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ANALYSIS OF EMPLOYMENT AND UNEMPLOYMENT IN THE LABOR MARKET OF THE REPUBLIC OF KAZAKHSTAN

Currently, the world is undergoing changes under the influence of global trends of a social, technological, economic, environmental and political nature, including those affecting the development of the global labor market. To date, the need for highly qualified specialists is felt most acutely, as well as the need for high-quality selection and evaluation of personnel. Providing the country's economy with qualified personnel with a high level of competence and mobility is one of the seven tasks for the implementation of the state employment policy, which the President of the Republic of Kazakhstan K-Zh. Tokayev set for the Government [1].

The goal is to develop proposals for improving the state policy in the field of employment, through the development of a system of interaction between the territorial bodies of employment of the population, the state education of the subject and business. The study focuses on labor market analysis methods. For the analysis of the labor market, methods of comparative analysis and generalization, the method of system analysis were used.

The article analyzes the main indicators of the labor market and unemployment in the Republic of Kazakhstan. In modern state policy, comprehensive support for entrepreneurship has been brought to the fore as priorities, conditions have been created for the development of small and medium-sized businesses, as evidenced by the indicators of the development of institutions and infrastructure. On the part of the state authorities, interaction is manifested in the creation of business associations, raising the level of business support programs, lowering administrative barriers, participation of business representatives in the procedures for assessing and adjusting regulatory impact.

Keywords: labor market, government regulation, unemployment, self-employed, government programs, Business Roadmap, entrepreneurship, financing, microcredits, subsidies.

Кілт сөздер: еңбек нарығы, мемлекеттік реттеу, жұмыссыздық, өзін-өзі жұмыспен қамтушылар, мемлекеттік бағдарламалар, Бизнесің жол картасы, кәсіпкерлік, қаржыландыру, шағын несиелер, субсидиялар.

Ключевые слова: рынок труда, государственное регулирование, безработица, самозанятые, государственные программы, Дорожная карта бизнеса, предпринимательство, финансирование, микрокредиты, субсидии.

JEL classification: J45

Introduction. In Kazakhstan, the policy to ensure employment of the unemployed population of any age category is regulated by the Law of the Republic of Kazakhstan “On Employment of the Population”. The problem of employment of the population is considered all over the world as one of the most priority problems, since it is associated primarily with the prospects for the social stability of the state. The development of the labor market and productive employment is a key factor in the growth of incomes and the well-being of the population. In this regard, ensuring quality employment is a priority task of the state policy of Kazakhstan.

Along with this, the ongoing changes, their complexity and dynamism require a detailed analysis and assessment of the state and trends in employment, the development and adoption of appropriate measures to regulate and ensure employment.

Due to the variety of internal regulators of the labor market, as well as due to the social importance of its effective functioning, the labor market needs qualified regulation. The problem of regulating the employment of the population is an urgent task, both in the short and long term. The solution to the current demographic, labor and personnel situation is one of the most important strategic goals of the state policy of the Republic of Kazakhstan [2].

As noted earlier, the state plays an important role in providing employment. There are four main areas of state regulation of the labor market:

- a program to stimulate employment growth and increase the number of jobs in the public sector.
- programs aimed at training and retraining of the workforce;
- programs to promote the recruitment of labor;
- The government adopts unemployment insurance programs, i.e. allocates funds for unemployment benefits.

Materials and methods. The theoretical basis of the studied problems in this article are the studies of foreign and domestic scientists on this issue. The information basis of the study was the data of the Committee on Statistics of the Ministry of Economy of the Republic of Kazakhstan and the results of the authors' research. The methodological basis of the research is a systematic approach, abstract-logical, economic-statistical methods for studying economic processes.

Literature review. Issues of prospects for the development of employment and the social sphere in the Republic of Kazakhstan in the context of global challenges and dynamic changes in the world labor market, issues of the ongoing transformation of the labor market and related challenges and opportunities, issues of digitalization of labor market infrastructure, issues of formalization of employment are among the most relevant in Kazakhstan. Kazakhstan should form its social and labor policy in response to new challenges to manage the ongoing changes.

In connection with the above issues, the relevance of the study of the state policy of the Republic of Kazakhstan in the field of employment follows from the study of world experience and a comparative analysis with the possibility of offering practical recommendations for the development of the state employment policy.

In Kazakhstani economic science, various socio-economic problems of labor, employment, unemployment, labor market regulation were studied by scientists S.Kh. Bereshev [2], A.M. Kurasova [3], Zh.A. Kulekeev [4], B.L. Tatibekov and others [5].

The foundations of the theoretical understanding of the problems of the labor market, employment and the labor theory of value were laid by representatives of classical political economy. In the work of A. Smith there are remarks about inequality in labor and precarious employment, which are caused by the nature of occupations.

From the point of view of research by S. G. Ermolaeva, “the labor market is a social and labor relations associated with the demand for labor; part of human abilities (primary or professional) and their remuneration; time of use of labor; with the distribution of newly created value with the distribution of newly created value. Rofe A.I. the labor market defines as a system of social relations associated with the hiring and supply of labor, i.e. with its purchase and sale; a mechanism for ensuring the harmonization of working conditions and prices between employers and employees. From the point of view of A.N. Baigelova, the labor market is a set of economic and legal relations entered into by the owner of the labor force and the employer regarding a particular workplace. The variety of definitions of the term “labor market” in the scientific literature shows its multifactorial character. Thus, the analysis of the literature on the problems of the state employment policy shows that there is a need to study the state employment policy of Kazakhstan.

Main part. In Kazakhstan, there is a fairly high level of economic activity of the population. In 2021, the labor force aged 15 and over reached 9,3 million. In the total labor force, the urban population amounted to 5,5 million people (59,3%), women – 4,5 million people (48,6%) (Table 1).

Table 1

Main indicators of the labor market in the Republic of Kazakhstan, 2017-2021

№	Indicators	2017 year	2018 year	2019 year	2020 year	2021 year
1	2	3	4	5	6	7
1	Population (aged 15 and over), thousand people	12954,7	13045,9	13425,3	1356,1	1335,0
2	Labor force (aged 15 years and older), thousand people	9027,4	9138,6	9221,5	9180,8	9256,8
3	Labor force participation, in percent	69,7	70,0	70,1	69,2	69,3
4	Employed population, thousand people	8585,2	8695,0	8780,8	8732,0	8807,1
5	Employees, thousand people	6485,9	6612,5	6681,6	6686,7	6710,2
6	Self-employed workers, thousand people	2099,2	2082,5	2099,2	2045,4	2096,9
7	Unemployed population, thousand people	442,3	443,6	440,7	448,8	449,6
8	Share of registered unemployed in the labor force, in percent	0,8	1,0	1,1	1,5	1,1

1	2	3	4	5	6	7
9	Number of persons registered with employment agencies as unemployed, thousand people	70,3	91,6	97,5	141,8	97,9
10	Unemployment rate, in percent	4,9	4,9	4,8	4,9	4,9
11	Youth unemployment rate (15-24 years), in percent	3,8	3,7	3,6	3,8	3,7
12	Youth unemployment rate (15-28 years), in percent	3,9	3,8	3,7	3,8	3,8
13	Long-term unemployment rate, in percent	2,2	2,2	2,2	2,2	2,1
14	Persons outside the labor force, thousand people	3927,3	3907,3	3934,0	4076,8	4093,3

* Official Internet resource www.stat.gov.kz of the Committee on Statistics of the Ministry of National Economy of the Republic of Kazakhstan [6]

Among the employed population, the number of employees amounted to 6,7 million people or 76%, self-employed – 2,1 million people or 24%. In the total number of the employed population, the number of men was 4,5 million people, or more than half, women – 4,2 million people (48,5%). In the structure of the employed, a significant proportion of 78,2% were people aged 25-54, 11,2% - young people aged 15-24, 9,9% - 55-64 years and 0,7% - 65 and older.

According to the Committee on Statistics of the Ministry of National Economy of the Republic of Kazakhstan, the situation with unemployment in the Republic of Kazakhstan is relatively favorable when compared with other post-Soviet countries and non-CIS countries: over the past 5 years, its level has been in the corridor of 4,8-5,2%, while in the United States, fluctuation corridor from 3,9% to 7,4%, and in developing countries unemployment exceeds 10% [7].

At the end of 2021, the unemployment rate in Kazakhstan was 4.9% (Figure 1).

In the structure of the unemployed population, there is an increase in the share of the population with higher and secondary vocational education and a decrease in the share of people without qualifications and education (Table 3).

Thus, the analysis showed that the number of the unemployed population with higher education in 2021 compared to 2017 increased by 37,7%, secondary vocational (special) - by 13,8%, an almost twofold reduction is observed in the population with general secondary education.

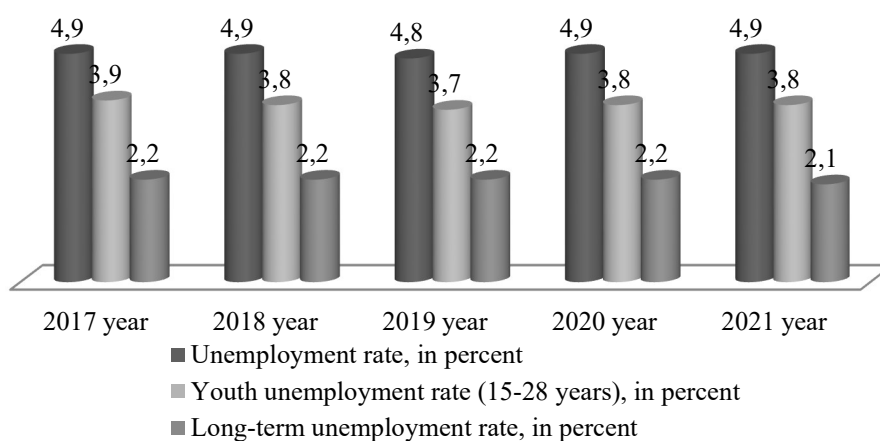


Figure 1. **Unemployment rate in the Republic of Kazakhstan for 2017-2021***

* Compiled according to the Committee on Statistics of the Ministry of National Economy of the Republic of Kazakhstan [6]

Table 2

Distribution of the unemployed population by level of education, 2017-2021*

№	Indicators	2017 г	2018 г	2019 г	2020г.	2021г.
1	2	3	4	5	6	7
1	Unemployed population - total	442,3	443,6	440,7	448,8	449,6
2	of them have:					
	higher education:	117,2	127,5	137,1	165,9	161,1

1	2	3	4	5	6	7
3	Incomplete Higher	9,7	8,3	8,1	-	-0
4	Secondary vocational (special)	174,4	783,1	188,9	180,3	198,4
5	Primary vocational	22,7	23,0	20,7	25,6	33,6
6	Average total	108,7	93,0	79,0	76,9	56,4
7	Basic general	9,0	7,9	6,1	-	-
8	Primary general	0,7	0,9	0,7	-	-

* Official Internet resource www.stat.gov.kz of the Statistics Committee of the Ministry of National Economy of the Republic of Kazakhstan [8]

The average duration of unemployment in 2021 compared to 2017 decreased from 6,8 to 6 months. It should be noted that this was facilitated by the implementation of state programs such as:

1) "Program for the Development of Productive Employment and Mass Entrepreneurship for 2017-2021". At the end of 2021, 651,9 thousand people became participants in the Program, of which 331,6 thousand people were unemployed (50,9%) and self-employed – 93,7 thousand people (14,4%). 486,2 thousand people were employed, they were provided with 588,1 thousand measures for employment, of which 402,6 thousand people or 82,8% were permanently employed. As of the reporting date, the number of employees employed at subsidized jobs 180,6 thousand people or 133,3% of the plan for the year (for social jobs – 18,4 thousand people, for youth practice – 26,6 thousand, for public works 135,6 thousand).

Aimed at short-term vocational training courses 16,9 thousand people. Of those sent, 16,0 thousand people completed their training, of which 13.9 thousand were employed, 624 people received grants and microcredits. During 2021, 9963 microcredits were issued, of which 8643 microcredits were issued in rural areas and 1320 microcredits in cities. From the number of microcredits issued: 4683 microcredits (47%) were issued to support Start-up projects; for the development of the direction of anchor cooperation issued 665 microcredits (7%); 4615 microcredits (46,3%) for expansion of own business.

In 2021, 1526 (15,3%) large and low-income families took advantage of preferential microloans with an interest rate of no more than 4% per annum for a period of up to 7 years (average size – 4,9 million tenge).

Of the total number of loans issued during the reporting period, 3811 microcredits were issued to the female population in the amount of 18344 million tenge or 38,3%, youth under the age of 29 - 1696 microcredits or 17%, disabled people - 23 microcredits.

An important social effect has been obtained in the form of job creation. In total, 10843 jobs were created by recipients of microcredits, of which 9132 were in rural areas. Also, 29,7 thousand state grants were issued to program participants.

In addition, 33,4 thousand people were trained in the basics of entrepreneurship under the Bastau Business project, including 31,9 thousand defended their business projects, of which 10,3 thousand received microcredits and grants.

As of January 1, 2022, in order to increase the mobility of labor resources, 2579 families were resettled from the labor-surplus southern regions, including 8139 people. 2826 people or 72,1% of working-age participants (3919 people) were employed. Also, out of the able-bodied family members, 428 people are engaged in entrepreneurial activities and 13 people are sent to study at a new place of residence. This direction provides labor-deficient regions with labor force, elimination of regional imbalances and demographic imbalances stimulates the mobility of labor resources through assistance in voluntary resettlement. Thus, the measures taken under the program made it possible to keep the unemployment rate at the level of 4,9% [9].

2) National project for the development of entrepreneurship for 2021-2025, the purpose of which is to ensure qualitative changes in the structure of entrepreneurship:

- development of small business in order to increase employment of the population;
- reliance on medium-sized businesses - a driver for the diversification of sectors of the economy;
- comprehensive development of competition - equal conditions for business entities.

Expected social effect:

1. Employment of citizens in permanent jobs - 1.7 million people;
2. coverage of the population with active measures to promote employment - 3.5 million people;
3. decrease in the share of the rural population with incomes below the subsistence minimum – 6,5%.

The implementation of state programs should contribute to providing sectors of the economy with high-quality competitive labor resources. Ensuring employment of the population is the most important

task of the Government. It is important to comply with new trends and requirements and build an effective labor market regulation system that will improve the quality of life.

Conclusion. Thus, public policy responses to protect jobs in the short term need to be strong, including a combination of monetary policy, subsidized access to finance, and targeted public employment policies.

A new scheme for organizing the joint work of authorities and business in the development and implementation of the program is needed; clear alignment of interests and policy priorities. As part of the creation of additional workers, it is advisable to attract funds and business development centers. In order to increase employment of the population, it is necessary to form a new structure: at the regional level, the function of the back office will be performed by labor mobility centers, at the level of districts and cities, the front offices will be the existing employment centers.

Thus, the study allows us to conclude that a necessary condition for the regulation of employment is the development of a system of interaction between the territorial bodies of employment of the population, the state education of the subject of the Republic of Kazakhstan and business. Improving the efficiency of the state apparatus is proposed through the development of interbudgetary relations, through the implementation of state investment in the development of production in order to stimulate employment, etc.

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ҚАЗАҚСТАН РЕСПУБЛИКАСЫНЫҢ ЕҢБЕК НАРЫҒЫНДАҒЫ ЖҰМЫСПЕН ҚАМТУ ЖӘНЕ ЖҰМЫССЫЗДЫҚТЫ ТАЛДАУ

Андатпа

Бұл мақала еңбек нарығындағы негізгі проблемаларға, Қазақстан Республикасының халқын жұмыспен қамтуды реттеу және қамтамасыз ету бойынша тиісті шаралардың сипаттамасына арналған. Мақалада Қазақстан Республикасындағы еңбек нарығы мен жұмыссыздықтың негізгі көрсеткіштері талданады. Жалпы елдің тұрақты экономикалық дамуын қамтамасыз ету жеке кәсіпкерліктің және ең алдымен шағын және орта бизнестің жағдайы мен даму деңгейіне байланысты. Дәл экономиканың осы секторы мемлекеттің экономикалық өсуіне әсер ететін бәсекелестіктің дамымағандығы, материалдық және материалдық емес ресурстардың тиімсіз пайдаланылуы, ішкі сұраныстың импортқа тәуелділігі, жұмыссыздық, кедейлік және т.б. сияқты көптеген мәселелерді шешуге үлкен мүмкіндіктерге ие, соған байланысты қазіргі таңда халықты жұмыспен қамтуды арттыру мақсатында шағын кәсіпкерлікті дамытуға бағытталған Кәсіпкерлікті дамытудың 2021-2025 жылдарға арналған ұлттық жобасы жүзеге асырылуда.

Нурғалиева С.Ж., Кайдарова С.Е., Мухамеджанова А.А., Әмірбекұлы Е.

АНАЛИЗ ЗАНЯТОСТИ И БЕЗРАБОТИЦЫ НА РЫНКЕ ТРУДА РЕСПУБЛИКИ КАЗАХСТАН

Аннотация

Данная статья посвящена основным проблемам на рынке труда, описанию соответствующих мер по регулированию и обеспечению занятости населения Республики Казахстан. В статье проведен анализ основных индикаторов рынка труда и уровня безработицы в Республике Казахстан. От состояния и уровня развития частного предпринимательства и, в первую очередь, малого и среднего предпринимательства, зависит обеспечение устойчивого экономического развития страны в целом. Именно этот сектор экономики имеет огромные потенциальные возможности для решения многих проблем, влияющих на экономический рост государства, таких как неразвитая конкуренция, неэффективное использование материальных и нематериальных ресурсов, зависимость внутреннего спроса от импорта, безработица, бедность и др., в связи, с чем в настоящее время реализуется Национальный проект по развитию предпринимательства на 2021-2025 годы, направленный на развитие малого бизнеса в целях повышения занятости населения.

