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PROBLEMATIC ASPECTS OF RELATIONSHIPS IN THE WORKFORCE

The article considers the stages and features of the formation and development of the Kazakh labor market, the formation of the infrastructure and legislative framework of the labor market in the conditions of crisis phenomena in the economy and during its stabilization. The review of scientific literature concerning the study of various aspects of the labor market, conceptual approaches to the study of the laws of its development, mechanisms of functioning and methods of state regulation.

The main indicators of the domestic labor market are analyzed. It is revealed that there is a slight decrease in the share of the economically active population, despite which the country continues to occupy a leading position in the post-Soviet space in this indicator. It is established that despite the positive dynamics of the number of employed people, the rates of employment growth in urban and rural areas have significant differences. It is shown that new trends are forming in the structure of employees, related not only to the place of residence of employees, but also to the place and form of their work. The tendency of the rapid spread of such a form of employment as work under a contract for the provision of services has been revealed. It is determined that one of the factors of reducing the unemployment rate is the employment of people to individuals for the purpose of running their household.

Systemic measures are proposed that provide for an active role of the state in regulating new trends and changes in the domestic labor market, and their necessity for solving problems of employment and unemployment at the regional and national levels is shown.

Keywords: labor market, employer, employee, social and labor sphere, employment, unemployment, employment contract, collective, management, relationships.

Кілт сөздер: еңбек нарығы, жұмыс беруші, жұмысшы, әлеуметтік-еңбек аясы, жұмысбастылық, жұмыссыздық, еңбек келісімшарты, ұжым, басқару, өзарақатынас.

Ключевые слова: рынок труда, работодатель, работник, социально-трудова́я сфера, занятость, безработица, трудовой договор, коллектив, управление, взаимоотношения.

JEL classification: J53

Introduction. Over the years of independence, Kazakhstan has created a fundamentally new socio-political system with a focus on building a socially oriented state. At the same time, social orientation means achieving a balance between market efficiency and social equality, when the social sphere is considered as the most important source of economic growth. A socially oriented state forms a new type of social ties between people based on the principles of social justice, social cooperation and civil consent. And the state itself is perceived not as a faceless collective community of citizens in which individuality is dissolved, but as an association of free individuals on a solidary basis. This synthesis is not easy one, because often we are talking about opposing ideas and interests.

Today, social and labor relations are under the influence of a transformational crisis, which can be noticed due to the prevailing stereotypes of labor behavior, infringement of labor and social rights, as well as the strengthening of socio-economic labor inequality. There are still differences in wages both in the sectoral and regional context. The high gap between wages negatively affects the motivation for effective work, reduces the standard of living of the population, for most of whom this is the only source of income.

The purpose of the study is to consider problematic aspects in the relationship between employers and employees.

The objectives of the study are:

- study of the main indicators of the labor market in the republic;
- identification of problem areas in the relationship between employers and employees;
- study of the main indicators related to wage labor:

The research uses empirical general scientific research methods, including methods of data analysis and synthesis.

Literature review. According to the Labor Code of the Republic of Kazakhstan, an employer is a natural or legal person with whom an employee has formed an employment relationship. At the same time, the employer can be both the owner and the representative of the production. An employee is a person who has concluded an employment contract with an employer to perform work according to qualifications and abilities [1].

During the socialist period, the functions of the employer as a market entity were deformed, which led to a change in labor relations. And during the formation of the market, the social and labor relations of regulation by the state were minimal.

As a result, the basic principles of state regulation of the sphere of labor in a socially oriented economy aimed at achieving effective employment and decent wages have not been implemented. In the conditions of the weakness of trade unions and the lack of proper state control over the enforcement of labor legislation, employees of enterprises have essentially found themselves in a disempowered position.

According to N.V. Zakalyuzhnaya, today the opportunity not to interact personally, but to work remotely is favorable for the employer and the employee, it will bring a certain effect to both sides [2]. It should be noted that Blanchard O. and Lander A. in their work noted the dominance of non-standard forms of employment, which will lead to special forms of relations between the employer and employees [3]. J. Dolado believed that the flexibility of the labor market and relationships in the workforce are provided through the action of informal mechanisms that restrain unemployment [4].

It must be recognized that the state still pays great attention to monetary policy, underestimating the importance of the problems of restructuring labor relations in the real sector of the economy. The prioritization differs from Western countries, where the regulation of social and labor relations has ceased to be the prerogative of the market. The economic crisis has increased interest in the problems of the social and labor sphere.

The main part. Today, the employers play a leading role in the relationship between employees and employers at Kazakhstan's enterprises, while employees represent the "driven" side. In private companies, employers have a wide range of opportunities, which are mostly limited financially, and where the role of employees in regulating the relationship between the parties is reduced.

In 1996, the Institute of Labor of the Russian Federation conducted a sociological study among employees of industrial enterprises belonging to both the public and private sector. The results of the study showed that employees as an effective way of regulating social and labor problems do not perceive the processes of collective bargaining at any level.

It was revealed the willingness of employees to voluntarily transfer all their rights to resolve any issues of relationships in the workforce, if a minimum level of socio-economic benefits is provided. Employees are not ready to perform these functions, despite the attractiveness of building relationships between management and the workforce on their own. Trends in the sphere of labor were typical for all countries of the post-Soviet space [5].

Table 1

Main indicators of the of Kazakhstan's labor market*

Indicator	Year					Deviation 2021 from 2017	
	2017	2018	2019	2020	2021	(+, -)	%
Employed population, people.	8369845	8469092	8571416	8531207	8569209	199364	102,4
Employment rate of the population in % to:							
- population aged 15 years and older	77,7	78,8	79,1	77,8	78,4	0,7	100,9
- the number of workers	95,0	95,1	95,2	95,1	95,0	-	100,0
Unemployed population, people.	439009	432991	431233	443553	446876	7864	101,8
Unemployment rate, %	5,0	4,9	4,8	4,9	5,0	-	100,0
Long-term unemployment rate, %	2,2	2,2	2,2	2,2	2,2	-	100,0

* Table compiled based on sources [6]

According to the data in Table 1, the number of employed people in the republic tended to increase. In recent years, it has increased by 199,364 people or by 2.4%. However, the dynamics were unstable. Most people in the economy were employed in 2019. In 2020, compared to the previous year, there was a slight decrease in the number of employed (by 0.5%), which was explained by a decrease in business economic activity due to the epidemiological situation in the country. However, in the next year, the number of employees in the economy began to increase, which led to an increase of 0.4%. The level of employment of the population to the total number of economically active population has remained unchanged over the past time, and the level of employment to the able-bodied population has increased by 0.7 percentage points.

According to official statistics, the number of unemployed in the republic has increased by 7864 people over the past five years, which means a 1.8% increase. At the same time, the unemployment rate in the country remains almost unchanged, not exceeding 5%. While the long-term unemployment rate is at 2.2%. It should be noted that long-term unemployment refers to unemployment that lasts for a long period of time, more than one year. This type of unemployment is more serious than short-term unemployment. After all, long-term unemployment can be caused by economic changes in the country, that is, the loss of work due to the closure of enterprises, a decrease in production volumes. Moreover, in such conditions, it is not always easy for a highly specialized specialist to find an enterprise where his knowledge and skills can be in demand.

Table 2

Dynamics and structure of employees of the republic, people*

Indicator	Year					Deviation 2021 from 2017	
	2017	2018	2019	2020	2021	(+, -)	%
Employed population, total	8585153	8694989	8780829	8732040	8807113	221960	102,6
Employees	6485931	6612467	6681580	6686666	6710206	224275	103,5
,including employed:							
- in the organization	5796293	5857376	5879607	5791030	5811436	15143	100,3
- for individuals	528773	567247	515499	568013	548226	19453	103,7
- in a peasant farm	158611	156262	253426	276071	283257	124646	178,6
- under the contract for services	2254	31582	33048	51552	67287	65033	By 29,9 times
Employed population, total	100,0	100,0	100,0	100,0	100,0	0,0	0,0
including employed:							
- in the organization	89,4	88,6	88,0	86,6	86,6	-2,8	96,9
- for individuals	8,2	8,6	7,7	8,5	8,2	0,0	0,0
- in a peasant farm	2,37	2,4	3,8	4,1	4,2	1,83	177,2
- under the contract for services	0,03	0,4	0,5	0,8	1,0	0,97	By 33,3 times

* Table compiled based on sources [6]

According to Table 2, the number of employees in recent years has increased by 224275 people or 3.5%. Specialists of the Center for Applied Research "Talap" claim that in order to achieve the state of the labor market to the level of the Organization for Economic Cooperation and Development (OECD) countries, the number of employees in Kazakhstan should grow to 8 million people by 2030 year. To achieve this indicator, approximately 1.3 million additional jobs should be created by the time period under review. Surveys conducted among the unemployed showed that the population of the republic needs a job, not the opportunity to do their own business and create jobs for other people. In this regard, it can be assumed that the forecasts of the Center for Applied Research "Talap" may eventually turn into reality.

In the structure of the employed population, the main share is made up of employees, for example, in 2017 the share employees was 75.7%, in 2018 – 76.0%, in 2019 – 76.1%, in 2020 – 76.6%, in 2021 – 76.2%. From here it can be seen that the fluctuations in values do not differ in a significant scale. It turned out that, in general, more than two thirds of the employed population of the republic prefer to engage in wage labor.

Official statistics divide employees into workers, in various organizations and individuals, in peasant farms and under a civil contract for services. Among them, in recent years, the highest increase in the number of workers has been observed in peasant farms (by 78.6%), as well as workers involved in service

contracts (by 29.9 times). While the number of employees in organizations and 1 individuals are characterized by low growth rates.

Nevertheless, the proportion of employees in organizations remained the highest during the analyzed period of time. However, there is a gradual decrease in the proportion of those people who work in various organizations. But a more noticeable reduction in the share of this category of workers in the total number of employees occurred in 2020 and 2021. Within 8% is the proportion of workwrs, employed by individuals. A small share in the total number of employees falls on those who are employed in peasant farms, as well as on those who work under civil contracts for services. If in 2017 the share of these two categories of employees in the total number of employees was 2.4%, then in 2021 the indicator reached 5.2%, having increased 2.2 times over the past period.

Table 3

Dynamics of the number of employees living in urban areas, people*

Indicator	Year					Deviation 2021 from 2017	
	2017	2018	2019	2020	2021	(+, -)	%
Employed population, total	4932032	5017484	5132060	5144496	5222749	590717	105,9
Employees	4160246	4226730	4312365	4315376	4340370	180124	104,3
including employed:							
- in the organization	3816274	3828015	3939339	3915813	3948048	131774	103,5
- for individuals	331248	361016	316145	326014	304198	-27050	91,8
- in a peasant farm	10700	9965	26997	31826	36617	25917	By 3,4 times
- under the contract for services	2024	27734	29884	41723	51507	49483	By 25,4 times

* Table compiled based on sources. [6]

As can be seen from table 3, the share of urban residents in the total number of employed population has steadily increased over the past years. For example, if in 2017 the indicator was 57.4%, then in 2021 it reached 59.3%, an increase of 1.9 percentage points. On the one hand, the growth in the number of citizens of the republic living in cities corresponds to the global trend of urbanization. But on the other hand, rural residents come to cities, and especially to cities with millions of people, in search of work and with a desire to improve their quality of life. It is believed that it is easier to find work in cities.

In the total number of urban employed population, the number of employees is predominant. The share of this category of workers in recent years has fluctuated between 83-84% with a clear downward trend. Moreover, when studying the composition of employees living in urban areas, it turns out that the vast majority of them (over 90%) are employed in organizations. However, the growth rate of this category of workers is insignificant. On the contrary, the number of employees who living in urban areas and employed by individuals decreased by 27050 people or 8.2%. The share of this category of employees in the total number of employees decreased from 7.9% in 2017 to 7% in 2021.

As a rule, people employed by individuals prefer to move to work in an organization. This is largely due to the fact that working in an organization gives an employee a sense of social security and stability. The number of hired personnel employed in peasant farms, and the number of employees working on the basis of contracts for services, is insignificant in urban conditions.

Table 4

Dynamics of rural areas, people*

Indicator	Year					Deviation 2021 from 2017	
	2017	2018	2019	2020	2021	(+, -)	%
1	2	3	4	5	6	7	8
Employed population, total	3653121	3677505	3648769	3587544	3584364	-68757	98,1
Employees	2325685	2385737	2369215	2371290	2369836	44151	101,9
including employed:							

1	2	3	4	5	6	7	8
- in the organization	1980019	2029361	1940268	1875217	1863388	-116631	94,1
- for individuals	197525	206231	199354	241999	244028	46503	123,5
- in a peasant farm	147911	146297	226429	244245	246640	98729	166,7
- under the contract for services	230	3848	3164	9829	15780	15550	by 68,6 times

* Table compiled based on sources [6]

According to table 4, in recent years, the number of employed people in rural areas has decreased by 68,757 people or by 1.9%. At the same time, in the total number of employed population of the country, the proportion of employed rural residents in 2017 was 42.6%. In the next years, this indicator began to decline annually, reaching 40.7% by 2021.

In the total number of the working rural population, employees make up the main group. However, their number has increased by only 44,151 people or by 1.9% over the past five years. The share of employees in the total number of working rural residents in 2017 was 63.7%. In the next years, the share of employees steadily increased. This has led to the fact that by 2021, the proportion of employees living in rural areas in the total number of employed rural population reached 66.1%.

In 2017 and 2018, the vast majority of employees living in rural areas (85.1%) worked in organizations. However, in the following years there was a decrease in the share of such workers in the composition of employees. As a result, in 2021, the share of employees working in organizations began to be 78.6%. During the period from 2017 to 2021, the number of employees living in rural areas and working in organizations decreased by 116631 people or by 5.9%.

In the 90s of the last century, the market reforms introduced led to the closure of large-scale production, as a result of which qualified specialists moved into the category of hidden unemployed, enterprises in the state without pay. At the same time, the constant influx of young professionals without work experience into the labor market created favorable conditions for the manipulation of vacant positions. The high unemployment rate led to a situation where applicants for vacant positions were refused if they met all the requirements, becoming a victim of behind-the-scenes intrigues [7]. This behavior was explained by the position of the leaders – they do not need personnel "from the street". Disagreements between managers on staffing issues arise when there is competition among candidates for a vacant position with "their own" or "from the outside" person. As a result, arguing the refusal of employment by professional unfitness, the head staffing at his discretion.

As you know, in the private sector, the relationship between the employer and employees is regulated by short contracts, which are often violated by both parties. Many managers do not enter into individual labor contracts with employees, and if conflicts arise, they ask the employee to quit. This personnel policy contributed to the formation of a submissive staff, which is a good example for the rest of the team [8].

In practice, it often occurs when employees themselves provoke the appropriate attitude of employers towards them. Employees do not always get to defend their positions and rights. Since the spread of the opinion about the impunity of employers, and the protection of the rights of employees ends with the complete defeat of the latter.

Conclusion. Kazakhstan's labor market has its own specifics, which can be attributed to the widespread use of various non-standard forms of economic behavior among both employees and employers. This has led to an increase in the scale of informal relations in the field of employment and labor. In each organization, in addition to formal relationships that are based on regulations, orders and job descriptions, there are also informal relationships in the form of unwritten rules and laws governing the interaction of members of the workforce. These rules of conduct regulate labor relations in the organization. It should be noted that informal relationships either complement formal ones, eliminating their shortcomings, or completely replace them, clearly violating the laws. These relationships are very diverse and depend on the specific sphere of working life. Informal labor relations can be manifested in the following areas: selection, hiring and dismissal of employees; remuneration; observance of workers' rights and guarantees; ensuring favorable working conditions. In practice, these areas of informal relations are not isolated from each other, and they can't always be clearly separated, as they manifest themselves in relationships.

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ЕҢБЕК ҰЖЫМЫНДАҒЫ ҚАРЫМ-ҚАТЫНАСТЫҢ ПРОБЛЕМАЛЫҚ АСПЕКТІЛЕРІ

Андатпа

Мақалада қазақстандық еңбек нарығының қалыптасу және даму кезеңдері мен ерекшеліктері, экономикадағы дағдарыстық құбылыстар жағдайында және оны тұрақтандыру кезеңінде еңбек нарығының инфрақұрылымы мен заңнамалық базасын қалыптастыру қарастырылған. Еңбек нарығының әртүрлі аспектілерін, оның даму заңдылықтарын, жұмыс істеу тетіктері мен мемлекеттік реттеу әдістерін зерттеудің тұжырымдамалық тәсілдерін зерттеуге қатысты ғылыми әдебиеттерге шолу жасалды.

Отандық еңбек нарығының негізгі индикаторлары талданды. Экономикалық белсенді халық үлесінің шамалы төмендеуі байқалды, оған қарамастан ел посткеңестік кеңістікте осы көрсеткіш бойынша көшбасшылық позицияны иеленуді жалғастыруда. Жұмыспен қамтылған халық санының оң динамикасына қарамастан,

қалалық және ауылдық жерлерде жұмыспен қамтудың өсу қарқыны айтарлықтай айырмашылықтарға ие екендігі анықталды. Жалдамалы жұмысшылар құрылымында қызметкерлердің тұрғылықты жеріне ғана емес, сонымен қатар олардың жұмыс орны мен формасына байланысты жаңа тенденциялар қалыптасып жатқандығы көрсетілген. Қызмет көрсету шарты бойынша жұмыс сияқты Жұмыспен қамту нысанының тез таралу үрдісі анықталды. Жұмыссыздық деңгейін төмендету факторларының бірі адамдардың үй шаруашылығын жүргізу мақсатында жеке тұлғаларға жұмысқа орналасуы болып табылады.

Мемлекеттің отандық еңбек нарығындағы жаңа үрдістер мен өзгерістерді реттеудегі белсенді рөлін көздейтін жүйелі сипаттағы шаралар ұсынылды, олардың өңірлік және жалпы республикалық деңгейлердегі жұмыспен қамту және жұмыссыздық проблемаларын шешу үшін қажеттілігі көрсетілді.

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ПРОБЛЕМНЫЕ АСПЕКТЫ ВЗАИМООТНОШЕНИЙ В ТРУДОВОМ КОЛЛЕКТИВЕ

Аннотация

В статье рассмотрены этапы и особенности становления и развития казахстанского рынка труда, формирование инфраструктуры и законодательной базы рынка труда в условиях кризисных явлений в экономике и в период ее стабилизации. Проведен обзор научной литературы, касающейся изучения различных аспектов рынка труда, концептуальных подходов к исследованию закономерностей его развития, механизмов функционирования и методов государственного регулирования.

Проанализированы основные индикаторы отечественного рынка труда. Выявлено, что наблюдается незначительное снижение доли экономически активного населения, несмотря на которое страна продолжает занимать лидирующие позиции на постсоветском пространстве по данному показателю. Установлено, что несмотря на положительную динамику численности занятого населения, темпы прироста занятости в городской и сельской местности имеют существенные отличия. Показано, что в структуре наемных работников формируются новые тенденции, связанные не только с местом проживания сотрудников, но также местом и формой их работы. Выявлена тенденция стремительного распространения такой формы занятости, как работа по договору на оказание услуг. Определено, что одним из факторов снижения уровня безработицы является трудоустройство людей к физическим лицам с целью ведения их домашнего хозяйства.

Предложены меры системного характера, предусматривающие активную роль государства в регулировании новых тенденций и изменений на отечественном рынке труда, показана их необходимость для решения проблем занятости и безработицы на региональном и общереспубликанском уровнях.

