

Coordination of employment and implementation of social programs of West Kazakhstan region

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Abstract. The quality and efficiency of the correct use of labor resources determine the result of the enterprise and its competitiveness. This article is devoted to the study and organization of labor resources, one of the broad topics in the field of economics, including the organization of the use of labor resources of West Kazakhstan region. West Kazakhstan oblast is one of the largest and most developed regions of Kazakhstan. Numerous enterprises in various sectors of the economy are located here, which requires an efficient organization of human resources. One of the main directions of economic development in West Kazakhstan oblast is industrialization and diversification of production. This requires the provision of highly qualified personnel capable of ensuring the operation of new industries and enterprises. In this regard, the article analyzes the state of labor resources of West Kazakhstan region in recent years, and gives a characteristic of the main indicators of the labor market.

1 Introduction

An important component of the region's social and economic potential is its labor potential, which is the total labor force and the total social ability of the population to work. Labor potential as an economic category reflects production relations in relation to reproduction of psycho-physiological qualification, spiritual and social qualities of able-bodied population. In quantitative terms labor potential is the stock of labor, determined by the total number of labor resources, their gender and age structure, education level and possibilities of their use. Ensuring the rational use of labor resources in all regions of the country is one of the most important tasks of socio-economic development of the economic complex of Kazakhstan [1,2,3]. For its solution it is necessary to objectively assess the available labor resources in the society, the needs of the economic complex in the labor force and ways of effective use of labor resources in the country and regions, based on the interests of the whole society. The prerequisite for the development of social production, the main productive force is the people, the totality of physical and spiritual abilities that allow them to work. The working-age population acts as part of the population, limited by certain age boundaries. The boundaries of the working age are of a mobile nature and are

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determined by socio-economic conditions and physical peculiarities of human development [4, 5, 6].

2 Materials and methods

This paper used economic, statistical and analytical methods. General scientific methods such as induction, deduction, abstraction and comparison are used to substantiate the theory.

Analytical and statistical data of the National Bureau of Statistics of the Republic of Kazakhstan were used as a base of materials.

3 Results and Discussion

The sectoral distribution of human resources characterizes the economic specialization of the region and its potential capabilities. There is a direct connection between the quality of human resources, their distribution by branches and production efficiency [7]. Innovative development of the economy implies the creation of a rational structure of production. It provides for the provision of human resources on a professional and skilled basis, the establishment of an optimal ratio between employees of mental and physical labor, etc. We see the population of West Kazakhstan region and their employment in Table 1.

Table 1. Main indicators of the labor market, man

years	Labor force	In it			
		employed population	in it		unemployed people
			salaried employees	other categories of the employed population	
All people					
2018	337 404	320 999	202 824	118 175	16 405
2019	338 012	321 662	204 202	117 460	16 350
2020	337 861	321 020	232 366	88 654	16 841
2021	338 693	322 262	233 505	88 757	16 431
2022	348 300	330 922	242 607	70 937	17 378
City people					
2018	164 593	156,927	129 759	27 168	7 666
2019	166 761	158,835	130,908	27,927	7 926
2020	166 228	158 174	135 432	22 742	8 054
2021	166 122	158 311	135 146	23 165	7 811
2022	185 678	176,590	148 350	28 240	9 088
Village people					
2018	172 811	164 072	73 065	91 007	8 739
2019	171 251	162 827	73 294	89 533	8 424
2020	171 633	162 846	96 934	65,912	8 787
2021	172 571	163 951	98 359	65,592	8 620
2022	162 622	154 332	94 257	60 075	8 290
Note - compiled on the basis of the reporting data of the National Statistics Bureau of Agency for Strategic Planning and Reforms of the Republic of Kazakhstan [8, 9].					

As you can see from the table, in 2018 the labor force was 337,404 of the total population, with an urban labor force of 164,593 and a rural labor force of 172,811. And in

2022, the workforce was 348,300, with an urban workforce of 185,678 and a rural workforce of 162,622. Comparing the 2018 and 2022 numbers, we see some growth in the workforce, which can be attributed to population growth. Among other things, we see that the urban workforce is increasing and the rural workforce is decreasing. This situation is explained by the influx of most of the population into large cities, i.e. the process of urbanization. There can be such a negative phenomenon as false urbanization - it occurs when economically inactive people come to the city or people who can not find work, which complements the ranks of urban poverty.

The workforce age 15 and older reached 348,300 in 2022. The total workforce was 185,600 (66%) urban population and 171,400 (65.6%) women. 330.9 thousand people were employed in the regional economy. The employment rate reached 95.1% of the labor force and 66.7% of the population aged 15 and older.

The number of hired workers among the employed population was 242,600 people or 72.5%, self-employed - 70,900 people or 27.5%. Among the employed population the number of men amounted to 70.6 thousand people or more than half, women - 77 thousand people (49%). The main share in the structure of employed people was 24.4% at the age of 35-44, 22.4% - 45-54, 16% - 55-64, 15% - 16-24 age young people, 13.7% - 29-34, 8.5% - 25-28 age groups. The number of unemployed population for 2022 was 17.3 thousand people. The unemployment rate was 5.0%. Population of the city from the total number of the unemployed.

9.8 thousand people (4.9%), the rural population - 8.2 thousand people (5.1%), the unemployment rate was 4.7% and 5% respectively. In the structure of the unemployed the share of persons aged 35-44 years amounted to 22.3%, in the age of 16-24 years - 12.4%. Among the unemployed, 3.6 thousand people (21.9%) were in higher education, 1.3 thousand people (7.9%) in general secondary education, and 9 thousand people (54.7%) in secondary vocational education. Every third unemployed is unemployed because of lack of any work, 28.9% are dismissed at will, 15.6% are dismissed due to liquidation (bankruptcy) of the enterprise, reduction of the staff.

In 2022 the number of people aged 15 and over who are not in the workforce will be 70,900 or 213 people less than in 2021. The number of persons not in the labor force was 61,700 men (25.9%) and 89,800 persons (34.4%) women. The share of persons not in the labor force was 30.3%. The main share of persons not in the labor force were pensioners - 48.7% and full-time students - 37.6%, those covered in housekeeping - 4.5%, for health reasons - 6.4%.

The number of people of working age is a general indicator of regional security. The regions (Zhambyl, West Kazakhstan, East Kazakhstan, Akmola, North Kazakhstan) have created unfavorable conditions for the formation of human resources. To improve them, an active regional policy is necessary [10].

Table 2. Employed population by type of economic activity, man

	Everything				
	2017	2018	2019	2020	2021
	All people				
The employed population is all	320 221	320,999	321 662	321 020	322 262
Agriculture, forestry and fisheries	72 835	72 558	49,872	49 195	49 108
Industry	30,095	29,954	31 276	31 961	31 604
Construction	22,055	21 241	26 414	26 302	26 408
Information and communication	3 723	3 646	3 616	3 223	3 283
Finance and insurance	4 011	4 399	4 730	4 752	4 653
administrative and auxiliary services	10 360	10 721	10 113	10 237	9 275

See the state weapons and defense; mandatory social security	18,598	18,542	18,200	18 479	18,870
Education	46,069	46 370	45,931	45,934	46,022
Health and social services	18 462	18,547	18,922	19,200	19 492
Arts, entertainment and recreation	6 271	6 243	6 076	5,895	6 197
Accommodation and food services	6 294	6 745	7 543	7 325	6 726
Providing other types of services	111 543	111,969	130 245	130 478	132 228
Note - compiled on the basis of the reporting data of the National Statistics Bureau of Agency for Strategic Planning and Reforms of the Republic of Kazakhstan [8, 9].					

The table shows that most of the population works in agriculture, forestry, fishing and education. In dynamics the number of workers in agriculture decreased by 32%, on the contrary, the number of workers in industry and construction is increasing. In 2021 the average monthly nominal wage per worker, taking into account small enterprises engaged in entrepreneurial activities, was 224190 tenge, without taking into account small enterprises engaged in activities - 226537 tenge, the index of nominal wages was 115.9% and in real terms 107.4% respectively. Average monthly nominal salary of workers of big and medium enterprises for the accounting period made up 256011 tenge and increased to previous year by 13.9%, in real terms it increased by 5.6%. Differences in wages are characteristic of the type of economic activity. The maximum amount of wages is established in mining and quarrying - 1217194 tenge*, minimum - in art, entertainment and recreation - 103257 tenge. Average monthly nominal salary of men in accounting year reached 255507 tenge and increased by 12.3% to previous year, women - 200166 tenge and 21% respectively. The highest average monthly nominal salary in a breakdown by districts is Burlinsky district - 469476 tenge, Uralsk city - 202975 tenge, the minimum size of a salary in Zhangalinsky district - 150386 tenge, Kaztalovsky district - 152223 tenge. In 2021 the sum of employers' expenses for maintenance of labor force was 414560,7 million tenge and it increased by 16.3% to the previous year. Wage fund of employees amounted to 363490,6 million tenge or 87.7% of the cost of the labor force. In 2021 the number of employees was 141052 and decreased by 1.3 per cent compared to the previous year, including men-65994 or 46.8 per cent of the number of employees and women-75058 or 53.2 per cent. Distribution of employees according to the size of salary in 2021 (by single count of fully worked employees in April) 1.3% of employees - average monthly salary up to 45000 tenge, 18.9% - from 45001 to 75000 tenge, 12.3% - from 75001 to 105000 tenge, 40.5% - from 105001 to 240000 tenge, 27% - from 240001 and more.

Despite the fact that the natural and climatic conditions of the West Kazakhstan region are favorable for the development of the agricultural sector, manual labor and low wages in the agricultural sector hinder the inflow of labor resources here a large part of the modern population and young people prefer to live in the city, depending on wage conditions and the convenience of social conditions [11, 12]. Nevertheless, the main source of domestic food supply is agriculture, which today requires the organization of measures for the formation of labor resources in this direction [13, 14, 15].

Quality of labor resources, the state of which is a set of characteristics determined by objective and subjective indicators, undergoes changes at different stages of life of an individual, is formed and developed under the influence of a set of forces and facts, characteristic of different levels of systems. Are designed to respond to the impact of these forces, to use the opportunities formed by them and eliminate threats, thereby determining the most effective ways and directions of quality development, socio-economic policy of the state, implemented in conjunction with the policies of systems of other levels.

Of course, the new socio-economic and socio-cultural realities require revision and adjustment of the principles and methods of managing labor resources and their quality, which proved effective under the conditions of a planned economy. However, no effective measures have been taken for this purpose either by the state or by many enterprises. In this regard, in accordance with the concept of a new economy, the insufficient supply of quality labor resources, which is the basis, tool and result of its creation and functioning, came to understand the need to initiate the development of strategic programs of the country and the implementation of modernization transformations [16].

This can be ensured and implemented only as a result of the development and implementation of a comprehensive policy of quality management of labor resources, focused on the strategic interaction of socio-economic systems at all levels and ensuring the sustainable development of quality parameters of individuals and labor resources in general.

Regional governments must consider a number of factors when developing programs to increase the competitiveness and professional mobility of workers, labor market development, employment management, and socio-economic development [17].

State social support for families with children includes six types of benefits: childbirth allowance, childcare allowance until the age of one year for non-working women, maternity allowance for working women, social payment for childcare until one year, allowance for mothers with many children awarded with "Altyn alka" pendants, "allowance for large families with four or more children, awarded with orders" Kumis alka", "Mother Heroine", "Mother's Glory" of I and II degree. Special attention is also paid to targeted social assistance, as the proportion of children among its recipients is 64 per cent. From 2023 there will be a transition of the guaranteed social package from in-kind to monetary assistance for children aged one to six years. In addition, from January 1, the period of payment of the childcare allowance will be extended to 1.5 years instead of one. In the future, Kazakhstan plans to introduce other ways to support children. For example, from 2024 the National Fund wants to launch a new program "National Fund for Children", in which 50% of the annual investment income of the National Fund is recommended to be transferred to special savings accounts of children until they reach 18 years old without the right to withdraw money prematurely. In execution of the assignment of the Head of the State the work on development of the concept on protection of motherhood and childhood in the Republic of Kazakhstan is carried out (the acceptance is planned in 2023) . Low-income families can receive social assistance from the state if the income of each family member in 2023 is less than 70% of the subsistence level of 56,794 tenge. The state also supports low-income families by offering a guaranteed social package. The social project Onege aims to strengthen family relationships and values and works in nine regions of Kazakhstan: Almaty, Talgar, Shymkent, Turkestan, Kyzylorda, Aktau, Aktobe, Uralsk, Petropavlovsk and Pavlodar. In 2020 Otbasa Bank initiated the "Young Family" project for young families, which will allow young families to purchase affordable housing [18].

To date, the country has a number of state programs funded from the state budget: "Employment-2020", the purpose of the program is to increase people's incomes by promoting stable and productive employment, "Affordable Housing-2020", funded by JSC "Real Estate Fund" Samruk ", whose main objective is to provide affordable housing, the implementation of the housing program" Nurly Zher ", comprehensive measures to develop the housing market, for example, by providing subsidies from the state through JSC" Damu "Samruk" Akimats for socially vulnerable populations to depositors of bank loans continues to develop rental housing without pr

The state program of infrastructural development "Nurly Zhol" for 2015-2019 was completed; the goal of this program is to form a unified economic market through integration of macro-regions of the country based on creation of effective infrastructure, as

well as implementation of anti-crisis measures to support certain sectors of the economy in conditions of deteriorating conditions in foreign markets.

Thus, by approving social programs, economic rehabilitation and social support for the most vulnerable segments of the population, the state ensures sustainable development of human potential as well as improvement of the standard of living and quality of life.

However, the results of the ongoing reforms in the socio-economic and socio-labor spheres do not reflect a sufficient level of improvement of public health, improvement of the quality of education and level of professionalism, satisfaction with labor and its results, innovative activity of enterprises, etc.

For realization of modernization transformations and increase of competitiveness of national economy labor management should be aimed at development of qualitative parameters of a person not only during work, but also at other stages of life. In this regard, labor resources of the current and future periods as carriers of real or potential labor force should become the object of management.

The significance of the motivational component for increasing the efficiency of labor activity is supplemented by the innovative direction that meets the requirements of the qualitative transformation of the economy. Determination of the level of innovative motivation of the socio-economic system provides an opportunity to assess the potential for the implementation of qualitative transformations, as well as determines the directions of development and adjustment of programs for socio-economic and innovative development of enterprises, regions and the country [18].

The solution of the problem of ensuring sustainable economic growth and increasing the country's competitiveness remains urgent for a long time. The protracted period of searching for the sources of growth and the development of programs for its realization has ended with the realization of the necessity to ensure the qualitative development of the economy and to create the conditions for its modernization. The modernization paradigm, which contradicts the formational and civilizational theories of development, is widely represented in modern scientific theory and is seen as a complex process that allows adjustments to the existing management system in order to eliminate the lag in socio-economic development of individual economic entities of various levels.

From the point of view of proving the systemic nature of hearth modernization V.M. Polterovich's position is valid: "hearth modernization can be effective only if a mechanism is launched to spread the achievements obtained in the "hearths" throughout the country. Otherwise, "hotbeds" deplete the environment and attract human resources to more favorable conditions" [19].

Modernization is based on focusing on the dynamic development of advanced and more important (in other words, dynamic) areas and industries. The efficiency of this approach is high, because development (due to limited resources) can be successfully implemented only in certain "nodal areas" and only after that can be extended to related industries and system elements. But despite the obvious advantages of this type of modernization, its significant disadvantage seems to be the increase of the gap between the leading (dynamic) and lagging industries.

Given the above principles, any type of modernization can be chosen, implemented with a high level of efficiency and probability of effectiveness, provided that the dynamic/focal/system-forming core of modernization is the qualitative reconstruction and development of the labor resources of the country implementing these changes. Consequently, the chosen model of modernization should be based on the concept of development of the quality of labor resources, which allows the formation (accumulation) of sufficient human capital for the implementation of the goals. Innovativeness of the economy, based on scientific and technological progress, loses relevance in modern conditions without the dominance of the quality of labor resources [20].

4 Conclusion

The following main directions are proposed in the effective use of labor resources of West Kazakhstan region:

1) active use of modern technologies and methods of personnel management to improve the efficiency of the use of labor resources and improve the quality of production in West Kazakhstan region. These include the automation of recruitment processes, labor market analysis and the use of software for personnel management;

2) one of the most important tasks of human resource organization of West Kazakhstan region is the support and development of labor collectives. For this purpose, trainings, seminars and other activities aimed at improving the skills of employees;

3) Also an important aspect of the organization of labor resources in West Kazakhstan region is to create a fair system of wages and provide social benefits and guarantees taking into account the results of personal work of employees;

4) Supporting entrepreneurship and the development of small and medium-sized businesses. For this purpose, to carry out various programs and activities aimed at training entrepreneurs, finding investors, etc.

In general, the organization of labor resources in the West Kazakhstan region is at a high level and is one of the main factors in the development of the regional economy. However, to further improve this process, it is necessary to continue to improve technologies and methods of personnel management, as well as to constantly analyze changes in the labor market and adapt to new conditions.

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