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MODERN STATE AND PROSPECTS OF DEVELOPMENT OF HUMAN CAPITAL IN AGRICULTURE OF KAZAKHSTAN

Abstract

The article describes the main moments of the modern state and prospects of human capital development in agriculture of Kazakhstan, that is, it describes the main theoretical aspects in the field of human capital development and its current status at the present stage of economy development. A comparative analysis of the dynamics number and proportion of population employed in agriculture, in Kazakhstan and some other countries such as Germany, USA, France, Russia and etc. In this regard, it was found that European countries with a high level economy have low proportion of population employed in this industry, as they develop more promising industries (high technology, software industry, etc.). In the end, the authors came to the conclusion that at the present stage of development in the labour market of the Republic of Kazakhstan, a decrease of employed population in agriculture has an impact on the formation, usage of human capital in agriculture: the declining share of the rural population of working age; the unattractiveness of labour in agriculture due to low level of wages; the large share of self-employed workers in agriculture; do not use the potential of the unemployed population; adverse (compared to city) social environment.

Key words: human capital, agriculture, efficiency, unemployment, employment, population, employees, salary.

One of the important factors effective functioning and sustainable development in agriculture most of the researchers consider appropriate and effective human capital management. In the conditions of innovative development in Kazakhstan's economy special importance is the formation and use human capital in agriculture.

Human capital in agriculture often has a dual character. For the beginning, its effectiveness is dependent on quality of experience, skills, and competencies that can be effectively used for the growth of farms' competitiveness and susceptibility to innovate. Second, human capital is a set of capital assets that were created as a result of the use certain human capital qualities, i.e., labour, intelligence, etc.

In Kazakhstan's scientific space human capital theory started to research scientific literature at the beginning of the XXI century in connection with the adoption of long-term development strategy of the country. So, academician Ya.A. Aubakirov has attached great importance to the development the productive person' abilities [1]; S.K. Dzhumabaev examined the problem of management human factor and its role in ensuring the organization's effectiveness [2]. Pays special attention to human capital problems A.G. Mukhamedzhanova, which proves the importance and priority of human capital for the economic development of Kazakhstan. According to A.G. Mukhamedzhanova, human capital is the main asset of the nation, the potential of which is a necessary element of the innovation process, a key factor in development effectiveness and competitiveness in the Republic among other countries, the achievement of high quality equipment and technologies, the transition to a humanized type of economic growth [3]. K.A. Sagadiyev in his works, writes that human capital is a scientific term that has entered the Arsenal of modern economic theory, and implies "the set of knowledge, skills and abilities embodied in people and allowing them to create personal, social and public welfare" [4]. S.R. Esimzhanova believes that one of the main factors innovation and intellectual development in the economy can be attributed to the human capital quality growth which is dependent on the level development of the health, education, science, labour market sphere and etc. Knowledge, skills, competencies, professional skills, practical experience and human health is characterized by the

richness of his personality, the human capital quality, constituting the property of the company and national wealth of Kazakhstan [5].

The base of the human resources formation, and, consequently, labour supply in the labour market is the population. From its size, structure, density on site and extent of rational and efficient use natural resources depends on the availability of agricultural human capital, prospects for its further growth and development.

The main component of the resource potential in agriculture – human capital is formed mainly in rural areas. The data suggests that in Kazakhstan of July 1, 2017, the rural population has reached 7,69 million people. The most significant proportion of the rural population is observed in Almaty (76,5% of residents) and Zhambyl (59,9% of residents) regions. Figure 1 shows the dynamics of population in the Republic of Kazakhstan, including the rural population. To date, there has been a slight increase in the rural population, that is, from 2010 to 2016, the rise of the rural population of 0,2 million (2,74%), although the total population percentage of rural population decreases from 45,69% to 42,94% and the urban population proportion, due to unemployment and migration from villagers to cities. However, by the end of 2016 in rural areas home to about 42,94% of the population, and in comparison with 2010, when the ratio of rural population to the total population in Kazakhstan was 45,68%, this indicator tends to decrease. But overall, historically, the share of rural population varies in the range of 40–45% of the total population in Kazakhstan.

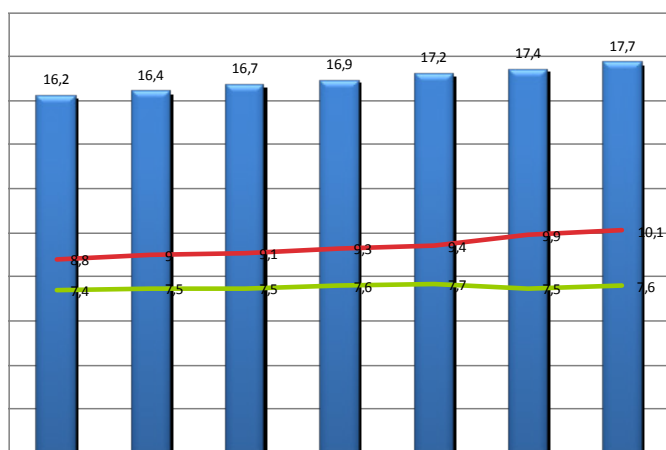


Figure 1 – Dynamics of population in the Republic of Kazakhstan for 2010–2016 (based on the data of the CS MNE RK), million people

The result of the reduction the rural population there is a decrease in the number of employed in Kazakhstan’ agriculture for 2012–2016, from agriculture dropped 787,2 thousand persons or 9,3% (Table 1, p. 63). Overall, in relation to the economy, the population employed share of agriculture in 2016 amounted to 16,2% in Kazakhstan, 34,8% in Armenia, 30,4% in Moldova, 17,1% in Ukraine, 9,2% in Russia and 1,2–3,0% in the United States, Germany, and France. These data indicate that the European countries with a high level economy have low proportion of population employed in this sector, due to the fact that they are developing more promising sectors such as industry, high technology, software industry, etc.

Modern conditions of economic management demand a more effective use of the available labor capacity, which consists of a set economic, social and labour relations. With particular urgency is the employment problem in agriculture, which narrowed the scope of population’ employment. In the labour market of the Republic there is a decrease in the employed population in agriculture (Table 2, p. 63). In 2016 in comparison with 2012 there was a decrease of employees in agriculture – 215,5 thousand people (nearly 35%), decrease of the unemployed population at the last employment place (agriculture) – 46,9 thousand people, number of self-employed workers – 586,3 million people. One reason for this divergence is the outflow of young people from rural areas and unwillingness to work in agriculture. Many young people today do not even consider the possibility of obtaining a profile of agricultural education [6].

Table 1 – Dynamics of the number and proportion of population employed in agriculture in 2011–2016

Country Years	2012	2013	2014	2015	2016
USA					
Thousand people	2254	2186	2130	2237	227,2
% to the economy	1,6	1,5	1,5	1,5	1,5
Germany					
Thousand people	665,1	673	634,9	640,6	661,9
% to the economy	1,6	1,6	1,5	1,6	1,6
France					
Thousand people	748,2	745,3	796,7	748,2	770,9
% to the economy	2,9	2,9	3,1	2,9	2,9
Poland					
Thousand people	1981,2	1965,6	1872	2384,9	2011,2
% to the economy	12,7	12,6	12	16,3	12,9
Russia					
Thousand people	5222,8	4997,4	4793,1	4852,8	4863,2
% to the economy	7,3	7	6,7	6,7	6,7
Belarus					
Thousand people	484,1	460	441,6	430,7	428
% to the economy	10,3	10	9,6	9,6	9,6
Ukraine					
Thousand people	3410,3	3308,5	3389	3091,4	3070,3
% to the economy	16,8	17,2	17,5	17,1	17,1
Kazakhstan					
Thousand people	2172,7	2073,6	1605,1	1553,4	1385,5
% to the economy	25,5	24,2	18,9	18,0	16,2
Moldova					
Thousand people	328,8	290,4	345,6	361	349
% to the economy	27,4	26,4	28,8	30,4	30,4
Armenia					
Thousand people	466,8	447,6	435,6	394,8	458,2
% to the economy	38,9	37,3	36,3	34,8	34,8
Note – Compiled by the author from the official source.					

Table 2 – Employed population in agriculture of Kazakhstan, thousand people

Indicators	Years					Change (+/-) 2016 year compared to 2012 year	2016 year in % to 2012 year
	2012	2013	2014	2015	2016		
Employees	647,0	690,6	455,3	453,1	431,5	-215,5	66,7
Self-employed	1 433,5	1 303,6	1 066,6	1 006,2	847,2	-586,3	59,1
Unemployed population at the last place of employment	102,0	92,5	57,7	56,8	55,1	-46,9	54,0
Note – Compiled by the author from Committee on statistics of RK.							

For large-scale retain young professionals in rural areas of the country's leadership since 2009, implements the project "With diploma – to village!". Despite considerable social support from the state, official statistical sources show the opposite picture of youth employment in agricultural activities, that is, a decrease in young people employed in agriculture. For the analyzed period the number of young people aged 15–24 years employed in agriculture decreased by 199 thousand people. We can assume that personnel are moved to other areas of the economy or unemployment. The reluctance of young professionals to work in agriculture generates another problem – "aging workforce". Which

ultimately leads to the following situation in agriculture: there is a shortage of qualified personnel and reduction the qualitative composition of agricultural workers.

Availability qualified human capital is one of the most important conditions of creation effective system of management agricultural production – the formation such workers who have the necessary knowledge and skills in technical, agronomic, economic spheres. Due to the fact that the human factor stands as the fundamental core of developing and improving the agricultural sector, shortage highly qualified specialists slows down the whole process of the current state agricultural policy.

At the present time, there is the following situation: the income level of the population living in rural areas, significantly less income in other economy’ sectors. Concerning agriculture there is a similar situation: agriculture is one of the last places in the wages level among other industries. For example, in 2016 the average monthly wage in agriculture to the economy’ level as a whole was only – 57,03%, share of Wage Fund in agriculture – 69 761,3 million tenges, the living wage is to 28,02% of the average wage (Table 3). So, wages are intended to provide the public the required level of labor power reproduction, to encourage the labor efficiency. In agriculture, it is extremely low due to late payment for the delivered agricultural products and the seasonality of agricultural production.

Table 3 – Socio-economic indicators of human capital development in agriculture of Kazakhstan

Indicators	Years					Change (+/-) 2016 year compared to 2012 year	2016 year in % to 2012 year
	2012	2013	2014	2015	2016		
The average monthly wage in agriculture:							
tenges	51 045	58 304	66 483	72 507	81 572	30 527,00	159,80
in %, to the level of the economy as a whole	50,41	53,42	54,94	57,54	57,03	6,62	113,13
The composition of the wage Fund, million tenges	58 944,7	62 457,1	68 172,8	62 045,7	69 761,3	10 816,60	118,35
A living wage, tenges	16 815	17 789	19 068	19 647	22 859	6 044,00	135,94

Note – Compiled by the author from Committee on statistics of RK.

Thus, human capital plays an important role in agriculture. Sufficient provision of farms necessary human resources, their rational use are of great importance to increase production and improve production efficiency. In particular, the provision of labour resources and use their efficiency in agricultural enterprises depends on the volume and timeliness of agricultural operations, efficient use technology and, as a result, the production volume, its cost and other economic indicators. At this point in time on the labor agricultural market can distinguish a number of features: real-time employment that meets the structural change is insufficient; lower prestige of agricultural labour and as a result the outflow of labor resources, especially highly qualified young professionals; lack of incentives among workers in agricultural production; reduction trend in the unemployed number hardly focused on the job creation market; the majority of the unemployed have only secondary education. The decline in agricultural production, sizes in real wages, substantial differences in wages for individual trades and occupations, high rates of inflation had a direct impact on the employment of rural population, the growth among them of the number people left without work. Also in the formation in the agrarian sector of the labor market have not created mechanisms to encourage the rational use educational and professional qualification potential of manpower. The main factor in the decline in the rural population of working age is dissatisfaction with the cultural and everyday life’s conditions (clubs, libraries, barbershops and etc. are not working or absent), not satisfied with the population and housing conditions (absence of water supply network, gas), lack of jobs or dissatisfaction with her low wages, not normalized or, conversely, forced shorter working hours, forced vacation. As a result, the ongoing processes of transformation the agricultural sector to market relations, which are based on the competition principles, in terms deterioration and use in the moment of human capital, increasingly raise the problem of improving the qualitative labor’s characteristics in agricultural production.

Therefore, the trends and factors that have an influence on the formation and usage human capital in agriculture of Kazakhstan, and often hindering its further growth include: reducing the share of the rural population in working age, which can lead to future imbalances and increase the burden on agricultural workers; the unattractiveness of labour in agriculture due to low level wages and as a result of the lack of strong motivation; a large proportion of self-employed workers in agriculture; do not use the potential of the unemployed population, which can be retrained on the most popular specialties in agriculture and thus solving the problem with the staff; adverse (compared to city) social environment. So, we can conclude that all socio-economic indicators agriculture and development indicators of human capital, including level of wages, proves the limited opportunities for the full utilization and human capital development in agriculture.

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Аңдатпа

Мақалада Қазақстанның ауыл шаруашылығында адами капиталдың қазіргі жай-күйі мен дамытудың болашағының негізгі кезеңдері зерттелген, яғни ел экономикасын дамытудың қазіргі кезеңіндегі адами капиталды дамытудың және қазіргі жай-күйі саласындағы негізгі теориялық аспектілері ашылған. Қазақстанда ауыл шаруашылығымен айналысатын халық санының және халық меншікті салмағының динамикасына Германия, АҚШ, Франция, Ресей және т.б. сияқты басқа елдермен салыстырмалы талдау жасалынды. Осыған байланысты экономиканың жоғары деңгейі бар еуропалық елдер осы салада жұмыс істейтін халықтың үлесі аз екендігі анықталды, өйткені олар болашағы зор секторларды дамытады (жоғары технологиялар саласы, софт-өнеркәсіп және т.б.). Нәтижесінде, авторлар Қазақстан Республикасының еңбек нарығындағы қазіргі даму сатысында ауыл шаруашылығының адами капиталын қалыптастыруға және пайдалануға әсер ететін ауыл шаруашылығында жұмыспен қамтылған халықтың азаюы туралы қорытындыға келді: еңбекке жарамды жастағы ауыл тұрғындарының үлесін төмендету; еңбекақы төмендігінің салдарынан ауыл шаруашылығындағы еңбек тартымсыз; ауыл шаруашылығында өз бетінше жұмыс істейтін қызметкерлердің үлкен үлесі; жұмыссыз халықтың әлеуеті пайдаланылмаған; қолайсыз (қаламен салыстырғанда) әлеуметтік тұрмыс жағдайлары.

Тірек сөздер: адами капитал, ауыл шаруашылығы, тиімділік, жұмыссыздық, жұмысбастылық, халық, жалдамалы қызметкерлер, еңбекақы.

Аннотация

В статье рассмотрены основные моменты современного состояния и перспективы развития человеческого капитала в сельском хозяйстве Казахстана, раскрыты основные теоретические аспекты в области развития человеческого капитала и его состояние на современном этапе развития экономики страны. Проведен сравнительный анализ динамики численности и удельного веса населения, занятого в сельском хозяйстве, в Казахстане и других странах, таких, как Германия, США, Франция, Россия. В связи с этим было выявлено, что европейские страны с высоким уровнем экономики имеют невысокий удельный вес населения, занятого в данной отрасли, так как они развивают более перспективные отрасли (область высоких технологий, софт-отрасль и т.д.). В итоге авторы пришли к мысли, что на современном этапе развития на рынке труда Республики Казахстан наблюдается уменьшение занятого населения в сельском хозяйстве, это оказывает влияние на формирование и использование человеческого капитала в сельском хозяйстве: снижение доли сельского населения трудоспособного возраста; непривлекательность труда в сельском хозяйстве вследствие низкого уровня оплаты труда; большая доля самозанятых работников в сельском хозяйстве; не используется потенциал безработного населения; неблагоприятные (в сравнении с городом) социально-бытовые условия проживания.

Ключевые слова: человеческий капитал, сельское хозяйство, эффективность, безработица, занятость, население, наемные работники, заработная плата.