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STATE ANALYSIS OF THE REGIONAL LABOR MARKETS

The article deals with the labor market as one of the important system-forming factors of regional development, which affects not only labor productivity and growth rates, but also many other indicators of the economy. The authors analyzed the theoretical and methodological approaches existing in economic theory to understanding the essence of the labor market, assessed the current state of the labor market, studied the dynamics of labor market indicators over the past five years. Based on the secondary analysis of official statistics data, the analysis of the current state and assessment of the ongoing changes in the labor market in the context of cities of republican significance and regions is carried out. In the course of the study, employment is structured in the territorial aspect, according to the level of education, the structure of the hired labor force is studied. The differentiation of labor markets, differences in the level of employment determined by the territorial and geopolitical characteristics of individual regions are revealed. Conclusions are obtained that regional labor markets are characterized by traditional forms and structures of employment and cannot be classified as flexible and effectively regulated markets. Based on the results of the research, the article formulates proposals aimed at improving the mechanisms of regulation of regional labor markets.

Keywords: labor market, regional labor market, labor force, employment, employment structure, hired employee, employment policy, human capital, regulation of the regional labor market, transformation of the employment structure.

Кілт сөздер: еңбек нарығы, өңірлік еңбек нарығы, жұмыс күші, жұмыспен қамту, халықты жұмыспен қамту құрылымы, жалдамалы жұмысшылар, жұмыспен қамту саясаты, адами капитал, өңірлік еңбек нарығын реттеу, жұмыспен қамту құрылымын трансформациялау.

Ключевые слова: рынок труда, региональный рынок труда, рабочая сила, занятость, структура занятости населения, наемные работники, политика занятости, человеческий капитал, регулирование регионального рынка труда, трансформация структуры занятости.

Introduction. Throughout the entire period of the existence of independent Kazakhstan, the issue of regional development has been an important issue for the country. As a rule, regional development is understood as regional economic or socio-economic development. The overlap of these concepts is explained by the fact that other aspects of development (technological, demographic, innovative) are factors determining the resulting indicator - regional economic development.

The labor market is the most important system-forming factor of the region, in relation to which most indicators of regional development are derived [1]. Thus, the pace of macroeconomic development, the level and quality of life of the population of the region largely depend on the effectiveness of its functioning.

The state's concern for achieving the most complete and effective employment in the country as an important social guarantee for the economically active population is the most important aspect of state regulation of the labor market, the mechanism of formation of which should be constantly improved in relation to the new conditions of development of a multi-layered economy, structural restructuring of production, the formation of an effective social policy. The implementation of the employment policy should be based on considering regional and local peculiarities – the use of labor resources at the place of residence, combined with the regrouping into areas of increased demand for labor, the creation of additional jobs, the placement of labor-intensive industries for deep processing of raw materials [2].

The purpose of the study is to study the structural characteristics of the labor force by regions of Kazakhstan.

Literature review. The labor market is a complex and multifaceted phenomenon that combines legal, economic, social and psychological relationships and factors. In modern scientific literature there are many approaches to the definition of this category, in which the authors express their understanding of the essence of the labor market.

A narrow approach to the definition of the category "labor market" as a sphere of exchange and its identification with the labor market is the interpretation of Yu. G. Odegov: "The labor market (labor force)

is a sphere of labor exchange, when employees offer their labor in the expectation of payment, and employers demand and pay for it" [3]. N.K. Dolgushkin interprets in a similar way: "The labor market, like any market, belongs to the sphere of circulation. Potential labor (labor force) is offered and acquired in this market, which is realized in the field of production through an employment contract" [4].

Some authors [5,10] are of the opinion that the labor force is an object of purchase and sale in the field of employment. At the same time, if some scientists consider [5] the use of the term "labor market" unacceptable, then others [6] recognize the use of this term as quite legitimate, since the labor force is nothing but the ability to work.

Other proponents of the position limiting the labor market to the sphere of circulation [7,8] believe that the object of purchase and sale is not labor, but labor.

Regarding the definition of the regional labor market, one of the generally accepted is the formulation proposed by B. Raisberg: "The regional labor market is a labor market limited to the territory of a certain region; a set of local (local) labor markets located on the territory of the region (formally administrative principle of allocation) or united by an economic community (the presence of a single territorial and economic complex)" [9].

The main part. In accordance with the administrative-territorial division, regional labor markets are represented by labor markets in the regions of Kazakhstan and cities of republican significance.

An important component characterizing the regional labor market is the movement of labor, since it reflects changes related to the economic, political and social situation in the country as a whole, as well as in a particular region (Table 1).

Table 1

Dynamics of the number of Kazakhstan's workforce by region, thousand people*

Region	Year					Deviations 2021 /2017	
	2017	2018	2019	2020	2021	(+, -)	%
Akmola region	428,9	429,2	428,3	418,3	417,6	-11,3	97,4
Aktobe region	429,5	438,6	437,3	437,3	441,0	11,5	102,7
Almaty region	1037,5	1043,2	1038,7	1022,7	1021,5	-16,0	98,5
Atyrau region	315,7	319,7	332,4	330,7	334,0	18,3	105,8
West Kazakhstan region	336,6	337,4	338,0	337,9	338,7	2,1	100,6
Zhambyl region	531,1	533,0	532,5	529,5	528,3	-2,7	99,5
Karaganda region	685,0	685,4	678,9	672,5	673,4	-11,6	98,3
Kostanay region	517,1	512,7	508,9	490,5	499,3	-17,8	96,6
Kyzylorda region	347,4	349,7	349,1	346,3	347,1	-0,3	99,9
Mangystau region	292,0	320,2	320,9	324,2	348,6	56,6	119,4
South Kazakhstan / Turkestan region	1197,0	832,0	826,2	821,8	819,4	-377,6	68,5
Pavlodar region	416,3	413,0	409,7	406,7	403,1	-13,2	96,8
North Kazakhstan region	310,3	311,3	308,3	304,4	301,9	-8,4	97,3
East Kazakhstan region	722,3	713,6	715,0	703,6	701,8	-20,5	97,2
Astana city	521,5	531,4	578,9	590,5	608,4	86,9	116,7
Almaty city	939,2	961,7	986,6	1011,5	1036,3	97,1	110,3
Shymkent city	-	406,4	431,9	432,5	436,3	-	-
Total for Kazakhstan	9027,4	9138,6	9221,5	9180,8	9256,8	229,3	102,5

* Compiled on stat. data

According to Table 1, for the period from 2017 to 2021, the number of labor force in Kazakhstan as a whole increased slightly, namely by 229,325 people or by 2.5%. Regions (regions) Kazakhstan socially looks like "one person", but economically retains the sectoral coloring and is economically and politically dependent on the central authorities. Their main difference is not between themselves, but between regional markets and labor markets of cities of republican significance.

The increase in the number of labor force in the whole country is largely due to its growth in the cities of Astana and Almaty (16.6% and 10.3%), as well as in the Western region – Aktobe (by 2.9%), Atyrau (5.8%), West Kazakhstan (0.6%) and Mangystau (19.4%) regions. This is explained by the fact that the

western region and cities of republican significance are the most attractive for the population due to the large opportunities in the labor market.

In other regions of the country, there is a decrease in the number of workers. In some regions there was a slight decrease, and in other regions – quite noticeable for the local economy. For example, a slight decrease in the number of workers (within 0.1-1.7%) was recorded in Almaty, Zhambyl, Karaganda and Kyzylorda regions. In other regions, the population decline ranges from 2.6-3.4%. It is difficult to take into account the data on the South Kazakhstan region for 2017, which was transformed into the Turkestan region in 2018. But if we consider the period from 2019 to 2021, then during this time there is an annual decrease in the number of the workforce. During this period of time, the number of workers in the Turkestan region decreased by 6,795 people or 0.8 percentage points.

The number of employed people for the period as a whole in the country increased by 221960 people or 2.6% (Table 2), there was an annual increase in the number of people employed in economic activity, with the exception of 2020. This year, compared to the previous year, the number of employed decreased by 48,789 people or by 0.6%. First of all, the decrease in the number of employed people occurred due to the epidemiological situation in the country. However, in 2021, the number of employed people increased by 75073 people or by 8.6%.

The increase in the number of employed population in the republic as a whole was due to the increase in the number of employed in the cities of Astana and Almaty, as well as in such regions as Aktobe, Atyrau, West Kazakhstan, Mangystau regions. Compared to other regions, these regions are more profitable and more intensively developing, capable of creating new jobs. First of all, the increase in employment in the western part of the republic is associated with the implementation of major projects in the field of renewable energy sources, the construction of a cement plant, a mining and processing complex for processing titanium-zirconium ores, the creation of a special industrial zone. For example, the highest growth rates of occupied settlement are characteristic of the Mangystau region (growth rate of 19.4%). Such an increase is quite understandable, because today the Mangystau region provides a significant part of the country's budget. High salaries in oil production companies attract residents of other regions of the country.

Table 2

Employed population by region, thousand people*

Region	Year					Deviations 2021/ 2017	
	2017	2018	2019	2020	2021	(+, -)	%
Akmola region	408,3	408,7	408,0	398,0	397,0	-11,2	97,2
Aktobe region	408,9	417,6	416,5	416,4	419,8	10,9	102,7
Almaty region	988,4	994,5	991,0	974,0	973,0	-15,5	98,4
Atyrau region	300,1	304,0	316,3	314,5	317,7	17,6	105,9
West Kazakhstan region	320,2	321,0	321,7	321,0	322,3	2,0	100,6
Zhambyl region	505,3	507,0	507,0	503,8	502,7	-2,6	99,5
Karaganda region	652,4	654,0	648,9	641,8	643,4	-9,0	98,6
Kostanay region	492,1	488,2	484,8	466,3	475,2	-16,9	96,6
Kyzylorda region	330,6	332,9	332,3	329,4	330,1	-0,5	99,9
Mangystau region	277,8	304,7	305,5	308,4	331,7	53,9	119,4
South Kazakhstan / Turkestan region	1134,9	789,0	784,3	779,4	777,6	-357,3	68,5
Pavlodar region	396,4	393,3	390,5	387,1	383,7	-12,7	96,8
North Kazakhstan region	295,2	296,2	293,4	289,3	287,3	-7,9	97,3
East Kazakhstan region	687,6	679,0	681,0	669,5	668,3	-19,3	97,2
Astana city	497,5	507,5	553,3	563,4	580,3	82,8	116,6
Almaty city	889,6	911,9	936,5	959,3	982,8	93,2	110,5
Shymkent city	-	385,4	409,8	410,3	414,3	-	-
Total for Kazakhstan	8585,2	8695,0	8780,8	8732,0	8807,1	222,0	102,6

* Compiled by the authors

In the capital, the increase in employment amounted to 16.6%, the number of employed grew annually, even during the introduction of quarantine measures. On the one hand, this was facilitated by the natural growth of the city's population. After all, over the past 15 years, the capital has seen the highest population growth. On the other hand, a rapidly growing economy allows you to create additional jobs.

The third place in terms of the increase in the employed population is occupied by Almaty (an increase of 10.5%), due to the fact that this metropolis is the scientific, industrial and financial center of the country.

In the structure of employment, the largest share falls on employees. Thus, in the republic as a whole, the share of employees in 2017 was 75.5%, in 2021 - 76.2%. In other words, more than two-thirds of the total number of employed are employees. At the same time, according to the results of 2017, the share of employees in the employed population exceeded the national average in Aktobe (share 83.1%), Atyrau (89.9%), Karaganda (91.4%), Mangystau (94.4%), Pavlodar (83.6%) regions, as well as in Astana (93.9%) and Almaty (92.4%). In 2021, the same regions demonstrated the level of employment of employees exceeding the national average.

It should be noted that the number of employees has certainly changed over the years. Thus, in 2021, compared with 2017, the number of employees increased in Akmola, Aktobe, Atyrau, West Kazakhstan, Zhambyl, Kostanay, Kyzylorda, Mangystau, North Kazakhstan regions, as well as in the cities of Astana and Almaty. And only in 5 regions of the republic the number of employees has decreased.

The vast majority of employees carry out their activities in various organizations. In 2017, the proportion of such employees was 89.4%, in 2021 - 86.6%. In 2017, in 8 regions of Kazakhstan, more than 90% of hired personnel worked in organizations. These are the cities of Astana and Almaty and Aktobe, Karaganda, Kyzylorda, Mangystau, South Kazakhstan, North Kazakhstan regions.

In 2021, the proportion of employees employed in organizations in the total number of employees exceeding 90% was typical for the cities of Astana, Almaty and Shymkent, as well as Aktobe, Atyrau, Kostanay, Kyzylorda, Mangystau, East Kazakhstan regions. More than 80% of employees work in organizations located in Akmola, Karaganda and North Kazakhstan regions. Lower values of employment in organizations are typical for 5 regions, namely Almaty, West Kazakhstan, Zhambyl, Turkestan and Pavlodar regions.

In the total number of employed, there is an excess of the number of urban residents over rural ones (Figure 1). Most urban residents worked in Karaganda, South Kazakhstan, and East Kazakhstan regions. The share of the employed urban population in the total number of working citizens in the Karaganda region was 10.4%, South Kazakhstan region - 10%, East Kazakhstan region - 8.5%, Astana - 10.1%, Almaty - 18%. In 2021, all the same regions showed higher values for the employment of the urban population. In other words, over the past years, the leaders in employment of the urban population were Karaganda, South Kazakhstan, and after Shymkent, East Kazakhstan region and Astana. This can be explained, first of all, by the fact that large industrial enterprises are concentrated in these regions.

In turn, in five regions over a five-year period, there has been a decrease in the number of working citizens. For example, in the Akmola region, the number of urban residents employed in the economy decreased by 5.3%, in the East Kazakhstan region - by 1.2%, in the Karaganda region - by 1.2%, in the Almaty region - by 13.4%, in the Pavlodar region - by 3%.

During 2017-2021, there were 68,757 fewer people employed in the economy among the rural population, or by 1.9 percentage points. During the study period, the Almaty region was in the lead in terms of the number of employed villagers. The second place was taken by the South Kazakhstan (Turkestan) region, and the third place was taken by the Zhambyl region. In other words, most of the rural population engaged in economic activity concentrated in the south of the country. The share of the rural population of these regions in the total number of employed rural population in 2017 was 46.6%, in 2021 - 47.5%.

At the same time, over a five-year period, there has been a decrease in rural employment in almost all regions. The only exceptions are the Almaty region, where there was an increase of 2.2% and the Mangystau region (+36.6%). This situation is largely explained by the lack of offers on the labor market, the almost complete absence of vacant jobs, which leads to the relocation of rural residents to nearby cities.

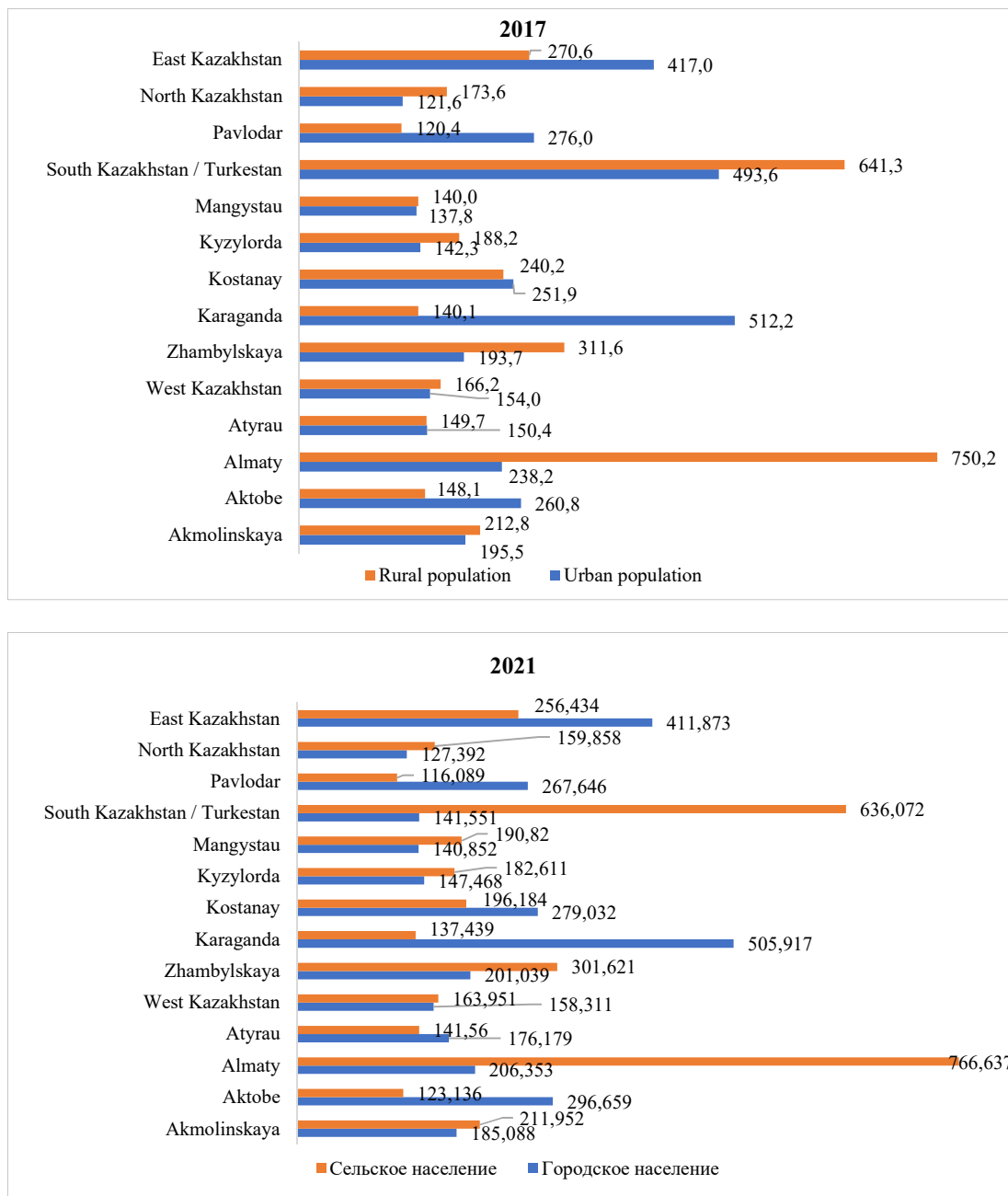


Figure 1. Employment by place of residence, thousand people *

* Compiled by the authors

The competitiveness of a country is largely determined by human capital, and above all by education. It is well known that the countries that emerged from crisis situations primarily focused on education. The effectiveness of the professional development process is determined by a number of factors. First of all, it is the ability of a person to professional development, the growth of professional competence, the optimal construction of a professional career. From this point of view, the possibilities of young people for integration into socially useful production through the process of vocational training should be considered. It is clear that young people are the basis of the future professional potential of society. To date, the society has reached an understanding of the role and importance that secondary vocational education is designed to play in modern conditions.

According to the study, the share of employed workers with higher education is at the level of 40% (Figure 2). This is an average republican indicator, but in the regions the indicators differ in the direction of increase or decrease. For example, in 2017, only in 3 regions of the country, the proportion of workers with higher education in the total population with education exceeded the national value. These are the South Kazakhstan region, the

cities of Astana and Almaty. Moreover, in cities of republican significance, the indicator was especially high. In other words, more than two-thirds of those working in these cities had higher education.

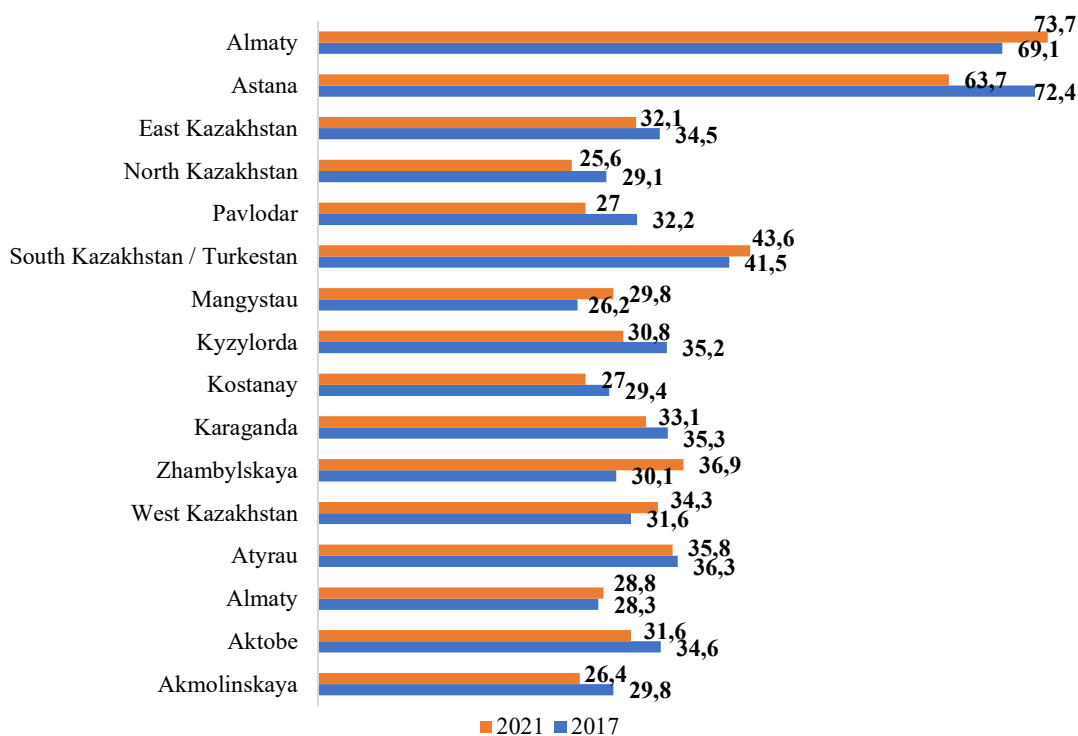


Figure 1. **Proportion of persons with higher education among employed people, %***

* Compiled by the authors based on stat. data

In 2021, Shymkent was added to them, which received the status of a city of republican significance. In Zhambyl region, out of the total number of employed people with education, 152289 were persons with higher education (30.1%), that is, a third of the population of the region.

In 2017, the leadership in the number of employees with higher education was held by the city of Almaty (18.3%). The second place belonged to the South Kazakhstan region (14% share) and the third place - Astana (10.7% share). The least number of employees with higher education are employed in the economic activities of the Mangystau region (2.2% share) and the North Kazakhstan region (2.6% share).

In 2021, the situation with the most educated part of the employed population has changed somewhat. Thus, in some regions the number of employees with higher education has increased, while in other regions, on the contrary, it has decreased. The regions where the number of employees with higher education has increased among the employed population include Almaty (by 0.4%), Atyrau (4.2%), West Kazakhstan (9.2%), Zhambyl (21.8%), Mangystau (35.5%), Nur-Sultan (2.6%), Almaty (17.7%). This means that the Mangystau region showed the largest increase, and the Almaty region showed the smallest increase.

As can be seen from table 3, in 2017, the share of employees with secondary vocational education in the whole country was 37.3%. In 2021, this figure increased to 43%, that is, by 5.7%. The number of people with education has also increased, as has the number of employed people with secondary special education.

In 2017, the South Kazakhstan region was the leader in the number of employees with secondary vocational education (Table 3). However, the share of workers with secondary special education in the total population of the country with the same level of education was 29.6% and was below the national average.

The East Kazakhstan region was in second place in this indicator. Employees with secondary special education accounted for almost half (the share of 46.8%). The third place belonged to the Almaty region, where employees with secondary special education accounted for less than a third (the proportion of 28.1%). This indicator was below the national average.

Table 3

Structure of the employed population with secondary special education*

Region	2017 year			2021 year		
	Population with education, thousand people	Population with secondary special education, thousand people	The share of employees with secondary special education, %	Population with education, thousand people	Population with secondary special education, thousand people	The share of employees with secondary special education, %-
Akmola region	408,3	177,5	43,48	397,0	209,6	52,80
Aktobe region	408,9	195,0	47,69	419,8	221,1	52,66
Almaty region	988,4	277,7	28,09	973,0	364,7	37,49
Atyrau region	300,1	102,9	34,28	317,7	173,7	54,66
West Kazakhstan region	320,2	133,5	41,70	322,3	156,0	48,40
Zhambyl region	505,3	139,0	27,51	502,7	190,8	37,97
Karaganda region	652,4	259,6	39,80	643,4	299,1	46,49
Kostanay region	492,1	211,9	43,06	475,2	242,2	50,97
Kyzylorda region	330,6	130,4	39,44	330,1	130,0	39,39
Mangystau region	277,8	198,6	71,50	331,7	223,7	67,46
South Kazakhstan /Turkestan region	1134,9	335,8	29,59	777,6	211,3	27,17
Pavlodar region	396,4	206,6	52,11	383,7	224,0	58,37
North Kazakhstan region	295,2	116,6	39,50	287,3	161,6	56,25
East Kazakhstan region	687,6	322,1	46,84	668,3	395,6	59,19
Astana city	497,5	135,6	27,25	580,3	206,8	35,64
Almaty city	889,6	258,4	29,05	982,8	245,7	25,00
Shymkent city	-	-	-	414,3	130,9	31,59
Total for Kazakhstan	8585,2	3201,2	37,29	8807,1	3786,9	43,00

* Compiled by the authors

Among those regions in 2017 where the share of employees with secondary special education was at a fairly high level were Akmola, Aktobe, East Kazakhstan, West Kazakhstan, Karaganda, Kostanay, Kyzylorda, Mangystau, Pavlodar, North Kazakhstan regions. It turned out that during this period of time in most regions at least a third of the employed population had secondary vocational education.

In 2021, the situation with the fullness of the labor market by employees with secondary vocational education has changed significantly. Thus, according to the saturation of the labor market with specialists with such education, the East Kazakhstan region became the leader (share 59.2%). Almaty region moved from third place to second place (share 37.5%). And according to the saturation of its labor market with specialists of this level, the Karaganda region came in third place (share 46.5%). At the same time, all regions, with the exception of cities of republican significance, as well as Almaty, Zhambyl, Kyzylorda, Turkestan regions, in terms of the share of those employed with secondary special education in the population with education, exceeded the national average.

Conclusion. In general, regional labor markets in the country are characterized by traditional forms and structures of employment and, accordingly, cannot be considered as flexible and effectively regulated markets. The current level of socio-economic development of the regions is characterized, on the one hand, by the manifestation of negative social phenomena in the labor market (underemployment, mismatch in the structure of supply and demand), and on the other hand, by the filling with new promising content of existing phenomena and processes (competitiveness of labor resources, flexible forms of employment, human development). Changing the structure of national production (in terms of the development of innovative services, the creation of high-tech industries) requires the transformation of employment.

To improve the mechanisms of regulation of regional labor markets, it is necessary:

- change the conceptual approach to employment policy, considering it as a central element of socio-economic policy in the region;
- to strengthen the coordination of the activities of regional management bodies to regulate the aggregate labor market within the framework of employment promotion programs;
- to create a reliable information and analytical basis for employment policy in the region.

As part of the monitoring of employment promotion measures, it is necessary to expand the list of measures considered to promote employment through measures that are not included in the relevant programs today, supplement the list of analyzed indicators with financial indicators, regularly forecast the labor market for the medium and long term, highlight innovative measures in the monitoring structure in order to study and distribute them to other territories.

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ӨНІРЛІК ЕҢБЕК НАРЫҚТАРЫНЫҢ ЖАЙ-КҮЙІН ТАЛДАУ

Андатпа

Мақалада еңбек нарығы тек еңбек өнімділігі мен оның өсу қарқынына ғана емес, сонымен қатар экономиканың басқа да көптеген көрсеткіштеріне әсер ететін аймақтық дамудың маңызды жүйелік факторларының бірі ретінде қарастырылады. Авторлар экономикалық теорияда еңбек нарығының мәнін түсінудің теориялық және әдіснамалық тәсілдеріне талдау жүргізді, еңбек нарығының қазіргі жағдайын бағалады, соңғы бес жылдағы еңбек нарығы көрсеткіштерінің динамикасын зерттеді. Ресми статистика деректерін қайталама талдау негізінде облыстар мен Республикалық маңызы бар қалалар бөлінісінде еңбек нарығындағы ахуал мен өзгерістерге бағалау жүргізілді. Зерттеу аясында жұмыспен қамту аумақтық аспектіде, білім деңгейі бойынша құрылымдалған, жалдамалы жұмыс күшінің құрылымы зерттелген. Жеке өңірдің аумақтық және геосаяси ерекшеліктерімен, жұмыспен қамту деңгейіндегі Елеулі айырмашылықпен айқындалатын еңбек нарықтарының саралануы анықталды. Талдау қорытындылары бойынша елдегі өңірлік еңбек нарықтары Жұмыспен қамтудың нысандары мен құрылымының дәстүрлілігімен сипатталады және оларды икемді және тиімді реттелетін нарықтар санатына жатқызуға болмайды деген қорытындылар алынды. Зерттеу қорытындысы бойынша мақалада өңірлік еңбек нарығын реттеу тетіктерін жетілдіруге бағытталған ұсыныстар келтірілген.

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АНАЛИЗ СОСТОЯНИЯ РЕГИОНАЛЬНЫХ РЫНКОВ ТРУДА

Аннотация

В статье рассматривается рынок труда как один из важных системообразующих факторов регионального развития, который оказывает влияние не только на производительность труда и темпы его роста, а также на многие другие показатели экономики. Авторами проведен анализ существующих в экономической теории теоретико-методологических подходов к пониманию сущности рынка труда, выполнена оценка современного состояния рынка труда, изучена динамика показателей рынка труда за последние пять лет. На основе вторичного анализа данных официальной статистики проведена оценка состояния и изменения на рынке труда в разрезе областей и городов республиканского значения. В рамках исследования структурирована занятость в территориальном аспекте, по уровню образования, исследована структура наемной рабочей силы. Выявлена дифференциация рынков труда, определяемая территориальными и геополитическими особенностями отдельного региона, существенным различием в уровне занятости. По итогам анализа получены выводы, что региональные рынки труда в стране характеризуются традиционностью форм и структуры занятости и не могут быть отнесены к разряду гибких и эффективно регулируемых рынков. По итогам исследования в статье приведены предложения, направленные на совершенствование механизмов регулирования регионального рынка труда.

