

Sadykhanova G.A.,
Ilyashova G.K.
**Employment problems in
Kazakhstan**

Садыханова Г.А.,
Иляшова Г.К.
**Қазақстан Республикасындағы
жұмысбастылық мәселелері**

Садыханова Г.А.,
Иляшова Г.К.
**Проблемы занятости
в Республике Казахстан**

Problems of employment of the population, unemployment and labor mobility is always the focus of scientific, social, political and economic life. In its policy to establish and maintain employment Kazakhstan has gone from planning and decision-making techniques used by the socialist economy to a predominantly market mechanism to maintain and regulate the process. However, the economic crisis and the subsequent stop, bankruptcy and liquidation of enterprises, reducing the need for workers led to the widespread use of methods of state regulation and the maintenance of employment. Therefore, the President's message, this problem is always current.

The Message of the President NA Nazarbayev to people of Kazakhstan on January 27, 2012. "Socio-economic modernization - main direction of development of Kazakhstan" highlights the beginning of a new stage of Kazakhstan's way for the next decade, which means new challenges to strengthen the economy and improve the people's welfare. This article discusses the basic provisions of the Message. In addition to focus on the main conclusions to regulate the economic relations of the employed population.

Key words: employment, labor market, modernization, employed population.

Халықтың жұмысбастылығы, жұмыссыздық және еңбек ресурстарының мобилділігі сынды мәселелер ғылыми, қоғамдық, саяси және шаруашылық өмірдің назарынан қашан да тыс қалған емес. Халықты жұмысбастылықпен қамсыздандыру мен қолдауда Қазақстан Кеңестік экономикада қолданылған жоспарлы-өкімшіліктік әдістерден анағұрлым ерекшеленетін нарықтық механизмдерге дейінгі жолды жүріп өтуде, яғни қазір жұмысбастылықты қолдау мен реттеу мәселесі өзекті. Өйткені ел экономикасында болған экономикалық дағдарыс пен оның салдары ретінде көрінген кәсіпорындардың күйреуі, жабылуы, жұмысшылардың қысқартылуының бәрі осы саланы мемлекеттік реттеу бойынша әдістер мен оны қолдауды кеңірек қолға алуға мәжбүрлілік туғызды. Сондықтан да бұл мәселе Елбасы Жолдауларында қашан да өзекті жүреді.

2012 жылдың 27 қаңтарында Қазақстанның Елбасы Н.Ә. Назарбаевтың «Әлеуметтік-экономикалық жаңғырту – Қазақстан дамуының негізгі векторы» атты Халыққа жолдауында жақындағы он жылдыққа деген Қазақстан жолының жаңа кезеңінің басталғанын басып айтқан болатын, ол деген өз кезегінде экономиканы нығайтудың және халықтың әл-ауқатын арттырудың жаңа міндеттерін шешуді анықтауды білдіреді. Бұл мақалада осы Жолдаудың негізгі маңызды тұстары қарастырылған. Сондай-ақ мақалада негізгі көңіл ондағы халықтың жұмысбастылығының экономикалық қатынастарын реттеу бойынша басты міндеттемелер мен қорытындыларға аударылған.

Түйін сөздер: жұмысбастылық, жаңғырту, еңбек нарығы, жұмысбасты халық.

Проблемы занятости населения, безработицы и мобильности трудовых ресурсов всегда в центре внимания научной, общественной, политической и хозяйственной жизнедеятельности. В своей политике по обеспечению и поддержанию занятости населения Казахстан прошел путь от планово-директивных методов, используемых социалистической экономикой, к преимущественно рыночному механизму поддержания и регулирования данного процесса. Однако, экономический кризис и последовавшие за этим остановка, банкротство и ликвидация предприятий, сокращение работников привели к необходимости широкого использования государственных методов регулирования и поддержания занятости населения. Поэтому и в Посланиях Президента эта проблема всегда актуальна.

В Послании Президента Н.А. Назарбаева народу Казахстана 27 января 2012 г. «Социально-экономическая модернизация – главный вектор развития Казахстана» подчеркивается начало нового этапа казахстанского пути на ближайшее десятилетие, что означает решение новых задач укрепления экономики и повышения благосостояния народа. В данной статье рассматриваются основные положения этого Послания. Кроме этого, акцентировано внимание на основные выводы по регулированию экономических отношений занятого населения.

Ключевые слова: занятость, модернизация, рынок труда, занятое население.

**EMPLOYMENT
PROBLEMS IN
KAZAKHSTAN****Introduction**

Employment – is the activity of citizens associated with the satisfaction of personal and social needs, not contradicting the legislation and bringing, as a rule, their earnings (labor income).

One of the important socio-economic problems in economic theory, there is a problem of employment, which is understood as a measure of people's engagement in the labour force and the degree of satisfaction of their needs in work, providing them with jobs.

In the transition to a market economy changes significantly the point of view of principles of employment. In place of ideology of full employment of the labour force, underpinned by a duty to participate in social production, comes the concept of providing desired employment and free choice of shape and type of employment. In other words, the state must guarantee each person the opportunity to work, and people have the right to choose the place and type of work.

Experimental part

The world economic theory has accumulated rich experience in theoretical developments and practical recommendations for the regulation of employment set forth in the writings of John.M. Keynes, J. Kornai, A. Marshall, A. Okun, A. Pigou, P. Samuelson, A. Phillips, S. Fischer, F., Hayek, P. Hein, and many others. A significant contribution to the development of these issues made the Russian ucheniye as I. V. Bushmarin, V. E. Gimpelson, I. Zaslavsky, R. I. Kapelyushnikov, A. V. Kashepov, L. P. Kiyan, A. E. Kotlyar, D. S. I'vov, I. S. Maslova, V. V. Radaev, E. I. ruzavin, L. N. Sosnovskiy, L. S. Chizhova, V. M. Yur'ev and many others, as well as domestic scientists like J. Aubakirova, S. Dzhumabaev, Baizakova L., Bereshev S., Boyko A. A. Zuikova, A. Kashapova, Ciranova A., M. Kenzheguzin, Koshanov A., Kupeshova S., Kurasova O., Meldakhanova M. Mukhtarova K., Stanchev A, Sabden., sagindikova E.,seydahmetova F., Tatibekov B., Tymoshenko L., Frezorger L., Chikina D., Shedenova W. and others

The methodological basis of the study is the dialectical method of cognition. The study used as scientific methods (analysis, classification, system approach), as well as special methods of cognition (statistical methods).

Results and discussion

Problems of employment of the population, unemployment and labor mobility is always the focus of scientific, social, political and economic activities of the relevant agencies, organizations and enterprises of the Republic of Kazakhstan. They are becoming increasingly important at the present stage of post-crisis recovery of the global economy. At the beginning of the Third Millennium with the transition to the knowledge economy one of the main factors of economic growth, human well-being, their quality of life is the human factor. Human resources on the basis of education, professionalism and intelligence are the major prerequisites for successful implementation of the new strategic objectives. In the Address of the President Nazarbayev to people of Kazakhstan on January 27, 2012. "Socio-economic modernization - main direction of development of Kazakhstan" highlights the beginning of a new stage of Kazakhstan's way for the next decade, which means new challenges to strengthen the economy and improve the people's welfare.

In the book it has been identified and the need for the implementation of new tasks in ten directions. The first - employment in Kazakhstan. In the area of employment and in the Kazakhstan labor market compared to many developed and developing countries there was a stable situation in the post-crisis global economy. For over 5 years, starting in 2009, according to the Republic of Kazakhstan Agency on Statistics of the country there was an increase in the economically active population, employment, reduction of unemployment.

Significant changes have occurred since the acquisition of the sovereignty of Kazakhstan in the field of employment and unemployment. In the course of socio-economic transformation in the country set up a dynamic labor market. For example, the level of economic activity of the population increased from 68.6% in 1991 to 81.8% in 2013. The number of economically active population increased from 7.7 million to 9 million people, the employed population – from 7.7 million to 8.6 mln. people. And more than a third of the working population are self-employed. High rates of economic expansion and the creation of permanent jobs have contributed to a decrease in the unemployment rate is more than 2 times - from 12.8% in 2000 to 5.2% in 2013. The number of unemployed amounted to 470.7 thousand people, which is 2 times less than that of 2000.

The Republic of Kazakhstan is low share of employment in the service sector – 55.8%, while in the European Union's share of employment

in these areas is on average – 65-66%. Given the large number of non-homogeneous sectors included in this sector, it should be noted that in developed countries hold significant weight of services trade and service, while in Kazakhstan, 30% of the employed population in the services sphere falls on trade and the provision of repair services.

In the labor market with an excess of specialists in the humanities do not have enough staff to implement new technologies, modern high-tech industries, doctors, teachers. Lack of technical specialties workers is forcing companies to attract qualified personnel from abroad. In the country as a whole there was an inadequate education system: the structure of employment is very different from the qualification structure of the training system. Thus, the services of most of the works considerably busier than prepared in the universities. At the same time producing more knowledge than the industry there are employed. Produced experts later re-classified, and as a rule, employed for other purposes.

Employment problems are also due to lack of new types of working applications due to the low diversification of the economy and the lack of development of the vocational training system.

Among the regions traditionally high share of employment for 5 years is preserved in the South Kazakhstan and Zhambyl regions – 46.8 and 50.9%, respectively. Salaried workers also prevail in the Mangistau region (the proportion of self-employed 7%) and the cities of Astana and Almaty 6.7 and 7%.

In the Republic of Kazakhstan to the unemployed are under the age specified for measuring the economically active population who during the reference period at the same time meet three main criteria:

- a) were without work (did not have a profitable occupation);
- b) actively engaged in its search;
- c) were prepared to work within a specified time period.

In absolute terms the largest number of unemployed observed in South Kazakhstan, Almaty and Almaty region. However, in terms of population, these regions also occupy a leading position. The percentage same ratio among Kazakhstan regions the unemployment rate ranged from 4.9% in Aktobe and Almaty regions to the maximum level of 5.6% in Almaty and 5.5% in the South Kazakhstan region and Astana.

In the structure of unemployed in Kazakhstan every second - a woman. The proportion of people – aged 25-34 amounted to – 43.5% in the 15-24

year – 9.6%. Among the unemployed have a college degree 131.3 thousand people (27.9%), the mean total – 146.3 thousand people (31.1%), secondary vocational education – 146.9 thousand people (31.2%).

Economically inactive (passive) population – persons under the age specified for measuring the economically active population who are not employed or unemployed during the survey period.

The number of economically inactive population aged 15 years and over in 2013, there was over 3.6 million man. The level of economic inactivity (inactivity) of the population was 28.3%.

The main share of the economically inactive population are pensioners – 43.6% students and full-time education – 38.7%, for health reasons (on the basis of disability or incapacity) – 5.5%, the conduct engaged in household chores – 7.5%.

Prospective changes in the labor market in the country is determined to overcome inefficient forms of employment, increase productive employment and labor mobility. Efficient management of migration processes, assistance in employment of the unemployed and the self-employed will help to reduce poverty and increase incomes. Summing up the above analysis, the following features of

the modern unemployment in the Republic of Kazakhstan:

- Largest share young people aged 25-34 years among the unemployed, and women, of the unemployed in this age, a lot more than men;

- The smallest share in the structure of the unemployed population occupy young people aged 16-19 years and people close to retirement age;

- The level of female long-term unemployment is much higher than male unemployment, and this difference is greater in the city than in the countryside;

- In the structure of the unemployed by level of education the highest share occupied, unemployed with secondary vocational education, the lowest share belongs to the unemployed with basic and incomplete higher education.

Conclusion

So, a Necessary condition for the targeted increase of efficiency of labor potential of the country is effective state intervention in the processes of its use and development. Imbalances in the labor market of modern Kazakhstan, the implementation of socio-economic reforms, has led to inefficient use of the labour resource of the country.

Литература

1 Послание Президента – Лидера нации Нурсултана Назарбаева народу Казахстана «Социально-экономическая модернизация – главный вектор развития Казахстана»// Казахстанская правда, 28 января 2012 года.

References

1 Poslanie Prezidenta – Lidera nazii Nursultana Nazarbaeva narodu Kazakhstan. «Cozialno-economisheskaya modernizaciya – glavni vector razvitiya Kazakhstan» // Kazakhstanskaya pravda, 28 yunvariya 2012 goda.