inactive and unemployed youth (so-called “returnees”) who face a natural gap between graduation and employment, but who wish to start work or continue their studies soon; young people with official unemployment status, i.e. young people who are unemployed but actively looking for work and ready to start working; excluded, not officially registered unemployed young people (SNEP personal unemployment phenomenon); young people who are looking for employment or training opportunities, but are only focused on options that match their status, needs, competencies; youth with alternative individualized fields of employment and education that include periods of seasonal frictional employment, freelancing, unemployment and non-education, etc.; unemployed and inactive youth due to health conditions, disability, family responsibilities (household management) or caring for family members (parents, elderly relatives, children, etc.); young people who are desperate to find a job and have stopped actively looking for one; young people who have made a voluntary conscious choice in favor of unemployment, inactivity, leisure, self-education, “self-identification”; unemployed and inactive youth leading asocial, immoral lifestyles (as a rule, these are children of underclass representatives who have lost their social identity, inherited the “social bottom” and models of parental behavior of social dependence). unemployed and inactive youth leading asocial, immoral lifestyles (as a rule, these are children of underclass

representatives who have lost their social identity, inherited the “social bottom” and models of parental behavior of social dependence).

Based on the study of effective global experience, the general principles of socio-economic inclusion of NEET youth, reduction as a marginalized group, focused on supporting young people to get out of unemployed (not working) and untrained situation, taking into account the socio-economic and cultural-historical characteristics of countries through the financing of the NEET segment are formulated: national programs to guarantee employment and vocational training for youth; national specialized programs clearly focused on inclusion of the NEET-youth segment; state programs, grants to enable NEET-youth to obtain higher education and qualifications; programs of public organizations aimed at helping NEET-youth overcome social exclusion and find employment; specialized educational development programmes to facilitate the transition from school (college, university) to work, as well as educational projects to develop the motivation of young people for private entrepreneurship, programmes to promote youth entrepreneurship, the aim of which is to form and develop the entrepreneurial skills of young people, in particular the ability to start and manage a business and create permanent jobs.

In the second chapter “Study of NEET-youth in Kazakhstan: causes, factors, structure” the author determined the characteristics of Kazakhstan's youth labor market, including trends, priority directions; analyzed the structural changes in youth employment in Kazakhstan; evaluated NEET-youth in Kazakhstan and features of their regional differentiation; determined the socio-economic portrait of NEET-youth in Kazakhstan; evaluated the effectiveness of youth employment policy and factors of socio-economic inclusion of NEET-youth in Kazakhstan.

In 2001-2022, with the declining share of youth in the population, the youth labor market in Kazakhstan experienced such trends as a general decline in the number of youth in the labor force, an increase in the level of youth involvement, particularly representatives of segments aged 20-24 years and 25-28 years, as well as an increase in the number of hired workers, except in rural areas with a high proportion of self-employed youth, the maintenance of the gender gap, the predominance of the share of men in employment indicators.

It is important to note that the number of unemployed youth in all age segments has decreased in absolute terms, especially the share of the unemployed between 15 and 20 years of age; nevertheless, urban youth unemployment is relatively higher than in rural areas, and female unemployment is significantly higher than male unemployment. Thus, based on the analysis and generalization of statistical data, a comprehensive characteristic of Kazakhstan's youth labor market, its trends and priority directions is presented.

2011-2022 analysis of statistical data on employment by type of economic activity has shown that since 2011 the youth labor market has undergone sectoral restructuring. Despite the gender gap in the number of young people employed in economic activities, there have been significant changes over the years in male and female groups in various sectors.

In order to identify industries with high potential for growth in youth employment, a structural analysis of employment by type of economic activity was carried out. The analysis of youth employment indicators by types of economic activities for 2011-2022 has allowed to divide them into three groups according to the changes in the indicators of mass structural shifts.

Thus, the analysis of structural changes in youth employment revealed the most favorable and with high growth potential spheres of labor activity in this age group: wholesale and retail trade; repair of cars and motorcycles, transport and warehousing, provision of accommodation and food services, financial and insurance activities, activities in the field of administrative and support services, public administration and defense; compulsory social security, education, health care and social services, provision of other types of services. State support measures for youth employment can be focused on areas identified as suitable for youth work in the future, which can have a positive impact on the socio-economic inclusion of NEET-youth.

According to official data, over the last twenty-one years the share of NEET-youth in the total number of youth in Kazakhstan has decreased by 12.1% or 2.9 times, thus, in 2001 this indicator amounted to 18.6%, and in 2022 it decreased to 6.5%. From a gender perspective, the proportion of females among NEET-youth is high, and this trend has continued for twenty-one years (between 2001 and 2022, the average proportion of females among NEET-youth was 12.9% and males 7.8%). In addition, the number of males in this group is less than half that of females, especially in 2022.

In order to prioritize the NEET-unemployed and NEET-inactive groups, a structural analysis of the number of NEET-youth in Kazakhstan was carried out. As a result of the analysis, the decrease in the size of NEET-youth between 2001 and 2022 is driven by a simultaneous downward trend in the number of NEET-unemployed and NEET-inactive, and is characterized by a large proportion of NEET-inactive youth in the NEET-youth population over the twenty-one-year period.

2001-2022, against the background of average Kazakhstani indicators of NEET-youth, a number of differences between regions were observed. Compared to 2001, the subsequent years were characterized by a tendency to decrease the share of NEET-youth in all regions of the Republic of Kazakhstan. Especially this indicator has sharply decreased in Kyzylorda region. At the same time, it should be noted that since 2018 Karaganda and Turkestan regions have the highest values of the share of NEET-youth. Due to the creation of new regions in 2022, the regional differentiation of the share of NEET-youth has also changed.

2001-2022 administrative divisions show differences between location type and the proportion of NEET-youth. According to the type of location and administrative division, in 2001-2014, the highest NEET youth population was characterized by urban areas and in 2014-2022 was higher in rural areas, nevertheless, the value of this indicator decreases in both localities for twenty-one years.

Special attention should be paid to studies analyzing regional differences in youth unemployment, as the unemployed are one of the NEET-youth groups.

The spatial autocorrelation of NEET-indicators characterizing youth (NEET youth share and youth unemployment rate in the Republic of Kazakhstan by regions) was calculated to assess spatial effects. The presence of spatial dependence is the main criterion for the possibility of building spatial models. The assessment was carried out by calculating the global Moran index for the years 2001, 2011, 2021, 2022, calculated the global Moran index using a boundary matrix based on NEET youth and youth unemployment data by region.

Based on the calculation of the global Moran index of regional NEET-youth and youth unemployment by the boundary matrix, the spatial correlation for the period under consideration was determined and its differences by years were established. Thus, the share of NEET-youth in Kazakhstan shows predominantly positive autocorrelation, indicating the interconnectedness of regional labor markets, negative spatial correlation was observed for the unemployment rate of youth 15-28 years of age. In particular, it can be assumed that the positive value of spatial autocorrelation in the periods under consideration is similar for the NEET-youth level of neighboring regions, i.e. neighboring regions have mutual influence. However, the level of youth unemployment shows regional differences.

In order to determine NEET-unemployment by regions, a correlation analysis was conducted between the indicators of NEET-youth level and youth unemployment rate in the regions of Kazakhstan (except for Abay, Zhetysu, Ulytau regions due to lack of data), as a result regions with high correlation between these indicators were identified, namely Kostanay, Atyrau, Akmola, East-Kazakhstan, West-Kazakhstan regions, Almaty city and Kyzylorda, North-Kazakhstan regions.

The results obtained show the importance of a regionally differentiated approach to the development and implementation of employment policies aimed at the effective use of labor potential, expanding the socio-economic inclusion of NEET-youth, and, consequently, reducing youth unemployment and increasing their economic activity.

On the basis of the social survey the socio-economic portrait of NEET-youth of Kazakhstan was determined. The results of the social survey showed that all focus groups participating in the survey have problems and are ready to solve them. NEET-youth problems identified in the course of the survey require active use of institutional and financial mechanisms of youth support.

Based on the results of the study in three focus groups (NEET - youth; school, college and higher education graduates; state institutions and organizations), the factors influencing youth socialization were identified using structural equation modeling (SEM) - public youth support institutions and state youth policy.

The analysis of the factors affecting the socialization of youth is important because understanding the factors and therefore the risk factors that can predict the NEET phenomenon will enable the implementation of measures to combat the social and economic consequences of youth social and labor exclusion.

In the third chapter “Modeling of socio-economic inclusion and mechanisms of reduction of NEET-youth” the author presented a three-level model of socio-economic inclusion of NEET-youth in Kazakhstan; socio-economic inclusion of NEET-youth was defined as a result of modern education and its digitalization; modeling of productive employment in the youth labor market and the potential of socio-economic inclusion of NEET-youth was carried out; inclusive economy and peculiarities of youth inclusion in the environment as a system regulator of socio-economic inclusion of NEET-youth were studied.

Based on the considered factors, using the tools of system analysis allowed to create a three-level model of socio-economic inclusion of NEET-youth in the country taking into account the identified directions, including the following:

- 1) post-industrial education level.
- 2) macroeconomic level
- 3) the level of development socialization.

The methodological structure of the research is based on three main principles and includes three directions, i.e. this research approach is based on a three-level model of socio-economic inclusion of NEET-youth in Kazakhstan, which allow to study the trends of the educational process, productive employment and inclusive economy (inclusive education and inclusive labor market).

Based on the three-level model of socio-economic inclusion of NEET-youth, taking into account the indicators of convergence of inclusive economy, effective employment and transformation of post-industrial education system, the Roadmap of socio-economic inclusion of NEET-youth in Kazakhstan was developed, an effective aggregator, i.e. applied action plan, which includes a system of actions and management decisions on this issue.

In developing the Roadmap, target indicators and key indicators have been set to define the process of youth development in the country, including the activity of participation in the labor market and participation in the educational process. To determine the goals and target indicators of the Roadmap of socio-economic inclusion of NEET-youth in Kazakhstan, along with the directions of the documents in force in the state, the indicators generally accepted in the world community were used for the possibility of comparative analysis with other states and application of the best practices of youth development.

The roadmap for socio-economic inclusion of NEET-youth in Kazakhstan consists of 3 directions (layers): social inclusion of NEET-youth in the education system; economic inclusion of NEET-youth in the labor market; socio-economic inclusion of NEET-youth with health disabilities.

Activation of the development of elements of digital and innovative education will contribute to the wide involvement of young people in the educational environment, improving the quality and competitiveness of training of young specialists, which will ensure their subsequent effective entry into the labor market and, ultimately - minimization of the NEET segment in Kazakhstan. The digital generation is the present and future of economic relations, and freelancing, platform employment, i.e. new forms of entrepreneurship and self-employment are

effective means of productive realization of labor relations of modern youth and socio-economic inclusion of NEET-youth. As institutional factors in the mechanisms of socio-economic inclusion of NEET-youth in Kazakhstan can be identified elements of inclusive economy, including the active participation of NEET-youth with disabilities in inclusive education and labor market.

In conclusion, the Roadmap implements a three-level model of socio-economic inclusion of NEET youth, including the formation of productive employment in the youth labor market, the formation of elements of an inclusive economy, including increased economic activity and participation of youth with health disabilities and the growth of general socialization of the environment, expansion of professional competencies of young people and accumulated productive effects of forming a new quality of intellectual capital on the basis of post-industrial and digital determinants of the education system development, ensuring high integration into the labor market.

The structural content of the Roadmap is based on a clear definition of documentary and organizational links that are an integral part of a modern state program, taking into account the global and domestic experience.

Thus, the proposed Roadmap for socio-economic inclusion of NEET-youth in Kazakhstan is a systemic mechanism for reducing NEET-inactivity and NEET-unemployment based on the complex influence of the education system, labor market and expanding the space of inclusive economy.

Systematically applying the proposed means of socio-economic inclusion of NEET youth leads to a qualitatively new level of convergence of productive employment, post-industrial education and inclusive development. This expands the range of positive economic and social impacts, leading to a multiplication of productive employment effects based on human capital growth and inclusive expansion.

Dissertation candidate



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