ЭКОНОМИКА: ТАРИХ, ТЕОРИЯ, ПРАКТИКА
ЭКОНОМИКА: ИСТОРИЯ, ТЕОРИЯ, ПРАКТИКА
ECONOMY: HISTORY, THEORY, PRACTICE

YERALINA E.M.,*[1]
PhD, postdoctoral student.
*e-mail: e.eralina@turan-edu.kz
ORCID ID: 0000-0002-2238-7782
IZGUTTIYEVA K.Y.,[1]
m.e.s., senior lecturer.
e-mail: k.y.izguttiyeva@gmail.com
ORCID ID: 0000-0002-3182-2096
[1]Turan University,
Almaty, Kazakhstan

DEVELOPMENT TRENDS OF THE KAZAKHSTANI LABOR MARKET IN THE CONTEXT OF ECONOMIC TRANSFORMATION

Abstract

The labor market, like any other market, is affected by the economic situation developing in the country. At the same time, its condition and the indicators characterizing it act not only as bright indicators of the general socio-economic situation of society, but also signal the emergence, deepening and growth of various problems associated with increasing social tension. This paper summarizes various approaches to defining and characterizing the labor market, and provides a comprehensive analysis of trends, magnitude and dynamics of factors influencing the current state of the labor market, its features in the distribution of employment among the population and directions of transformation. The studied aspects and factors significantly transform traditional relations in the labor market. Changes occurring in this area affect both working conditions and the process of labor activity itself. This leads to the disappearance of some professions and the emergence of new ones, which, on the one hand, can cause fluctuations in the unemployment rate, and on the other hand, increase the requirements for the qualifications of potential employees. The current situation requires urgent measures to organize the coordinated activities of various economic agents aimed at monitoring and regulating relations in the labor market.

Key words: labor market, demographic situation, digitalization, self-employed, social inequality, unemployment, support measures.

Introduction

As a result of economic transformation, there are changes in the employment structure, qualification requirements and types of jobs. The main trends in the development of the labor market in the context of economic transformation are: automation and digitalization, changes in the employment structure, changes in qualification requirements, growth of flexible forms of employment, changes in the geography of the labor market.

As for automation and digitalization, in modern conditions digitalization plays a key role in the formation, transformation and management of the labor market. It radically changes approaches to

the organization of any market, allowing to increase efficiency not by increasing production volumes and scale of activities, but by optimizing resources . Also, the labor market is undergoing significant changes due to the transition from the use of various computer systems (such as CRM (customer relationship management), ERP (enterprise resource planning) and others) to robots and artificial intelligence (AI), which has the ability to independently learn, chat bots, voice and text recognition systems, as well as other platform technologies. Thus, according to a study conducted by HeadHunter Kazakhstan [1], the most popular specializations in the IT field are: engineer, programmer, developer, web engineer, web master, system administrator, analyst, database administrator.

The next trend in the labour market is the change in the employment structure. The change in the employment structure is a process in which significant transformations occur in the organisation of the labour market and the distribution of jobs across different sectors and occupations. This process can be caused by many factors, such as technological innovations, economic changes, demographic trends and social shifts. Kazakhstan has historically relied on the extraction and export of natural resources such as oil and gas [2]. However, in recent years, the country has been taking active steps to diversify its economy. This includes the development of non-resource sectors such as agriculture, processing and manufacturing, which in turn changes the employment structure. As a result, there is an increase in the number of jobs in some areas and a decrease in others.

Materials and methods

The article utilized common logical strategies of hypothetical generalization, blend and examination. In arrange to conduct a comprehensive survey of the subject, the article utilized a extend of materials and strategies. The essential strategies utilized in this audit were hypothetical generalization, blend, and examination. These strategies permitted the analysts to fundamentally look at and assess the existing writing on the subject and draw significant conclusions. To assemble pertinent data, the analysts broadly considered different scholarly sources, logical articles, and reports. These sources were carefully chosen to guarantee that they given dependable and up-to-date data related to the study's theme. The analysts pointed to incorporate a wide extend of sources to get a comprehensive understanding of the subject matter. The writing audit prepare included a orderly examination of the chosen materials. The analysts completely analyzed the substance of each source, distinguishing key concepts, speculations, and discoveries that were significant to the consider. They at that point synthesized the data from these sources, organizing and joining the data to recognize designs, patterns, and holes within the existing information.

Results and discussion

The main object of research in this article is the macroeconomic indicators of Kazakhstan. The relationship between the dynamics of macroeconomic indicators is considered Kazakhstan and economic behavior. Economic, socio-cultural factors and technological factors that have the main positions in the macroeconomic environment of the state are also studied. Also this paper presents an overview of different methods for defining and characterizing the labor market. It offers a thorough analysis of trends, the scale, and the dynamics of factors affecting the current labor market conditions, highlighting the characteristics of employment distribution among the population and the directions of transformation within the market.

R. Stakanov claims that substantial disparities still exist in the global labor market in the second decade of the twenty-first century, and that these imbalances grew especially severe with the beginning of the global economic crisis in 2008; the unemployment rates are still high, and the categories of workers who lose their jobs for an extended period of time are growing in absolute terms; the rates of unemployment among young people are also very high, and they have been rising sharply since 2008. The biggest threat to the growth of the global economy is the decline in employment of highly skilled workers, whose labor productivity growth is essential for the sustainable development in post-industrial societies [3].

K. Petrenko and V. Pihul concluded that the world labor market is characterized by the following main tendencies based on the analysis results: the rise in global unemployment brought on by the crisis and new technological developments; the predominance of employment in the service sector and decline in industry and agriculture; the expansion of migration and "brain drain" [4].

Mukhamediev and Temerbulatova [5] emphasize that during the thirty-year period of independence of Kazakhstan, six key points in the transformation of its economy can be identified. These include: the establishment of a free trade zone within the framework of the Commonwealth of Independent States, rapid economic growth in the 2000s due to the influx of foreign direct investment and exports of raw materials, the global financial crisis of 2008–2009, the deepening of Eurasian integration, including the creation of the Customs Union in 2010 and the Eurasian Economic Union in 2015, the decline in global oil prices in 2015–2016, which led to the devaluation of the national currency, as well as the global COVID-19 pandemic. Dankov [6] highlights the January 2022 events as one of the critical moments in the transformation of the republic's economy, pointing to the presence of a serious crisis in the country's economic model. He believes that low wages and incomes, as well as high unemployment and self-employment, hinder sustainable economic growth. Before the outbreak of the pandemic, structural changes in the economy of Kazakhstan were largely due to its dependence on the commodity sector, which, in turn, had an impact on the development of the labor market. While the tertiary sector, i.e. the service sector, was significantly affected during the pandemic. According to Alshanskaya and Azatbek, during the pandemic, Kazakhstan experienced a decrease in employment, an increase in unemployment, as well as changes in the structure of the labor market by industry and gender, which was accompanied by a slowdown in internal and external labor migration flows. Their research showed that the sector most affected was the so-called "contact" services, which is characterized by high labor intensity, low wages and high levels of informal employment and self-employment.

The service sector in Kazakhstan is developing faster than other sectors of the economy. This is due to the increasing demand for services in areas such as education, healthcare, finance, tourism and the service sector. As a result, there is an increase in the number of jobs in these areas, as well as a change in the requirements for employee qualifications. As can be seen from table 1, the growth in the number of people employed in 2023 compared to 2022 is observed in wholesale and retail trade (an increase of 1% or 17 thousand people), and in the field of education (an increase of 4% or 40 thousand people).

Table 1 – Employment of the population by types of economic activity

	2020	2021	2022	2023
Employed in the economy, total	8732,04	8807,11	8971,53	9081,92
Agriculture, forestry and fisheries	1175,118	1176,38	1108,9	1078,72
Industry	1089,222	1097,95	1121,15	1121,49
Mining and quarrying	276,906	277,932	274,838	277,497
Manufacturing industry	581,796	585,638	613,651	605,562
Supply of electricity, gas, steam, hot water and air conditioning	149,016	150,128	148,075	148,86
Water supply; waste collection, treatment and disposal; pollution control activities	81,504	84,252	84,591	89,575
Construction	630,861	641,431	658,905	642,298
Wholesale and retail trade; repair of cars and motorcycles	1421,332	1451,93	1497,94	1515,13
Transport and warehousing	617,509	609,501	640,553	647,723
Provision of accommodation and food services	193,665	190,899	198,396	214,327
Information and communication	159,67	161,67	166,46	187,77
Financial and insurance activities	188,986	184,903	186,274	201,736

Continuation of table 1

Real estate transactions	158,403	168,414	166,057	151,106
Professional, scientific and technical activities	254,652	247,305	253,661	265,03
Administrative and support services activities	285,501	287,48	280,835	272,806
Public administration and defense; compulsory social security	489,341	484,096	508,519	523,701
Education	1109,457	1120,056	1142,25	1182,98
Health care and social services	512,434	525,963	561,174	577,495
Arts, Entertainment and Leisure	138,437	134,722	137,929	139,446
Provision of other types of services	307,452	324,411	342,529	360,156
Note: Compiled by the sourse [7].				

Another factor to consider is social inequality. Social inequality occurs when wages differ across industries. Social inequality is assessed using the Gini index, which reflects the degree of difference between the poor and the rich in a particular country. The Gini coefficient can be calculated using Brown's formula [8]:

$$G = \left| 1 - \sum_{k=2}^{n} (X_k - X_{k-1})(Y_k + Y_{k-1}) \right|$$

or according to the Gini formula:

$$G = \frac{\sum_{i=1}^{n} \sum_{j=1}^{n} |y_i - y_j|}{2n^2 \bar{y}}$$

where G is the Gini coefficient, XK is the cumulative share of the population (the population is preliminarily ranked by increasing income), YK is the share of income that XK receives in total, n is the number of households, yk is the share of household income in total income, ȳ is the arithmetic mean of the shares of household income.

Usually, a normal value of the Gini index is considered to be below 35%. According to the results of the second quarter of 2023, the Gini coefficient in Kazakhstan was 0.291. From the early 2000s until the global financial crisis of 2008–2009, this indicator showed a downward trend, reaching its minimum in 2009 – 0.267. In general, this period in the history of Kazakhstan was characterized by record rates of economic growth, which contributed to a significant decrease in income inequality. However, this growth was not sustainable and was based on raw material exports and high oil prices at that time. The consequences of the global financial crisis led to a decrease in the income of the population and a subsequent increase in the Gini coefficient in the next few years.

After that, despite certain fluctuations, the coefficient as a whole remained fairly stable over the past decade (figure 1). Neither the sharp drop in commodity prices in 2014–2015 nor the COVID-19 pandemic caused significant changes in this indicator. It should be emphasized that in the international context, the Gini coefficient for Kazakhstan shows rather low values comparable to those of developed countries.

In 2021, this coefficient approached the levels of the Nordic countries, which are considered examples of egalitarian states at the global level (figure 2). At the same time, the least successful in this aspect are the countries of Latin America and Africa, where the Gini coefficient often exceeds 0.5.

The GINI coefficient quantifies inequality but does not reflect the absolute levels of income or wealth. For example, two countries may exhibit identical GINI coefficients, yet their overall income levels may vary significantly. This highlights the importance of analyzing the GINI coefficient within the context of individual countries.
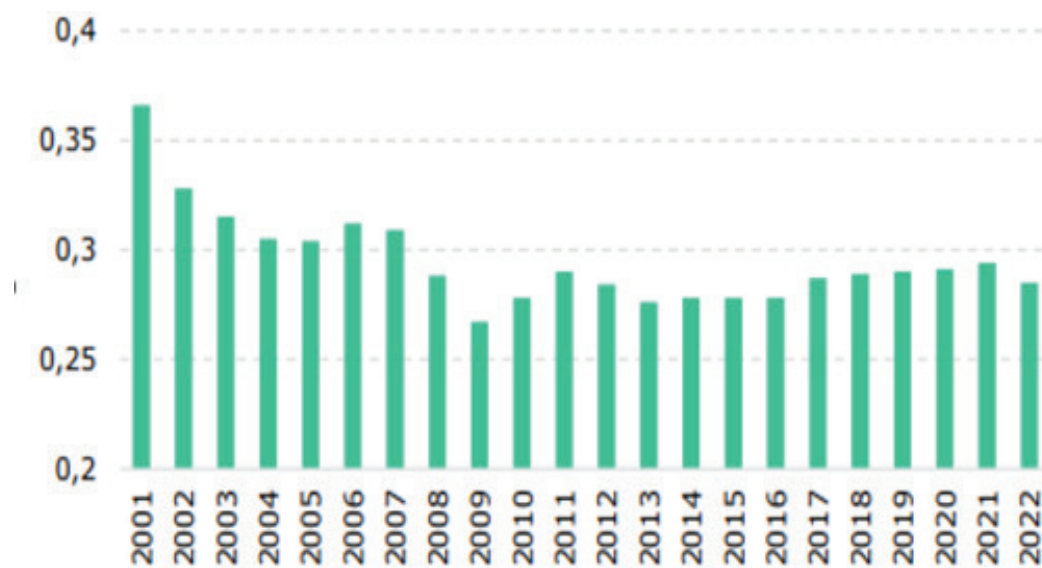
Figure 1 – Gini coefficient (2001–2022)

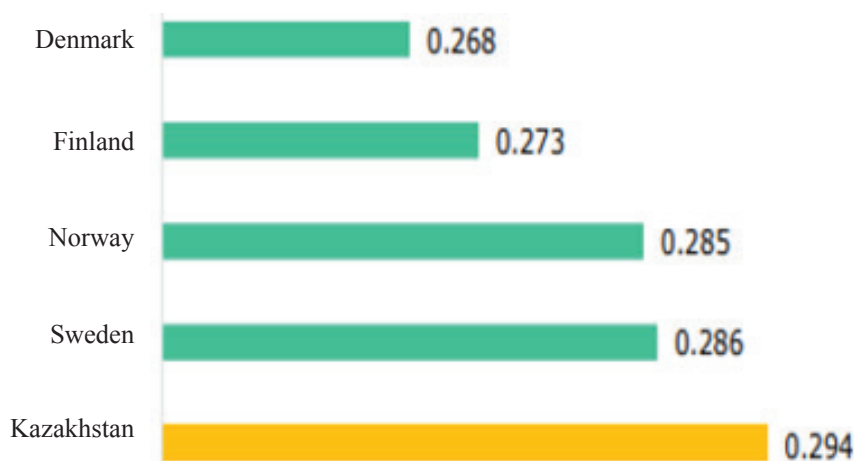Note: Elaborated by authors based on [9].

Figure 2 – Gini coefficient in different countries in 2021

Note: Elaborated by authors based on [9].

Low Gini coefficient values in Kazakhstan do not indicate a solution to the problem of income inequality. Rather, they are related to the overall income level in the country, which is significantly below OECD standards, making the differences between individual groups of the population less noticeable. At the same time, the Nordic countries, with incomes significantly higher than those in Kazakhstan, show low levels of inequality due to the existing systems of income redistribution within these countries. In addition, given the insufficient representativeness of data on individual labor market indicators (such as the unemployment rate and significant differences between the average and median wages), as well as based on international comparisons, certain doubts arise about the reliability of official statistics on income inequality in Kazakhstan. The lack of sufficient data makes it difficult to create effective policies to reduce inequality and evaluate their results. Public access to high-quality statistics on the distribution of income and wealth is a key condition for conducting informed discussions on economic inequality. Unfortunately, Kazakhstan still lacks reliable and transparent data on this issue. Lack of comprehensive data makes it difficult to design effective policies

to reduce inequality and evaluate their impact. Public access to quality statistics on income and wealth distribution is essential for informed debate on economic inequality. Unfortunately, Kazakhstan still lacks reliable and transparent data on this issue.

The existing and widespread method of reducing decent wages, which leads to the devaluation of labor, ultimately causes not only inefficiency in any economic activity, but also an increase in social tension in the country. Social inequality is observed in the distribution of wages by industry [10].

240,937 tenge is the median salary in the Republic of Kazakhstan according to the estimate for the second quarter of 2023, while the lowest wages are observed in agriculture, forestry and fisheries – 222 thousand tenge, in the arts 226 thousand tenge, in the water supply sector 231 thousand tenge, and the highest wages are observed in the mining industry 771 thousand tenge, in financial and insurance activities – 690 thousand tenge, as well as in the field of information and communications – 558 thousand tenge.

Table 2 – Average monthly wages by type of economic activity for 2023

	Average salary
Total for the Republic of Kazakhstan	364 295
Agriculture, forestry and fisheries	222 532
Industry	496 733
Mining and quarrying	771 048
Manufacturing industry	414 388
Electricity, gas, steam and air conditioning supply	330 028
Water supply; sanitation; waste collection, treatment and disposal; pollution control activities	231 215
Construction	477 821
Wholesale and retail trade; repair of cars and motorcycles	319 218
Transport and warehousing	465 666
Provision of accommodation and food services	313 650
Information and communication	588 205
Financial and insurance activities	690 772
Real estate transactions	265 125
Professional, scientific and technical activities	517 028
Administrative and support services activities	362 858
Public administration and defense; compulsory social security	313 769
Education	281 991
Health care and social services	292 730
Arts, Entertainment and Leisure	226 631
Provision of other types of services	329 901
Note: Elaborated by authors based on [7].	

In addition, the social structure of modern society, including Kazakhstan, was formed under the influence of market principles, which had an impact on labor relations. This led to a decrease or absence of demand for some workers and an increase in demand for others. Unemployment is a key element and one of the main factors of a market economy [11]. The level of unemployment affects the socio-economic situation and, ultimately, the stability of the social environment in any society. It is almost impossible to achieve a balance between supply and demand in the labor market, so there is always a certain proportion of able-bodied citizens who are not involved in economic activity for various reasons, they are:

1. As of the 2nd quarter of 2024, the unemployment rate remains at the same level as the entire previous period, i.e. 4.7%. This is the share of unemployed among the total number of workers in the country, representing the working-age population. This unemployment rate is maintained at this level

due to various measures taken. Thus, in Kazakhstan, the Social Code came into force on July 1, 2023, in which one of the chapters is devoted to employment issues, where active measures to promote employment are provided, including:

2. Professional training, which implies the right to professional retraining or advanced training. According to paragraph 2 of Article 109, training is conducted in educational institutions implementing educational programs of technical and vocational education or post-secondary education, as well as in the workplaces of employers who have the right to such activities in accordance with the legislation of the Republic of Kazakhstan. According to another paragraph of this document, phobia can be aimed at prevention. The electronic labor exchange offers vacancies for the most in-demand professions.

3. Assistance to entrepreneurial initiative. According to paragraph 1 of Article 10, entrepreneurial initiative may be facilitated through assistance in the implementation of an entrepreneurial idea.

4. Organization of subsidized jobs-this item implies assistance in obtaining initial work experience in the acquired profession in subsidized jobs.

5. Assistance to voluntary resettlement to increase labor mobility, here it is necessary to note the provision by the state of the opportunity for citizens of the Republic of Kazakhstan to find employment with relocation within one region, as well as to promising regions determined by the Government.

No unemployment rate, however, excludes changes in the labor market [12]. Highly qualified specialists are in demand in any sector of the economy, and there can be no exceptions here. Recently, this area has acquired particular importance and significance, both in the field of information technology and in agriculture, and in any other area of production. Although the unemployment rate has decreased, this does not mean that there are no changes in the labor market. There is a need for highly qualified specialists in all sectors of the economy, and this rule is universal. In recent years, the field of information technology has become especially relevant and significant both in the field of information technology and in agriculture, as well as in other manufacturing industries. Thus, according to the report of the Ministry of Education of the Republic of Kazakhstan, cooks, sellers and auto mechanics are in high demand. Specialists are needed in catering, logistics, medicine, agriculture, construction and housing and communal services [13].

Education also plays an important role in providing employment, which in a sense still has a traditional character of education [14].

Due to changes in the labor market, the emphasis on advanced training and retraining is becoming increasingly important. The importance of education that meets modern labor market requirements is growing, which requires the adaptation of educational programs and advanced training courses.

Education is an important factor influencing the transformation of the employment structure and affecting various aspects of the labor market. The main areas in which education contributes to changes in the employment structure are presented below:

1. Adapting to new labour market demands. Education plays a key role in helping workers adapt to changes in the labour market. In the context of technological advances and automation, educational institutions are updating their programs to prepare specialists with modern skills. For example, the growing demand for IT specialists, data analysts and cybersecurity experts require a review of educational courses and curricula.

2. Developing new skills and competencies. Education plays a key role in developing the skills that are becoming necessary in emerging sectors of the economy. For example, with the increasing importance of the service sector and digital technologies, skills in programming, data analysis and digital marketing are becoming especially relevant. This, in turn, leads to the emergence of new educational programs and courses focused on developing these skills.

3. Increasing labour mobility. Education and training contribute to increasing labour mobility, giving people the opportunity to move easily between different industries and professions. High quality education and availability of specialized courses help workers master new areas and adapt to changes in the labor market.

It should be noted that in the Republic of Kazakhstan, the education system includes four years of study for a bachelor's degree and one or two years of study for a master's degree, during which time technologies have time to be updated. As a result, on the one hand, there is an excess of hired workers with unnecessary skills in the labor market, and on the other hand, there is a shortage of

specialists with the necessary qualifications. One of the phenomena of digitalization has become the rapid process of obsolescence of knowledge and skills. In the context of structural changes caused by this process, it is especially important to focus on public employment services. Their activities should be focused not only on creating new jobs, but also on forecasting and assessing future changes in the economic structure. In the period from January to October 2023, about 734 thousand people were employed in Kazakhstan. This is reported by the official portal of the Ministry of Labor and Social Protection of the Population of the Republic of Kazakhstan. Among all those employed, half are under 35 years old. Most people who found employment this year make contributions to the pension fund - this is confirmation that these citizens have a permanent job. The ministry's ultimate goal was to employ 734 thousand Kazakhstanis in 2023. According to regional employment maps, it was planned to employ almost 950 thousand people.

The increase in flexible forms of employment is a significant trend in the modern labor market, which has a noticeable impact on the employment structure, working conditions and professional life. Flexible forms of employment cover a variety of work models that enable both employees and employers to adapt to changing conditions and requirements. At the moment, self-employed citizens are an independent element of the labor market in the Republic of Kazakhstan, in 2024 the number of self-employed people amounted to 2,188 thousand people, as can be seen in figure 3. At the same time, the largest number of self-employed people is observed in Turkestan – 373 thousand people, Almaty – 239 thousand people, as well as in Zhambyl – 181 thousand people and Shymkent – 136 thousand people.
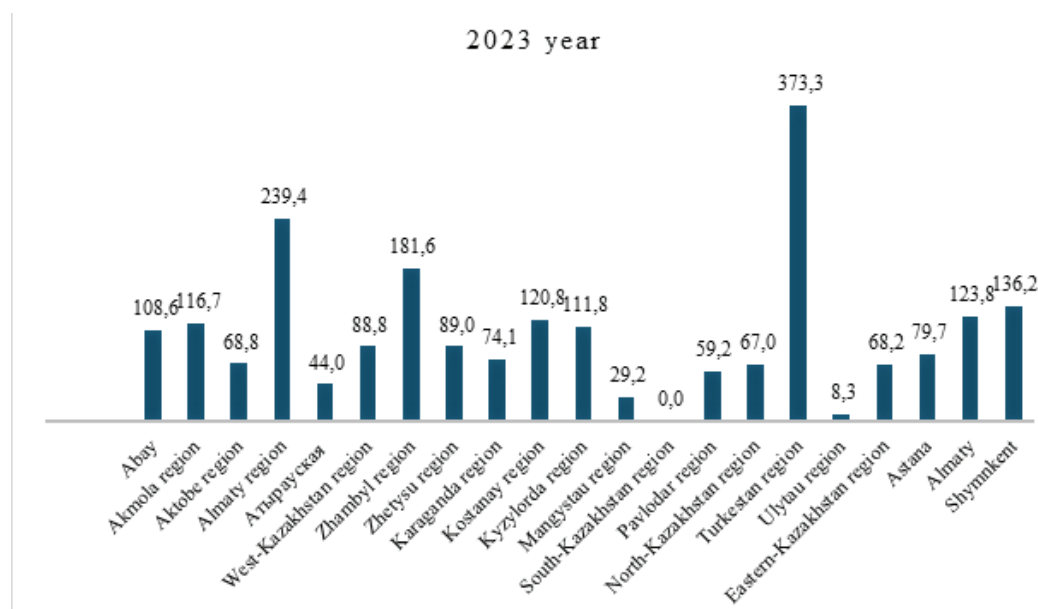

Figure 3 – Number of self-employed populations by region

Note: Elaborated by authors based on [7].

It should also be noted that the number of self-employed people is growing from year to year, as can be seen from figure 4, this figure has grown by 64 thousand people, that is, the increase was 3% (see table 2) from 2022 to 2023.

As can be seen from table 3, the growth dynamics of the self-employed shows growth from year to year with growth rates of 3% in 2021 and 2023 and growth of 1% in 2022. The decline in growth in 2020 is associated with the introduction of restrictive measures in the labor market and the general decline in relations in the labor market.
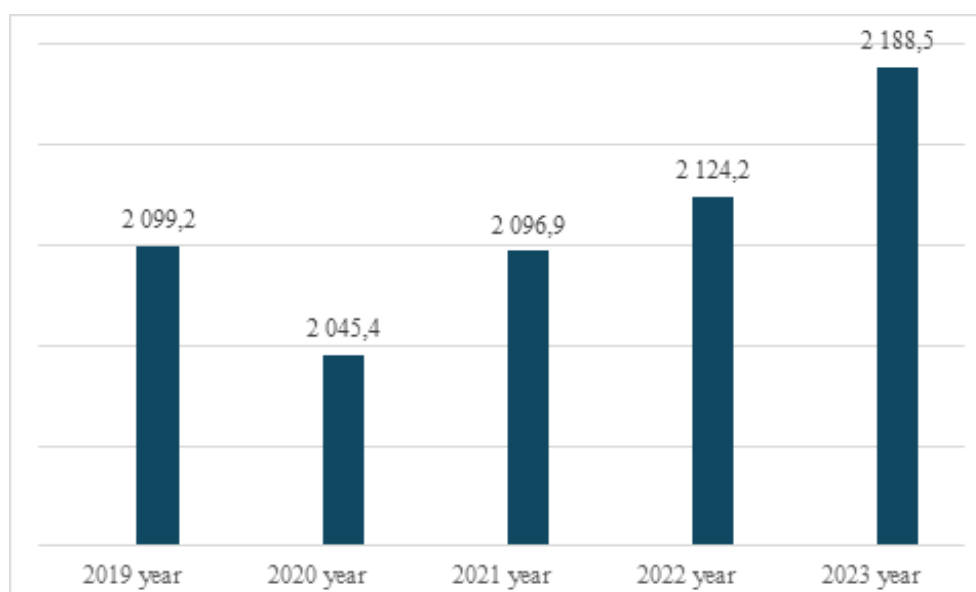
Figure 4 – Number of self-employed populations for 2019–2023

Note: Elaborated by authors based on [7].

Table 3 – Dynamics of growth of self-employed workers for 2019–2023

2020	2021	2022	2023
-3%	3%	1%	3%
Note: Elaborated by authors based on [7].			

It should also be noted that the largest number of self-employed people is concentrated in agriculture, forestry and fisheries – 600 thousand people, in wholesale and retail trade; car and motorcycle repair – 693 thousand people, transportation and warehousing – 266 thousand people, provision of other types of services – 164 thousand people.

In the labor market, the self-employed must have the same rights as all other participants. In the process of transition of the labor market to self-sufficiency conditions, it is necessary to solve several organizational, economic and legal problems, among which there are also the main ones.

The popularity of self-employment among citizens is growing; this is due both to the opportunity to increase their income and to the opportunity to obtain a livelihood in case of unemployment. The involvement of citizens in this area of activity is largely the result of choice and is often temporary, associated with various internal expectations, such as changes in tax conditions, lack of support in terms of social and pension security.

After the state introduced a special tax regime for self-employed specialists, both large and small companies began to turn to them for services more often. One of the main advantages of working with such specialists is the ability to engage them to carry out temporary projects of varying complexity with clearly defined deadlines. This is especially useful when there is a shortage of full-time employees. Thus, the main team is not distracted from their current tasks. Copywriters, inventory managers, designers and back-office specialists are most often hired.

As for the change in the geography of the labor market. Another trend occurring in the labor market in Kazakhstan is labor migration [15]. Urbanization in Kazakhstan is a significant and dynamic process that has a significant impact on the economic, social and cultural development of the state. In recent decades, there has been a steady increase in the share of the urban population compared to the rural population. This is due to the migration of people from rural areas to cities in search of more favorable economic conditions and a better quality of life. According to the Bureau of National

Statistics of the Agency for Strategic Planning and Reforms of the Republic of Kazakhstan, as of June 2024 as can be seen from figure.5, the largest number of people arrived in such cities as Almaty – 17 thousand people, Astana – 21 thousand people, Shymkent – 8 thousand people.
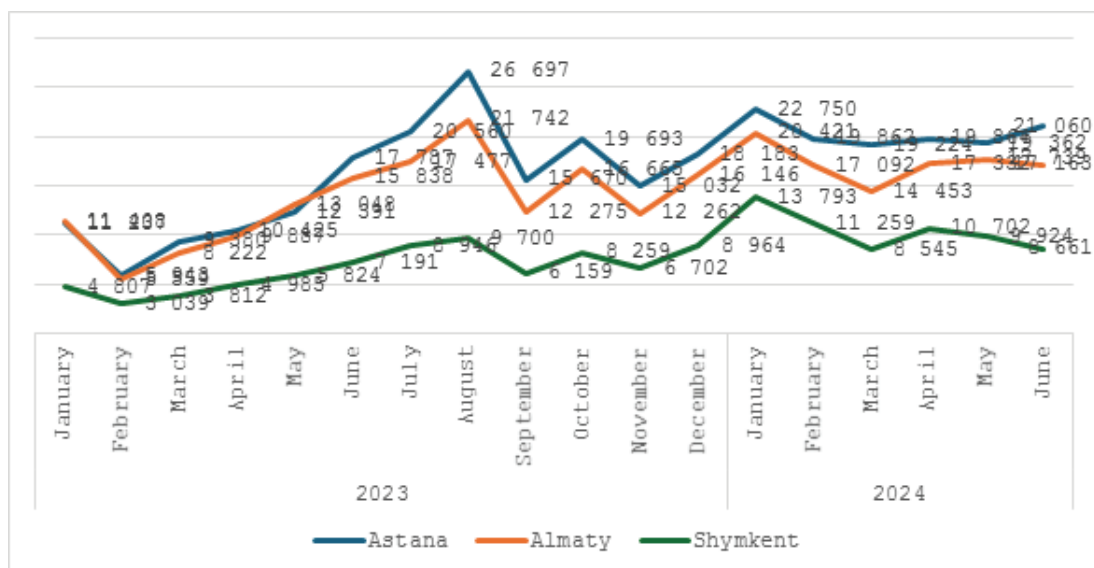

Figure 5 – Number of self-employed populations for 2023–2024

Note: Elaborated by authors based on [8].

The reason for urbanization of cities is that cities provide more opportunities for employment and career growth, especially in such sectors as finance, technology, services and industry. Urban areas often have higher quality educational institutions and health services, which attracts people who want to improve their standard of living. Young people are increasingly moving to cities in search of educational and career prospects, which leads to an increase in the urban population. Urbanization in Kazakhstan is due to a complex of factors, among which are economic opportunities, social advantages, government programs, global trends and infrastructure development. These aspects contribute to the increase in the number of cities and the transformation of their importance in the economic and social life of the country. In turn, villages also have a number of factors due to which the population is forced to move to large cities. Economic difficulties faced by rural areas can manifest themselves in various forms and affect different aspects of life. Here are some of the key problems:

Lack of infrastructure: rural areas often lack quality roads, communications, medical and educational institutions. This limits access to essential services and reduces living standards.

Low incomes and high poverty: Rural residents often suffer from low incomes and high poverty rates, due to limited employment opportunities and low agricultural productivity.

Education and skills gaps: Insufficient access to quality education and training limits opportunities to develop skills and improve living standards.

Limited investment: Financing for agricultural development and infrastructure is often insufficient, hindering modernization and increased productivity.

Low income and high poverty: Rural residents often suffer from low income and high poverty due to lack of employment and low agricultural productivity.

Conclusion

In the current conditions, not everyone will be able to find a job. Some citizens will face restrictions due to their education and profession, while others will not be able to confirm their qualifications and meet the new requirements. The aspects and factors under consideration fundamentally change traditional relations in the labor market. These changes affect both working conditions and labor activity itself, which is manifested in the disappearance of some professions and the emergence of new ones. On the one hand, this can cause fluctuations in the unemployment rate, and on the other, increase

the requirements for the qualifications of potential workers. All this emphasizes the importance of participation in the process of training, retraining and obtaining additional education for both the workforce and all potential employers. In addition, government authorities are tasked with regulating relations and forming the labor market.

Addressing regional inequality requires coordinated government action that takes into account the needs of different regions. Supporting the catch-up development of less developed regions of Kazakhstan will help the government achieve more ambitious socio-economic goals, since all regions will be able to contribute to the country's economic development. At the same time, when developing development plans, it is important to consider not only economic indicators, such as income or wealth, but also alternative methods for measuring inequality, which can form the basis for long-term policy measures to eliminate it. Addressing regional inequality requires coordinated government policies that consider the needs of individual regions. Supporting the catch-up development of less developed regions of Kazakhstan will allow the government to achieve more ambitious socio-economic goals, since all regions will be able to contribute to the country's economic development. In addition, when developing development plans, it is necessary to consider not only traditional economic indicators, such as income or wealth, but also to use alternative methods for assessing inequality. This will form the basis for long-term policy measures aimed at eliminating it.

REFERENCES

1 Послание Главы государства К.К. Токаева народу Казахстана «Справедливое государство. Единая нация. Благополучное общество». 01.09.2022. URL: https://www.akorda.kz/ru/poslanie-glavy-gosudarstva-kasym-zhomarta-tokaeva-narodu-kazahstana-181130 (дата обращения: 10.04.2024)

2 Syzdykova A., Abubakirova A., Kelesbayev D., Omarova A., Amanıyazova G., Saubetova B., Anshayeva D. The Effect of export and imports on national income in Kazakhstan: econometric analysis // Revista ESPACIOS. 2019. P. 35–40.

3 Аубакирова Г.М. Трансформационные преобразования экономики Казахстана // Проблемы прогнозирования. – 2020. – № 1. – С. 155–163.

4 Мухамедиев Б., Темербулатова Ж. Экономическая трансформация Казахстана за три десятилетия независимости // Вестник КазНУ. Серия Экономическая. – 2021. – № 2(136). – С. 3–14. URL: https://doi.org/10.26577/be.2021.v136.i2.01.

5 Mussayeva G., Vishnevskaya N. Labor Market of the Republic of Kazakhstan: Transformation Stages and Current State // Proceedings of the IX International Scientific and Practical Conference «Current Problems of Social and Labour Relations» (ISPC-CPSLR 2021). Advances in Social Science, Education and Humanities Research. 2021, vol. 646, pp. 293–299.

6 Данков А. Посткризисный Казахстан: трансформация экономики и общества / Российский совет по международным делам. 20.01.2022. URL: https://russiancouncil.ru/analytics-and-comments/analytics/postkrizisnyy-kazakhstan-transformatsiya-ekonomiki-i-obshchestva/ (дата обращения: 21.12.2022)

7 Бюро национальной статистики Агентства по стратегическому планированию и реформам Республики Казахстан. URL: https://stat.gov.kz/api/getFile/?docId=ESTAT104924 (дата обращения: 09.08.2024)

8 GINI coefficient (income distribution) / European Health information Gateway. URL: https://gateway.euro.who.int/en/indicators/hfa_617-0280-gini-coefficient-income-distribution/#id=27335 (accessed: 29.07.2024)

9 Экономическое неравенство населения в Казахстане. URL: https://halykfinance.kz/download/files/analytics/Halyk_Finance__Otchet_po_neravenstvu.pdf?ysclid=m055g7gvun132263931 (дата обращения: 25.07.2024)

10 World bank report 2021. At your service? Developing economies bet on service industries for growth (worldbank.org) URL: http://https://blogs.worldbank.org/en/voices/your-service-developing-economies-bet-service-industries-growth (accessed: 25.07.2024)

11 Alshanskaya A.A., Azatbek, T.A. Assessment of Changes in the Structure of the Labor Market under the Influence of the Corona Crisis in Kazakhstan // Economics: the strategy and practice. 2022, no. 2(17), pp. 146–159. URL: https://doi.org/10.51176/1997-9967-2022-2-146-159.

12 Baltes B., Rudolph C.W., Bal A.C. A review of aging theories and modern work perspectives. The Oxford handbook of work and aging. Oxford University Press. Oxford, 2012. 744 p.

13 Социальный кодекс Республики Казахстан от 20 апреля 2023 года № 224-VII ЗРК. URL: vcihkj9 cg1eu5m385hadw00yqjon6bf9.pdf (gov4c.kz) (дата обращения: 25.07.2024)

14 Feenstra R.C. Offshoring in the Global economy: microeconomic structure and macroeconomic implications. MIT Press, Ohlin lectures, 2010.

15 Stukalo N., Simakhov A. Global Trends in the Social Economy Development // International Economic Policy. 2021, no. 1(34), pp. 7–22. URL: https://doi.org/10.33111/iep.eng.2021.34.01.

REFERENCES

1 Poslanie Glavy gosudarstva K.K. Tokaeva narodu Kazahstana «Spravedlivoe gosudarstvo. Edinaja nacija. Blagopoluchnoe obshhestvo». 01.09.2022. URL: https://www.akorda.kz/ru/poslanie-glavy-gosudarstva-kasym-zhomarta-tokaeva-narodu-kazahstana-181130 (data obrashhenija: 10.04.2024). (In Russian).

2 Syzdykova A., Abubakirova A., Kelesbayev D., Omarova A., Amanıyazova G., Saubetova B., Anshayeva D. (2019) The Effect of export and imports on national income in Kazakhstan: econometric analysis // Revista ESPACIOS. P. 35–40. (In English).

3 Aubakirova G.M. (2020) Transformacionnye preobrazovanija jekonomiki Kazahstana // Problemy prognozirovanija. No. 1. P. 155–163. (In Russian).

4 Muhamediev B., Temerbulatova Zh. (2021) Jekonomicheskaja transformacija Kazahstana za tri desjatiletija nezavisimosti // Vestnik KazNU. Serija Jekonomicheskaja. No. 2(136). P. 3–14. URL: https://doi.org/10.26577/be.2021.v136.i2.01. (In Russian).

5 Mussayeva G., Vishnevskaya N. (2021) Labor Market of the Republic of Kazakhstan: Transformation Stages and Current State // Proceedings of the IX International Scientific and Practical Conference «Current Problems of Social and Labour Relations» (ISPC-CPSLR 2021). Advances in Social Science, Education and Humanities Research, vol. 646, pp. 293–299. (In English).

6 Dankov A. Postkrizisnyj Kazahstan: transformacija jekonomiki i obshhestva / Rossijskij sovet po mezhdunarodnym delam. 20.01.2022. URL: https://russiancouncil.ru/analytics-and-comments/analytics/postkrizisnyy-kazakhstan-transformatsiya-ekonomiki-i-obshchestva/ (data obrashhenija: 21.12.2022). (In Russian).

7 Bjuro nacional'noj statistiki Agentstva po strategicheskomu planirovaniju i reformam Respubliki Kazahstan. URL: https://stat.gov.kz/api/getFile/?docId=ESTAT104924 (data obrashhenija: 09.08.2024). (In Russian).

8 GINI coefficient (income distribution) / European Health information Gateway. URL: https://gateway.euro.who.int/en/indicators/hfa_617-0280-gini-coefficient-income-distribution/#id=27335 (accessed: 29.07.2024). (In English).

9 Jekonomicheskoe neravenstvo naselenija v Kazahstane. URL: https://halykfinance.kz/download/files/analytics/Halyk_Finance__Otchet_po_neravenstvu.pdf?ysclid=m055g7gvun132263931 (data obrashhenija: 25.07.2024). (In Russian).

10 World bank report 2021. At your service? Developing economies bet on service industries for growth (worldbank.org) URL: http://https://blogs.worldbank.org/en/voices/your-service-developing-economies-bet-service-industries-growth (accessed: 25.07.2024). (In English).

11 Alshanskaya A.A., Azatbek, T.A. (2022) Assessment of Changes in the Structure of the Labor Market under the Influence of the Corona Crisis in Kazakhstan // Economics: the strategy and practice, no. 2(17), pp. 146–159. URL: https://doi.org/10.51176/1997-9967-2022-2-146-159. (In English).

12 Baltes B., Rudolph C.W., Bal A.C. (2012). A review of aging theories and modern work perspectives. The Oxford handbook of work and aging. Oxford University Press. Oxford, 744 p. (In English).

13 Social'nyj kodeks Respubliki Kazahstan ot 20 aprelja 2023 goda No. 224-VII ZRK. URL: vcihkj9cg1eu5m385hadw00yqjon6bf9.pdf (gov4c.kz) (data obrashhenija: 25.07.2024). (In Russian).

14 Feenstra R.C. (2010) Offshoring in the Global economy: microeconomic structure and macroeconomic implications. MIT Press, Ohlin lectures. (In English).

15 Stukalo N., Simakhov A. (2021) Global Trends in the Social Economy Development // International Economic Policy, no. 1(34), pp. 7–22. URL: https://doi.org/10.33111/iep.eng.2021.34.01. (In English).

ЕРАЛИНА Э.М.,*1
PhD, постдокторант.
*e-mail: e.eralina@turan-edu.kz
ORCID ID: 0000-0002-2238-7782
ИЗГУТТИЕВА К.Е.,1
м.э.н., сениор-лектор.
e-mail: k.y.izguttiyeva@gmail.com
ORCID ID: 0000-0002-3182-2096
1Университет «Туран»,
г. Алматы, Казахстан

ТЕНДЕНЦИИ РАЗВИТИЯ КАЗАХСТАНСКОГО РЫНКА ТРУДА В КОНТЕКСТЕ ЭКОНОМИЧЕСКИХ ТРАНСФОРМАЦИЙ

Аннотация

Рынок труда, как и любой другой рынок, подвержен влиянию экономической ситуации, складывающейся в стране. При этом его состояние и характеризующие его показатели выступают не только яркими индикаторами общего социально-экономического положения общества, но и сигнализируют о возникновении, углублении и росте различных проблем, связанных с ростом социальной напряженности. В данной работе обобщены различные подходы к определению и характеристике рынка труда, дан комплексный анализ тенденций, масштабов и динамики факторов, влияющих на современное состояние рынка труда, его особенностей в распределении занятости среди населения и направлений трансформации. Изученные аспекты и факторы существенно трансформируют традиционные отношения на рынке труда. Изменения, происходящие в этой сфере, затрагивают как условия труда, так и сам процесс трудовой деятельности. Это приводит к исчезновению некоторых профессий и появлению новых, что, с одной стороны, может вызвать колебания уровня безработицы, а с другой – повысить требования к квалификации потенциальных работников. Сложившаяся ситуация требует принятия срочных мер по организации скоординированной деятельности различных экономических агентов, направленной на мониторинг и регулирование отношений на рынке труда.

Ключевые слова: рынок труда, демографическая ситуация, цифровизация, самозанятые, социальное неравенство, безработица, меры поддержки.

ЕРАЛИНА Э.М.*1
PhD, постдокторант.
*e-mail: e.eralina@turan-edu.kz
ORCID ID: 0000-0002-2238-7782
ИЗГУТТИЕВА К.Е.1
э.ғ.м., сениор-лектор.
e-mail: k.y.izguttiyeva@gmail.com
ORCID ID: 0000-0002-3182-2096
1«Тұран» университеті,
Алматы қ., Қазақстан

ЭКОНОМИКАЛЫҚ ҚҰРАЛУЛАР ЖАҒДАЙЫНДАҒЫ ҚАЗАҚСТАННЫҢ ЕҢБЕК НАРЫҒЫНЫҢ ДАМУ ТЕНДЕНЦИЯЛАРЫ

Аңдатпа

Еңбек нарығына, кез келген басқа нарық сияқты, елде қалыптасып жатқан экономикалық жағдай әсер етеді. Сонымен бірге оның жай-күйі мен оны сипаттайтын көрсеткіштер қоғамның жалпы әлеуметтік-экономикалық жағдайының айқын көрсеткіші болып қана қоймай, әлеуметтік шиеленістің күшеюіне байланысты әртүрлі мәселелердің туындауын, тереңдеуін және өсуін көрсетеді. Бұл жұмыс еңбек нарығын анықтау мен сипаттаудың әртүрлі тәсілдерін жинақтайды, еңбек нарығының ағымдағы жағдайына әсер ететін факторлардың тенденцияларына, ауқымдарына және динамикасына, оның халық арасында жұмыспен қамтуды бөлудегі ерекшеліктеріне және трансформация бағыттарына жан-жақты талдау жасайды. Зерттелетін аспектілер мен факторлар еңбек нарығындағы дәстүрлі қатынастарды айтарлықтай өзгертеді. Бұл салада болып жатқан өзгерістер еңбек жағдайына да, жұмыс процесінің өзіне де әсер етеді. Бұл кейбір мамандықтардың жойылып, жаңаларының пайда болуына алып келеді, бұл бір жағынан жұмыссыздық деңгейінің ауытқуын тудырса, екінші жағынан әлеуетті жұмыскерлердің біліктілігіне қойылатын талаптарды арттырады. Қазіргі жағдай еңбек нарығындағы қатынастарды бақылауға және реттеуге бағытталған әртүрлі экономикалық агенттердің үйлестірілген қызметін ұйымдастыру бойынша шұғыл шаралар қабылдауды талап етеді.

Тірек сөздер: еңбек нарығы, демографиялық жағдай, цифрландыру, өзін-өзі жұмыспен қамтығандар, әлеуметтік теңсіздік, жұмыссыздық, қолдау шаралары.