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EFFECTIVE ECONOMIC MECHANISMS OF LABOR MARKET REGULATION IN KAZAKHSTAN

Abstract

The major purpose of the article is to guide the state via population employment policy and social assistance provision to assess the requirements of social groups, the inclusion of able-bodied citizens in the number of employees, and encouraging people to retrain and learn new professions. The demand for highly skilled and competent professionals is increasing as production becomes more competitive. Therefore, vocational training and retraining of national qualified personnel is a requirement of today. In this regard, one of the main urgent problems and requiring comprehensive scientific research is to improve the mechanisms of socio-economic, organizational and infrastructural services of labor market regulation, providing employment for the region, creating a public training and retraining program for the unemployed as an active form of social protection. The main task of the article is to the main issues of socio-economic development aspects based on trends in the labour market and employment. Therefore the sustainable development of the country is directly related to sustainable employment and prevention of various unfavorable conditions in the labor market. Improvement of financial and economic mechanisms and strengthening of market infrastructure within the market economy of the country have a significant impact on various social aspects, especially in the sphere of labor and employment. The labor market in Kazakhstan summarized the contradictions of regional labor markets. Analyzed the problem of employment in the regions to differentiate the labor force and labor market in order to create a unified strategy at the macro level. In addition, the important directions in the use of labor resources and influencing their state economic crisis, resource shortage for job creation, professional level of labor resources, the level of growth of technical lighting of production, the movement of the sectoral structure of production were considered. Socio-economic policy of the country should create a priority route approach to the use of labor resources.

Key words: labor market, labor force, unemployment, labor resources, employment, human resources, employer.

Introduction

The labor market is an integral part of the market economy. In addition to the existing governing bodies, it includes human resources departments, training and research centers, social service

enterprises, government agencies, nonprofit organizations, etc. In addition to the existing governing bodies, it includes human resources departments, training and research centers, social service companies, government agencies, non-profit organizations, etc. Exertions marketplace is a marketplace of exertions resources, that's a commodity, their equilibrium charge and amount are decided through the interplay of deliver and call for. Entrepreneurs and able-bodied humans have communication with inside the exertions marketplace via marketplace sellers. Therefore, the exertions marketplace is financial surroundings wherein a sure quantity of employment and the extent of wages are installed due to opposition among financial sellers on the premise of deliver and call for mechanisms. The exertions marketplace describes the prevailing exertions marketplace. The exertions marketplace in Kazakhstan nonetheless wishes to attain the extent of civilized countries. Even in those countries, there are tremendous variations with inside the coordination of exertions marketplace mechanisms, and plenty of sorts and fashions of exertions markets had been formed.

The labor market in its integral unit consists of many closed labor markets, segments, sectors. These are regional, branch specific, the role of specialized groups, skill groups, gender, age, national, etc. characterized by differences. There is a massive movement of labor in the labor market, its quantitative and qualitative structure is constantly changing, as the expansion of production, its renewal, structural changes require a particularly high degree of training of workers; they want a more complete mastery of a new, modern profession.

The main social consequences of the scientific and technological revolution:

- ◆ firstly, the three main levers of economic growth – Science-Technology-Production;
- ◆ secondly, a new social division of labor appeared, connected with the transformation of science into the leading sphere of social development. Man is increasingly liberated from the sphere of material production. On the one hand, a direction favorable for human development is being formed: a person is freed from painful mechanical labor. However, when there is a decline in the demand for individuals who are directly engaged in the manufacturing process, it results in a rise in unemployment rates, significant disruption of job stability, and the emergence of widespread poverty;
- ◆ thirdly, all elements of the productive forces are qualitatively transformed: the object of labor, the means of production, the worker himself. The intensification of labor is increasing, its coverage by materially complex labor. The payback of scientific and technical work will increase, the time for introducing income from scientific and technical work into industry will be reduced. The dynamism of the development of production and society will increase. But the progressive pace of scientific and technological changes creates a serious social problem: the gap between the mastered profession and the new requirements of production is growing;
- ◆ fourthly, a change in the nature and content of labor causes an increase in the role of creative elements in it, an increase in the level of general secondary and special education, higher education, and the development of a person's general culture;
- ◆ fifthly, the scientific and technological revolution opens up new opportunities and increases the socio-economic significance of information activity as a means of ensuring scientific organization, control and management of the development of production and society, stimulates the development of mass media (relationship-communication) [1].

The labor market in Kazakhstan into “open” and “hidden”, “official” and “informal”, the spontaneous rise in “flexibility” (informal division of the team into “personnel core” and “peripheral zones”) determined the traditional type of differentiated structure (depending on the forms of ownership of the population, socio-demographic, professional and industry groups), and together they significantly complement non-traditional types. Non-traditional types of segmentation can be divided into the following labor markets, for example: “high-class”, “basic” and “marginal”. This is a fairly rigid structure, and within it there is a mobilization of personnel in one direction, for example: an employee in the “high-level” sector, unable to withstand competition, it moves to the next “main” sector, which does not return from the sector. Moves from the “main” sector to the “marginal” sector.

Currently, in Kazakhstan, human labor is valued lower than in many other countries. For example, an hour of human labor is \$30 in Switzerland, \$28 in Germany, \$22 in Australia, \$15 in France. In Kazakhstan, an hour of labor for a worker and a public sector worker will be \$0.90. A group of Kazakh researchers suggests that in a market environment, the demand for a skilled workforce will increase, thereby necessitating a raise in their compensation.

Literature review

Most economists around the world have studied the argument of labor market regulation, its importance, its role in the improvement of society, its place in the economy. Karl Marx examined the theoretical and methodological foundations of the labor market in his research, while D. Keynes and M. Friedman emphasized the significance of government intervention in regulating employment and the labor market. Furthermore, numerous scientific studies have been published that not only provide theoretical coverage but also serve as a basis for extensive empirical knowledge in Western countries. Studying the experience of developed countries will be the basis for creating a model of regulation of the labor market and employment in the country [2].

That is why a special national specificity is manifested in the labor market, says M. Chepurin. “The labor market can be defined as labor force in the ratio of the socio-economic system with the owners who need to be hired, the owners of the means of production, who are in demand by hired labor, the involvement of labor in social production, its functioning for reproduction, as well as distribution and redistribution” [3]. The labor market is an integral part of such market mechanisms as consumer, production, instrumental, investment, financial and credit markets and its development depends on the functioning of a market economy. “The versatility of the country’s economy in terms of ownership will change the structure of employment and will contribute to the development of a new sphere of labor supply,” says I. Zaslavsky [4].

In Western theories against Marxist teaching, labor is considered a commodity. In a market economy, the term “labor market” is used, which refers to the labor force a certain group of labor costs. In the Kazakhstani economic literature, one of the researchers uses the term “labor market”, the other uses the term “labor market”. In this regard, I think it is better to use one of these two terms, that is, the term “labor market”. The labor market has been sufficiently studied and defined in foreign literature. Various scientists, including M. Satkina and G. Gibrikov from Russia, and N. Mamyrov from Kazakhstan, along with several others, hold diverse perspectives in defining the labor market [5, 6].

Keynesians and monetarists have contrasting interpretations of how the labor market operates. Unlike the neoclassical view, they perceive the labor market as inherently characterized by stability and underlying inequalities. The Keynesian model (J. Keynes, later D. Gordon and others) states that the price of labor (wages) is strictly fixed and does not change (especially on the decreasing side) [7].

D. Clarke, K. Menger, A. Behm-Bawerk and F. Wieser explained that “the equilibrium price will be set at a level consistent with the recommendatory conditions for the activity of the labor force, corresponding to the social prices of the labor force.” A. Marshall wrote: “wages tend to equal the net product of labor; the marginal productivity of labor regulates the price of demand for it, but, on the other hand, wages are characteristic of the tendency to have close and complex relationships, although not direct with the costs of reproduction, training and maintenance of productive workers” [8].

Kazakh scientists-economists N. Omarov and A. Boyko distinguish regions on the territory of the republic into three types: “zones of high intensity of growth of the able-bodied population and underdeveloped zones of social infrastructure, processing sectors of the economy; zones with a low growth rate of the economically able-bodied population; zones of socio-economic development with insufficient provision of qualified specialists [9].

In the analysis of the functioning of the modern labor market, we include the following classic economists among those who believe that labor is the creator of value. According to scholars such as W. Petty, A. Smith, D. Ricardo, and their followers, the labor market functions based on the principle of price equilibrium, similar to other markets. In this context, wages are regarded as the primary regulator of the labor force within the market. This assertion was later reiterated by neoclassical economists such as P. Samuelson, M. Feldstein and R. Hall. Additionally, proponents of the supply-side economics concept, including D. Gilder and A. Laffer, supported this view in 1980, as highlighted by A. Bulatova in her work [10, 11].

“With higher wages than with low wages, we always find an energetic, enterprising, attentive and attentive worker,” says A. Smith in his work [12].

Recognizing the rigidity of labor prices, monetarists believe that the growth of public spending on the creation of additional jobs in the conditions of the natural rate of unemployment will lead to

market inequality. In their opinion, “the government’s appointment of a minimum wage level, the lack of necessary information about vacancies and the labor reserve fund exacerbate market inequality. To establish market equilibrium, monetarists emphasize the need to use monetary policy tools, emphasizing that the money supply is the only and most important factor in determining the level of production, employment and prices,” emphasize K. McConnell and S. Bruy in their works [13].

This article presents the initial quantitative and comprehensive study, which, to the best of our knowledge, examines the impact of labor market flexibility on currency regime decisions. We consider this research to be a valuable contribution to the existing literature for several reasons. Firstly, the inquiry into the factors influencing exchange rate policy is significant, but there remains a lack of consensus on the determinants. Secondly, there exists a solid theoretical basis supporting the notion that labor market flexibility has consequences. Therefore, we identified the need for such an investigation and aimed to address it. We have provided evidence that there is a relationship – increases in labor market flexibility tend to, on average, be associated with more rigid exchange rate regimes. Moreover, while one can never be certain about causality with observational data, we have provided several ways of addressing potential threats to causal identification. Some important implications stem from our findings. We highlighted an important influence of one “structural-economic” factor – labor market institutions, and specifically the degree of their flexibility. Therefore, we contribute to the broader theoretical debate in the political economy literature over the role of “hard” structural and interest-based explanations (reflecting the Open Economy Politics paradigm) as opposed to the role of “soft” factors such as ideas and norms [14].

Main provisions

Depending on the scope of the labor market is divided into: external labor market (inter-sectoral, macroeconomic concepts) and internal labor market (intra-sectoral, microeconomic concepts). The external labor market is filled by processes of the labor force adapted to the movement at the regional, inter-sectoral level, i.e. by the transfer of jobs between employees and the enterprise, and the internal labor market is adapted to the movement of workers within the enterprise. Purposeful and conscious action of people aimed at the production of goods (material and spiritual) to meet labor needs. People always set goals and act consciously to achieve them. The labor market has three foremost functions: to ensure the right level of income and well-being of people in social offerings and the appropriate level of productive ability of people; powerful involvement in labor in monetary activity, its distribution, regulation and use; Incentives offer an opportunity to boom competitiveness, boom motivation to work more efficaciously, enhance skills, exchange professions.

Undoubtedly, the comprehensive examination of persistent unemployment from a politico-economic perspective involves a broader and more extensive range of considerations. There are several significant factors that still require analysis, such as the reasons behind the limited incentives to organize the unemployed as a pressure group. Additionally, it is important to investigate potential conflicts of interest among different subgroups within the unemployed population, including women, the youth, and the long-term unemployed. Moreover, it is crucial to explore the extent to which employed individuals can enhance their collective bargaining power through the political system and whether this can contribute to the persistence of unemployment [15].

Table 1 beneath compares the functions of the labor market in advanced nations with the Kazakhstani system (p. 190).

Special studies prove that the optimal working time of a specialist manager in one place is 4 years. Psychology has proven that at this time, the correct understanding of production and the necessary experience in solving management work are accumulated, but this knowledge begins to decrease from the specified period, as further search is reduced. Therefore, vertical (service increase, career transition) or horizontal (new obligations) shows a strong energetic mind-set of a specialist to work. In evolved nations, together with the USA an engineer who has worked at 4 organizations for 20 years is considered more valuable compared to 20 years of work at 1 Enterprise.

Table 1 – Comparison of the functions of the labor marketplace in evolved countries with the Kazakhstani system

Example of labor market regulation	Existing model	Features	Warning
American	Freedom of employment and dismissal; regulation of collective bargaining at the enterprise level	Difficulty of entry of the population into the labor market	A large number of unemployed poor people
Swedish	Spending more on job creation, professional training and retraining	Difficulties of employment of young people in the labor market	Low labor remuneration
Japanese	Application of the» vital recruitment « system	This system has its own impact on the work of young people	Narrow field of activity of young people
Kazakhstan	Active maintenance of the labor market, implementation of employment policy	Failure of the general public employment system	Insufficient state support for the enterprise when hiring a young specialist
Note: Compiled by the authors.			

Materials and methods

Globally, the following trends can be observed: as manufacturing and economic growth expand, there is a decline in employment levels and utilization of labor resources. Simultaneously, there is an increase in the population requiring social support from the government, a decrease in real incomes among the general population, and a rise in the number of individuals who experience the adverse effects of economic progress. This includes those who suffer from prolonged unemployment and poverty. In general, there is a situation like this: some earn, some lose. For socio-financial development, the question of the price that society pays for its future, it is always necessary to look for new ways to achieve it. After the transition to the market economy, new requirements were placed on labor resources in the labor market of Kazakhstan and the employment policy of the state. The activity of the economy, the sectorized structure of technology, the regional location of production are changing, as a result of which the socio-economic structure of society is changing, the essence of traditional industrial sectors is lagging behind, new scientific industries, marketing of various directions, poor typical industries, consumer services for the population are coming to the fore. Workers in former sectors of the economy are re-analyzing, starting their jobs, or turning into chronically unemployed [16].

A characteristic feature of the current situation is that unemployment in the state is accompanied by a shortage of Labor. It reflects not only the structural picture, but also the natural outflow of the population in the general quantitative deficit. Such departures remain a constant and long-term trend in many regions of the Republic. Similarly, there is a challenge in terms of men transitioning to work in the world before reaching retirement age. Some industries are closed, it is difficult to find a job in a rapidly changing profession in the economy, there is a shortage of workers with jobs that correspond to their profession and education, the reason for which is a misunderstanding of the need for lifelong education to work in order to live up to time; a fashionable lack of qualification level.

The lack of demand in the labor market, i.e., initially, low demand for the profession, low wages, attracts a lot of attention. Therefore, more and more people in the Republic are concerned approximately the bias of wages among social issues, and there is a high wage deferral by Region, Industry, individual enterprises and categories of employees. It should be noted that higher-level industries are growing at a faster pace than lower-level ones. I thought to propose in the following order: if the number of employees at the enterprise increases and full-time, in comparison with the average annual census for the previous year, after taxation, the ratio of the transferred amount to income, the increase in the wage

fund in this year, which calls for an increase in the number of employees, the employed population will be released from the action of the regional fee to the fund. The procedure for using labor resources is shown in Figure 1.

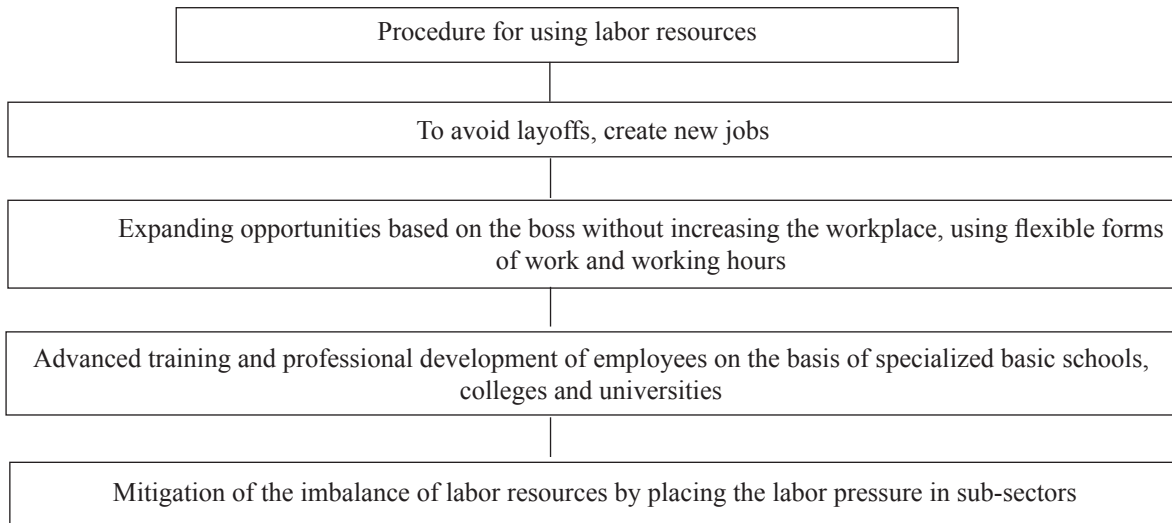


Figure 1 – Measures for applying labor efficiency

Note: Compiled by the authors.

Every year in the country, the supply of Labor is growing at the expense of graduates. The lack of a regulatory mechanism for employment of graduates of educational institutions, including professional ones, creates significant difficulties. It is alarming that young people underestimate the professional value. Nowadays, the motto of many young people who are not written anywhere is to earn money in any way. Nevertheless, young people remain one of the weakest groups in the world labor market. The share of young people among the unemployed is even higher than the share of this socio-demographic group among the working-age population. Presently, about 50 percent of girls and boys between the ages of 20 and 29 do not have a permanent activity.

Professional training of the unemployed is carried out in three ways: primary education; advanced training; retraining of personnel. The process of obtaining professional knowledge, training in abilities and aptitudes is actively carried out at the age of 18–20 years. At the same time, many young people are trying to complete professional training and get a permanent job. Among the features of labor activity, guarantees in employment, opportunities for professional development and growth in the position are in the foreground. In this regard, young people strive to gain additional knowledge and experience. Young people between the ages of 15 and 29 usually have certain qualifications, life and professional experience. They understand what they need, many have a family, and their requirements for the proposed job increase. The desire to show yourself, achieve success, and gain authority in the organization is a characteristic feature of employees aged 25–29 years. At this stage, the process of mastering the profession is completed, the process of forming a qualified specialist or manager takes place, among the moral values comes the need to stand on one’s own feet in the foreground, a person tries to achieve independence in his actions.

State and regional programs, along with budget funds, stimulate the creation and transformation of jobs in promising, developed sectors of the economy, attracting funds from private enterprises and investors. At the same time, based on the Social Research data, the following areas will be proposed that will provide employment for young people in the labor market: preparation of young people for the labor market; issues of employment of graduates of educational institutions; Youth Support Programs; Promotion of professional training of young people. According to the results of the research, despite the measures taken, there is still a decrease in employment difficulties among young people, i.e. 18–20% of young professionals are unemployed due to unsatisfactory working conditions, 15–18% are due to the inability of young people to properly demonstrate their abilities and knowledge in front of the employer [17–19].

Figure 2 shows the methodology of forming the main indicators of the labor market. Based on this approach, the overall working-age population, which includes individuals aged 15 years and older, can be categorized into two groups: the labor force and those who are not part of the labor force. Furthermore, within the employed segment, individuals can be further classified into two subgroups: hired employees and self-employed individuals. Also, people who are not part of the labor force: full-time students, people engaged in housekeeping, retired people, citizens who are temporarily unfit for work due to health.

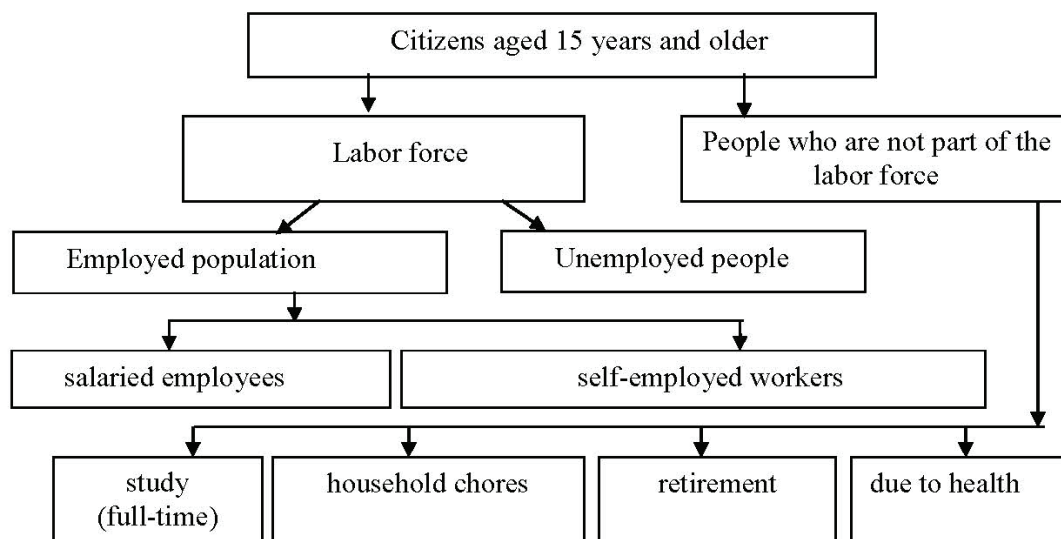


Figure 2 – Methodology of formation of the main indicators of the labor market

Note: Compiled by the authors.

Now, let's discuss the state of the labor market in Kazakhstan. In 2022, the proportion of individuals aged 15 years and older who were employed stood at 65.5%, while the employment rate among the labor force was 95.2%. As per the International Labor Organization's methodology, the unemployment rate in 2022 remained consistent at 4.8%. The number of unemployed (according to the ILO methodology) is 456.1 thousand people. The proportion of NEET young people who do not work and are not engaged in education or training is 6.3%. Based on a specific employment survey, approximately 9 million individuals were engaged in diverse sectors of the Kazakhstani economy in 2022. Out of this total, 6.9 million individuals (accounting for 76.7% of the employed population) were working as hired employees, while 2.1 million individuals (comprising 23.3% of the employed population) were self-employed. Compared to 2021, the total employment increased by 153.6 thousand people, mainly due to employees (113.9 thousand people), as well as the number of self-employed (39.9 thousand people).

In 2022, the largest share of employment was observed in trade (16.8%), education (12.9%) and industry (12.4%), agriculture (12%). The number of people who were not fully employed (those who worked less due to a decrease in the volume of work, on the initiative of the employer, a sliding work schedule and other reasons) compared to the previous period increased by 9.9% and amounted to 268.9 thousand people. In the main work, on average, the actual hours worked per week for one employed population are 39 hours, for one hired employee – 41 hours, for a self-employed employee – 34 hours. The number of unemployed, but not looking for a job or not ready to start work (potential workforce) is 39.5 thousand people. The share of people who are not part of the labor force was 31.2% of the population aged 15 and over. As for the dynamics of labor market indicators, compared to 2021, the unemployment rate (according to the ILO methodology) decreased to 4.8%. The unemployment rate among young people aged 15 to 28 increased by 0.1% compared to 2021 and amounted to 3.8% (Table 2, p. 193).

Table 2 – Main indicators of the labor market

№	Indicators	2020	2021	2022
1	Labor force, man	9 197 463	9 262 301	9421 585
2	Employed people, including:	8 744 477	8 811 894	8965 536
2.1	Salaried employees	6 675 519	6 717 036	6830 886
2.2	Self-employed workers	2 068 958	2 094 858	2134 650
3	Unemployed people, people	452 986	450 407	456 049
4	Unemployment rate, %	4,9	4,9	4,8
5	Youth (15-28 years old) unemployment rate, %	3,6	3,7	3,8
6	People who are not part of the labor force	4 045 322	4 058 508	4268 903

Note: Compiled by the authors according to the data National Bureau of Statistics of the Republic of Kazakhstan.

It has been several years since the start of the Business Bastau project. There are many people who see the benefits of the program and start a business. However, due to the lack of allocated funds or lack of support, most of the opened businesses fall into stagnation after a year. Since 2022, new additions have been made to the project. So, will 1 million 225 thousand tenge allocated for the Business Bastau project be enough to start a business? How many people have started a business in 5 years since the start of the project? The Business Bastau project is implemented within the framework of the Enbek program. The Enbek program is designed to reduce unemployment and reduce prices in the market, creating competition for monopolistic companies. The project “business Bastau” is designed for the unemployed and beginners. For 5 years, about 185 thousand Kazakhstanis studied the basics of entrepreneurship, and 53 thousand business projects were implemented. That is, every third graduate of the Business Bastau project has started their own business. Graduates of the project created about 70 thousand jobs and paid more than 1.5 billion tenge of taxes. Today, all the food we drink, all the clothes we wear, all the equipment we buy are imports. Our country has become a source of raw materials. Other countries buy raw materials from us, process them, and repurchase them for themselves. The economy of our state will not grow from it. We only increase the income of other countries. The Business Bastau program is a project designed to replenish the domestic market with domestic products. Table 3 below shows the achievements of the Business Bastau project.

Table 3 – Achievements of the Business Bastau project

№	Basic characteristics	Unit of measurement
1	Number of people who studied the basics of entrepreneurship	185 thousand
2	Number of implemented business projects	53 thousand
3	Number of jobs created	70 thousand
4	Amount of taxes and other obligatory payments to the budget	1.5 billion tenge

Note: Compiled by the authors.

Since 2022, changes have been made to the terms of granting a non-refundable grant for the implementation of new business ideas. The amount of the state grant has been increased from 200 to 400 monthly calculation indices. Registration for the project will begin at the end of March. The duration of training is 21 days. The participant has the opportunity to win a non-refundable grant in the amount of 1,225,200 tenge, having prepared and defended the project during the training. Previously, this amount was 584 thousand tenge. At the same time, previously all categories of citizens could apply for state grants, and this year only young people under the age of 29 and socially vulnerable groups will be able to receive grants. Also, from April 1, a new portal “BusinessEnbek” will be launched. Through this portal, a citizen who wants to start a business can determine their category. Previously, applicants registered at the employment center and then waited for referrals from the Atameken Chamber of Entrepreneurship until the start of training. The effectiveness of the new portal is to simplify these processes.

According to the changes, only young people under the age of 29, those who receive targeted assistance from mothers with many children, and those who receive AIS from socially vulnerable groups will be able to participate in the project. I accept such a change as a limitation. Citizens over 30

also want to start a business. Previously, business coaches did not accompany candidates. As a result, the enthusiasm of novice entrepreneurs quickly returned. According to the new changes, the business coach will support the entrepreneur for a year. It should be noted that project participants of previous years who do not fall into the above categories cannot apply for grant funding. Young people who want to start a business have a lot of ideas, but their hands are short. Therefore, most of the projects proposed to start a business do not exceed the confectionery business and sewing workshop. By the way, with the funds received from the irrevocable grant, you can't pay the rent of the building, but only the equipment. Wages are also not included in this list [20–22].

Results and discussion

Labor taxes: Some evidence suggests that labor tax rates can have both short-term and potentially long-term effects on unemployment rates. However, the impact on economic growth is not firmly established, and there is no strong rationale to support the notion that total labor tax rates have a significant influence. As substantial reductions in the tax burden often require significant societal changes, such as transitioning health or pension systems to the private sector, an alternative approach is to restructure the tax system. This can involve financing expenses like healthcare or pensions through a mechanism that closely resembles a private insurance system. By doing so, the burden of such taxes can be predominantly shifted onto labor, thereby minimizing any adverse effects on employment.

Labor standards and employment protection: There is no evidence indicating that stricter labor standards or employment protection measures lead to higher levels of unemployment. However, employment protection measures can contribute to prolonged unemployment and reduce short-term unemployment by decreasing the rate at which individuals transition into or out of unemployment. Regarding economic growth, there is no reason to believe that stricter labor standards or employment protection measures negatively impact productivity growth rates; in fact, the opposite may be true.

Unions, wage setting and minimum wages. Strong trade unions generally have the potential to increase unemployment rates and hinder economic growth, although certain conditions can mitigate these effects. Firstly, if unions and firms can coordinate centrally on wage setting, the detrimental impact on unemployment can be offset. Secondly, a more cooperative and less adversarial relationship between management and unions can counteract the negative effect on growth rates. However, achieving stable coordination or cooperation is challenging without supporting institutions, such as local employers' federations in Germany.

External competitive pressure serves as a crucial factor that motivates management and unions to adopt a cooperative stance. Encouraging high levels of competition in product markets is therefore an important means of mitigating the adverse effects of trade unions. This can be accomplished through standard competition policies and the removal of anti-competitive regulations prevalent in the service sector across many OECD countries. Current levels of minimum wages, except perhaps in France, have minimal effects.

Social security systems. Generous and long-lasting unemployment benefit entitlements, still prevalent in Europe, tend to contribute to higher unemployment rates. Notably, the key disparity between unemployment in the United States and Europe lies in long-term unemployment, primarily due to the extended availability of benefits in Europe with few conditions attached. The impact of generous benefits can be mitigated through active labor market policies and a strictly administered system, such as a strict work test.

Skills and education. Institutional differences have not been very important in determining the unemployment and wage responses of different OECD countries to the recent substantial shifts in demand in favor of skilled workers. Different movement of supply and demand seem to explain most of the relevant features. In summary, the primary labor market institutions that policy should prioritize are unions and social security systems. Promoting competition in product markets is crucial for mitigating the adverse effects of unions. Regarding social security, reforming benefits alongside implementing active labor market policies to facilitate the transition from welfare to employment are key policy considerations. On the other hand, excessive concern over strict labor market regulations, employment protection measures, and minimum wages may not yield significant results [23].

Moreover, advanced high-tech sectors play a crucial role in stimulating the economic expansion of a nation. Over the past years, there has been a notable rise in job opportunities within the European Union countries. The average employment rate in 2018 is 74.73%. Despite the decline in 2019, the worldwide annual supply of robots is growing sharply. The level of the real minimum wage is increasing, although the gap between the real wages of higher-skilled and lower-skilled workers is widening. Due to technological progress, automation is a concern for low-skilled workers. Machine learning robots replace workers and eliminate jobs. This aspect lowers the living standards of individuals.

An increase in the employment rate of low-skilled working groups can be achieved by generating new jobs associated with the existence of new manufacturing companies. Government measures can ensure more balanced growth with the pursuit of prosperity with a broader social focus. An area that can ensure more inclusive growth is education. The government, in an effort to change the concept of teaching and motivate students from an early age, can influence the qualifications and skills of future employees. The findings may lead to further reflection on improving the living standards of low skilled workers. The subject of further research may be a deeper question: Who benefits from economic growth conditioned by digital technologies? How is capital-intensive production changing? How to close the gap between high-paid and low-paid workers? How to effectively shape the work environment and prevent possible risks due to robot penetration? [24]

Based on our calculations, individuals with better health generally experience more favorable outcomes in the labor market and are less likely to engage in criminal activities. To explain this relationship, we have constructed a model that illustrates the economic mechanism at play. Specifically, all else being equal, healthier workers tend to have improved job prospects, which increases the opportunity cost of engaging in criminal behavior. As a result, their incentive to commit crimes diminishes. Additionally, we have conducted various policy experiments to further explore these dynamics. For instance, while both Medicare-for-all and Employer Mandate under the ACA increase economic output, they have deferent and important side ects on crime and inequality. This indicates the importance of a comprehensive model that combines health, crime, and the labor market for conducting effective public policy analysis. We are confident that the framework presented in this paper holds great potential in facilitating further analysis and development of public policies.

There are several potential avenues for future research. First, one could turn to “conditional” interest-based explanations and explore whether the preferences of certain interest groups depend on the level of labor market flexibility. To reify this, one might expect tradable’ representatives to support fixed exchange rate regimes in countries with more flexible labor market institutions. This would contribute to the “conditional preference theory” of exchange rates. For instance, Steinberg argues that manufacturers only support undervalued exchange rates when the state heavily controls labor and the financial system. Another example is Fernandez-Albertos’ analysis, where he contends “that fixed exchange rate regimes are preferred by the international sector only if they are adopted in economies endowed with anti-inflationary policy-making institutions (i.e., independent central banks)”. Such an approach can potentially contribute to the resolution of the lack of consistent findings in the large-N literature about the influence of interest groups on currency politics.

Second, one could extend the insights of this article by updating currency crises models. Specifically, one could hypothesize that a higher level of labor market flexibility will be associated with a lower likelihood of a speculative attack or an actual abandonment of the currency peg. Currency crises can have significant economic and political consequences. Therefore, providing a more comprehensive explanation of the countries that are more susceptible to such crises is not only of academic interest but also holds significant practical importance. The existing quantitative models for predicting currency crises don’t incorporate indicators of labor market flexibility. However, there is compelling evidence from specific cases that labor market inflexibility has contributed to certain currency crises, such as the well-known collapse of the Argentinean currency board regime in 1994. Additionally, it would be worthwhile to reassess evaluations of countries’ readiness to join a single currency area or adopt any form of fixed exchange rate system by incorporating measures of labor market flexibility alongside other variables like trade integration, business cycle synchronization, and country size [25].

The analysis of the scenario of younger human beings within the hard work market of Kazakhstan is primarily based on essential factors: first, the percentage of citizens elderly 15–24 inside the structure of the unemployed populace inside the US of a turned into 20–25%, and residents aged

25–29-sixteen-20%. Secondly, the primary factor is the future of the country. Young humans determine the political, economic and social structure of society, that’s why they are one of the maximum prone agencies, especially in USA, in spite of the relevance of those troubles, they may be now not given a lot interest in scientific studies. If we examine by age, then young human beings aged 18–24 are mainly college students and young citizens who’ve exceeded or are undergoing expert schooling. Those are the most susceptible organizations which have entered the labor market. The motive is that they do not have sufficient professional and social experience, and consequently their competitive capabilities are also low.

Summing up the results of the research work, we conducted a SWOT analysis, which highlights the strengths and weaknesses, opportunities and threats of the Kazakh labor market, which is reflected in the following table 4.

Table 4 – SWOT analysis of labor market services in Kazakhstan

<p>Strengths:</p> <ul style="list-style-type: none"> - at the present stage, the process of globalization has led to the emergence of new trends, such as international labor migration; - stimulates the growth of production sectors; - increases labor productivity in the market; - increase in revenues to the budget for taxes and other mandatory payments; - implementation of Management, Development and stabilization measures in various sectors of the economy; - the occurrence of various economic reasons, demographic structure and trends (effective, ineffective) both in the country of Immigration and in the country of immigration. 	<p>Weaknesses:</p> <ul style="list-style-type: none"> - insufficient knowledge of the legislation of the country in which the foreign worker works and his rights; -different employment contracts between a local and a foreign worker, mismatch of values and attitudes and the occurrence of conflicts due to differences in wages; -59.2% of the population’s income is income from Hired work, 27.8% is social transfers, that is, those who receive assistance from the state. 9.3% of income from self-employment or entrepreneurial activity, 3.7% of other types of income; - a large number of people from abroad: engineers, builders, mechanics, technicians in the field of agricultural production; - inability to get a job even with two or three diplomas; - regions with a predominance of unemployed youth: Zhambyl, East Kazakhstan, Aktobe regions; - lack of labor inspectors in the country.
<p>Features:</p> <ul style="list-style-type: none"> - implementation of many state programs in the country; - development of small and medium-sized businesses; - diversification of production; - access to international markets; - establishment of official relations with developed countries; - creation of new jobs; - production of national brand goods; - establishment of quotas for attracting foreign specialists to the country; - bilateral agreements on the impact of foreign workers on the labor market within the framework of international migration regulation, the fight against illegal labor migration, the issuance of work permits for foreign workers, the extension and cancellation of permits; - constant monitoring of the labor market to analyze, predict, identify and evaluate the effectiveness of various migration programs; - taking into account the unemployment rate among young people, attracting citizens of their country to the labor market not from abroad. 	<p>Threats:</p> <ul style="list-style-type: none"> - large outflow of able-bodied and educated citizens abroad; -the intense migration that occurs in one or more regions in the country of migration causes a local labor shortage, while in the host country it causes an increase in the unemployment rate; -There are about 500,000 illegal migrants in Kazakhstan, most of them are citizens of neighboring countries (Uzbekistan – 360,000, Kyrgyzstan-35,000); - increase in the cost of production; - increase in unemployment; - Kazakhstan, as a developing country, needs both black workers and qualified specialists; - reluctance of the local workforce to carry out heavy and difficult work; - shortage of local qualified specialists, especially in the field of technology; -allocation of funds for housing, travel to Kazakhstan, daily travel expenses for a foreign citizen, requires additional costs.
<p>Note: Compiled by the authors.</p>	

The assignment “enterprise Bastau” has been working for a long term. in the framework of this venture, 500 thousand had been issued yearly to 30-forty thousand human beings. but there are some tasks which have already been implemented. Maximum of the opened corporations will near within a yr. this is, there may be no high-quality. And if we deliver those 10 thousand humans a thousand human beings, then, consequently, we might have extra money. There might be results. For five years, “commercial enterprise Bastau” has turn out to be a actual assignment of the people, mainly in settlements, wherein the call for the venture is excessive. 80% of the tasks applied to date are inside the subject of Agriculture. The relaxation consists of offerings, change, tailoring, food industry and other areas. Most of the projects opened in the village, approximately 80 percentage, are in animal husbandry and crop manufacturing.

Conclusion

Currently, the main measures to improve the use of labor assets are: the formation of an information system for residents of the region on the requirements for vacant jobs and employees at the countrywide level; retraining of labor resources for the needs of the labor market in the future; the development of infrastructure for the supply and demand of labor in all regions of the country, including in rural areas; support for the creation of new jobs, especially in industrial areas; development and adoption of measures that contribute to the regulation and redistribution of intersectoral and entrepreneurial exertions resources, labor migration; development of a system of retraining and monitoring of professional education of workers released by profession, permanent profession and upon initial request. In general, the measures that contribute to the employment of young people are: state support of enterprises that create new jobs for young people; creation of permanent jobs; providing opportunities for the organization of secondary employment of young people; creation of infrastructure of institutions and enterprises for youth employment.

In conclusion, the results of studies on ways to improve employment and regulation of the labor market allow us to attract the following conclusions and pointers: to conduct a detailed analysis of the economic interaction of subjects in the market process to ensure the effectiveness of training and employment of personnel in order to increase employment and their standard of living in the vicinity; improving the system of accounting for the economically active populace, the employed, the unemployed on the basis of tracking the process of continuous growth of labor resources of the population of the region; the strategies outlined include the establishment of new employment opportunities through the growth of SME in the region. Additionally, enhancing the competitiveness of the unemployed involves improving the training and retraining programs for professionals in various economic sectors, as well as providing effective career guidance; assisting enterprises that create new occupations for young people; creating permanent jobs; development of social infrastructure in areas with a large variety of jobs; implementation of a differentiated exertions remuneration coverage.

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ЭФФЕКТИВНЫЕ ЭКОНОМИЧЕСКИЕ МЕХАНИЗМЫ РЕГУЛИРОВАНИЯ РЫНКА ТРУДА В КАЗАХСТАНЕ

Аннотация

Цель статьи – ориентация государства через политику занятости населения и оказания социальной помощи на определение потребностей социальных групп, включение трудоспособных граждан в число работников, стимулирование граждан к переобучению профессии и освоению новых профессий. При повышении конкурентоспособности производств растет спрос на высококвалифицированных и профессиональных специалистов. Поэтому профессиональная подготовка и переподготовка национальных квалифицированных кадров – это требование сегодняшнего дня. В этой связи одной из основных актуальных и требующих всестороннего научного исследования проблем является совершенствование механизмов социально-экономических, организационно-инфраструктурных услуг регулирования рынка труда, обеспечение занятости населения региона, создание общественной программы профессиональной подготовки и переподготовки безработных как активной формы социальной защиты. Основной задачей статьи является определение основных вопросов аспектов социально-экономического развития на основе тенденций в сфере рынка труда и занятости населения. Потому что устойчивое развитие страны напрямую связано с устойчивой занятостью и предотвращением различных неблагоприятных условий в сфере рынка труда. Совершенствование финансово-экономических механизмов и укрепление рыночной инфраструктуры в рамках рыночной экономики страны оказывают существенное влияние на различные социальные аспекты, особенно в сфере труда и занятости. Рынок труда в Казахстане обобщил противоречия региональных рынков труда. Проанализирована проблема занятости в регионах для дифференциации рабочей силы и рынка труда с целью создания единой стратегии на макро-

уровне. Кроме того, рассмотрены важные направления в использовании трудовых ресурсов и влияющие на их состояние экономический кризис, дефицит ресурсов для создания рабочих мест, профессиональный уровень трудовых ресурсов, уровень роста технического освещения производства, движение отраслевой структуры производства. Социально-экономическая политика страны должна создать приоритетный маршрутный подход к использованию трудовых ресурсов.

Ключевые слова: рынок труда, рабочая сила, безработица, трудовые ресурсы, занятость, кадры, работодатель.

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ҚАЗАҚСТАНДАҒЫ ЕҢБЕК НАРЫҒЫН РЕТТЕУДІҢ ТИІМДІ ЭКОНОМИКАЛЫҚ ТЕТІКТЕРІ

Андатпа

Мақаланың мақсаты – халықты жұмыспен қамту және әлеуметтік көмек көрсету саясаты арқылы мемлекеттің әлеуметтік топтардың қажеттіліктерін анықтауға, еңбекке қабілетті азаматтарды қызметкерлер қатарына қосуға, азаматтарды кәсіпті қайта оқытуға және жаңа кәсіптерді игеруге ынталандыру. Өндірістің бәсекеге қабілеттілігін жақсарту кезінде тәжірибесі мол кәсіби мамандарға сұраныстың артқаны байқалады. Сондықтан ұлттық білікті мамандарды тәжірибе тарапынан дайындау мен даярлықтан өткізу – бүгінде өзекті болуда. Осыған байланысты жан-жақты ғылыми зерттеуді талап ететін негізгі өзекті мәселелердің бірі еңбек нарығын реттеудің әлеуметтік-экономикалық, ұйымдастырушылық-инфрақұрылымдық қызметтерінің тетіктерін жетілдіру, өңір тұрғындарын жұмыспен қамтуды қамтамасыз ету, әлеуметтік қорғаудың белсенді нысаны ретінде жұмыссыздарды кәсіптік даярлау мен қайта даярлаудың қоғамдық бағдарламасын құру болып табылады. Мақаланың негізгі міндеті – еңбек нарығының және азаматтардың жұмысқа тұру іс шараларының негізінде әлеуметтік-экономикалық даму аспектілерінің негізгі мәселелерін айқындау болып табылады. Себебі елдің тұрақты дамуы тұрақты жұмыспен қамтумен және еңбек нарығы саласындағы түрлі қолайсыз жағдайлардың алдын алумен тікелей байланысты. Қаржы-экономикалық тетіктерді жетілдіру және елдің нарықтық экономикасы шеңберінде нарықтық инфрақұрылымды нығайту әртүрлі әлеуметтік аспектілерге, әсіресе еңбек және жұмыспен қамту салаларына айтарлықтай әсер етеді. Қазақстандағы еңбек нарығы өңірлік еңбек нарықтарының қайшылықтарын қорытындылады. Макроденгейде біртұтас стратегия құру мақсатында жұмыс күші мен еңбек нарығын саралау үшін аймақтардағы жұмыспен қамту мәселесі талданады. Бұдан басқа, Еңбек ресурстарын пайдаланудағы маңызды бағыттар және олардың жай-күйіне әсер ететін экономикалық дағдарыс, жұмыс орындарын құру үшін ресурстардың тапшылығы, еңбек ресурстарының кәсіби деңгейі, өндірісті техникалық жарықтандырудың өсу деңгейі, өндірістің салалық құрылымының қозғалысы қарастырылады. Елдің әлеуметтік-экономикалық саясаты Еңбек ресурстарын пайдаланудың басым бағыттық тәсілін құруы тиіс.

Тірек сөздер: еңбек нарығы, жұмыс күші, жұмыссыздық, еңбек ресурстары, жұмыспен қамту, кадр, жұмыс беруші.