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LABOR MARKET IN RURAL AREAS OF AKMOLA REGION OF KAZAKHSTAN: REGIONAL ASPECT

ҚАЗАҚСТАННЫҢ АҚМОЛА ОБЛЫСЫНЫҢ АУЫЛДЫҚ ЖЕРЛЕРІНДЕГІ ЕҢБЕК НАРЫҒЫ: ӨҢІРЛІК АСПЕКТ

РЫНОК ТРУДА В СЕЛЬСКОЙ МЕСТНОСТИ АКМОЛИНСКОЙ ОБЛАСТИ КАЗАХСТАНА: РЕГИОНАЛЬНЫЙ АСПЕКТ

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Abstract. *The goal* is to identify the features and determine quantitative parameters of the regional labor market in the Akmola region. *Methods* – analytical and statistical industry information is systematized and summarized using economic-statistical, balance sheet and abstract-logical methods from open access sources and scientific literature. *Results* - the features were studied and characteristics of labor potential of the region were given, analysis of absolute and relative indicators characterizing the dynamics of region's population movement was carried out, which made it possible to identify the main trends in its change in recent years. Demographic factors affecting the formation of labor force are shown. The volumes of socio-demographic load were calculated. *Conclusions* - it has been established that proportion of village residents tends to decrease both in absolute value and in the structure of total number. The main criteria are population migration and decrease in its natural increase. The reduction in the number of economically active residents of rural areas is explained by negative balance of difference between people who have entered active age and those who have retired, as well as migration processes that have their own specifics. It is noted that the level of the region's labor resources is

●● 231

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directly related to demographic development of the given territory. The deterioration of the demographic situation has a negative impact on quantitative and qualitative dimensions characterizing the regional labor market. The youth segment remains rather unbalanced, the areas of employment of young specialists are closely related to low levels of income and labor productivity, the persistent gap between professional orientation of youth and the labor needs of enterprises becomes one of the barriers to the employment of young people.

Аңдатпа. *Мақсаты* – Ақмола облысының өңірлік еңбек ресурстары нарығының ерекше-ліктерін анықтау және сандық параметрлерін анықтау. *Әдістері* – ашық қол жетімділік және ғылыми әдебиеттер көздерінен алынған экономикалық-статистикалық, баланстық және дерексіз-логикалық әдістерді қолдана отырып, аналитикалық және статистикалық салалық ақпарат жүйеленген және жалпыланған. *Нәтижелері* - өңірдің еңбек әлеуетінің ерекшеліктері зерттелген және сипатталған, облыс халқының қозғалыс динамикасын сипаттайтын абсо-лютті және салыстырмалы көрсеткіштерге талдау жүргізілген, бұл соңғы жылдардағы оның өзгеруінің негізгі тенденцияларын анықтауға мүмкіндік береді. Еңбек контингентінің қалып-тасуына әсер ететін демографиялық факторлар көрсетілген. Әлеуметтік-демографиялық жүктеме көлемі есептелген. *Қорытындылар* – ауыл тұрғындарының үлес салмағы абсо-лютті мәнде де, жалпы санның құрылымында да төмендейтіні анықталған. Негізгі критерий-лері – халықтың көші-қоны және оның табиғи өсуінің төмендеуі болып табылады. Ауылдық жерлердегі экономикалық белсенді тұрғындар санының азаюы белсенді жасқа енген және зейнеткерлікке шыққан адамдар арасындағы айырмашылықтың теріс тепе-теңдігімен, сондай-ақ өзіндік ерекшелігі бар көші-қон процестерімен түсіндіріледі. Аймақтың еңбек ресурстарының деңгейі осы аумақтың демографиялық дамуына тікелей байланысты екені атап өтілген. Демографиялық жағдайдың нашарлауы өңірлік еңбек нарығын сипаттайтын сандық және сапалық өлшемдерге кері әсерін тигізуде. Жастар сегменті айтарлықтай теңге-рімсіз болып қалуда, жас мамандарды жұмыспен қамту салалары табыс пен еңбек өнімді-лігінің төмен деңгейімен тығыз байланыста, жастардың кәсіби бағыты мен кәсіпорындар-дың жұмыс күшіне қажеттілігі арасындағы алшақтық жастарды жұмысқа орналастырудағы кедергілердің біріне айналуда.

Аннотация. *Цель* – выявление особенностей и определение количественных параметров регионального рынка трудовых ресурсов Акмолинской области. *Методы* – систематизиро-вана и обобщена аналитическая и статистическая отраслевая информация при помощи экономико-статистического, балансового и абстрактно-логического методов из источников открытого доступа и научной литературы. *Результаты* – изучены особенности и дана ха-рактеристика трудового потенциала региона, проведен анализ абсолютных и относитель-ных показателей, характеризующих динамику движения населения области, который поз-волил выделить основные тенденции его изменения за последние годы. Показаны демо-графические факторы, оказывающие влияние на формирование трудового контингента. Рассчитаны объемы социально-демографической нагрузки. *Выводы* – установлено, что удельный вес жителей села имеет тенденцию к снижению как в абсолютном значении, так и структуре общей численности. Основными критериями являются миграция населения и уменьшение его естественного прироста. Сокращение количества экономически активных жителей сельской местности объясняется отрицательным балансом разницы между во-шедшими в активный возраст людьми и вышедшими на пенсию, а также миграционными процессами, имеющими свою специфику. Отмечается, что уровень трудовых ресурсов ре-гиона находится в непосредственной связи с демографическим развитием данной террито-рии. Ухудшение демографической ситуации негативным образом отражается на количест-венных и качественных размерах, характеризующих рынок труда области. Молодежный сегмент остается довольно несбалансированным, сферы занятости молодых специалистов находятся в тесной взаимосвязи с невысоким уровнем дохода и производительности тру-да, сохраняющийся разрыв между профессиональной направленностью молодежи и по-требностями предприятий в рабочей силе становится одним из барьеров трудоустройства молодых людей.

Key words: Akmola region, rural population, labor resources, labor market, numbers, employment, socio-demographic load, migration processes.

Түйінді сөздер: Ақмола облысы, ауыл халқы, еңбек ресурстары, еңбек нарығы, саны, жұмыспен қамтылуы, әлеуметтік-демографиялық жүктеме, көші-қон процестері.

Ключевые слова: Акмолинская область, сельское население, трудовые ресурсы, рынок труда, численность, занятость, социально-демографическая нагрузка, миграционные процессы.

Introduction

In order to ensure economic security and sustainable development of any region, it is necessary to provide it with sufficient labor resources (Iskakova D.M., Kurmanalina A.A., Iskakova D.B. et al.) [1].

It should be understood that the demographic development of a given territory depends on the extent to which labor resources are developed (Filchuk T.G.) [2].

The state of the labor market on the regional level, can be an indicator of regional stability or instability, as it reflects the trends and patterns of socio-economic development of the territory.

The state of the local labor market acts as an indicator characterizing the stability or instability of any region, as it reflects the trends and regularities of socio-economic development of the territory (Zueva A.S. & Hrolenko T.S.) [3]. One of the basic tasks at curently is to preserve the labor potential of the Akmola region, which in quantitative terms reflects the number of economically active population, but in recent years, the trend continues to decrease this indicator.

The analysis and evaluation of labour resources reproduction is of great importance for the development of a strategy for sustainable development on the economy level of the region. However, it should be said that the issues related to the provision of labour resources from the perspective of sustainability of development at the regional level have not yet been fully studied (Nurzhanova G.I., Kasenova A.Zh. & Sulejmanov R.Je.; Kaydashova, A.K. & Potapova E.P.) [4,5].

Human resources represent a key aspect of socio-economic development, prosperity and competitiveness of each region, as they contribute to employment growth, job development and improvement of living standards of residents (Borsekova K., Korony S.) [6].

In economics, the importance of human resources development, formation of strategies for this development is determined by the fact that the achievement of economic growth in modern conditions is associated with the problems of quality and quantity of labour force for its effective use within the framework of achieving the set goals of transformational changes (Nikitaeva A.Ju., Mihalkina D.A.) [7].

The staffing needs of the regional labour market should take into account the provisions of regional economic and social development programmes, as well as regional labour market development programmes. In this regard, it is necessary to create and implement a strategy for the development of human resources at the regional level. However, the complexity lies in the simultaneous consideration of not only quantitative and qualitative indicators, but also objective and subjective factors that influence decision-making regarding the development of human resources (Hrynkevych O., Levytska O., Baranyak I.) [8].

Due to the stated above, the main aim of this paper is to systematize regional peculiarities and calculate quantitative parameters of the labour market of Akmola region. The hypothesis of the study is that the number of economically active rural people is decreasing not only because of the decrease number of people of working age, and on the number of rural departures increase.

Literature Review

The analysis of scientific publications on the designated problem allows us to conclude that there is a large number of domestic and foreign studies in recent years, devoted to the importance of human resources in the management of regional economy.

Thus, the theoretical aspects of the formation of labour resources and the functioning of regional labour markets, as well as the issues of assessing the quantitative parameters of labour resources are devoted to the works of many domestic and foreign researchers. Many scientific works also pay attention to the problems of regional labour market conditions, an indicator of the economic situation at the level of the country and the region, and it should be noted that the interest in this issue remains relevant (Zheludeva Ju.V., Lubova T.N., Starodubceva A.S. et al.; Imashev A.B., Turekulova D.M., Muhambetova L.K. et al.) [9,10].

A number of scientists, studying in their works the trends and directions of development of labour potential in rural areas, draw attention to the fact that the deterioration of the demographic situation in rural areas negatively affects the quantitative and qualitative indicators characterizing labour resources (Arkhipova L.S.; Vasilieva, A.V.) [11,12].

Regional labor markets in the country characterized by traditional forms of employment. At present, the socio-economic level of regional development is characterised by two aspects. Firstly, negative social phenomena in the labor market are manifested, and, secondly, new perspective content of existing phenomena and processes appears.

Gorelova G.V., Mikhalkina D.A., Nikitaeva A.Y. [13] believe that human resources are a key aspect of socio-economic development. And it is people who determine how economic

development will be carried out, how the country's available resources will be used.

According to Jašková D., Haverniková K. [14] human resources represent a key aspect of socio-economic development, prosperity and competitiveness of each region, as they contribute to employment growth, job development and improvement of living standards of the population.

The human component in sustainable development plays an important role. A high quality labour force, due to increased knowledge and absorption of technology in the country, can increase labour productivity.

From a macroeconomic perspective, the prosperity of a region in terms of economic performance depends on the ability of the region to create jobs and increase the real income of its residents. Economic prosperity depends to a large extent on the labour productivity of a country's population (Saleh H., Surya B., Ahmad D.N.A. et al.) [15].

Zhu Delong [16] believes that to ensure sustainable development, enterprises need to keep up with the times, improve the utilisation rate of human resources and increase the number of talent reserves.

Materials and methods

In order to solve the set tasks, the system approach was applied in the work in combination with various methods of economic research, which allowed to ensure the reasoning and reliability of generalizations, conclusions and provisions obtained in the work. For the analysis and assessment of the current situation of the regional labor market were applied economic-statistical and balance methods. For identification of regional features and problems of the reproduction of labor resources were used abstract-logical method. Analytical method were used for determination of the main factors affecting the state of the labor market. The analysis of absolute and relative indicators, which are used to characterise the dynamics of changes in the population of the region, was carried out in the dynamics of the last 5 years.

Theoretical analysis was carried out on the basis of materials of scientific conferences, normative and reference literature, publications of famous domestic and foreign scientists, which were devoted to the analysis and evaluation of labour resources reproduction.

The information and empirical base of the study was the statistical data. Qualitative and quantitative indicators of the regional labour market have been studied based on the analysis of the data of the Bureau of National Statistics of the Agency for Strategic Planning and Reforms of the Republic of Kazakhstan for 2019-2023.

Results

Labour potential is the basis of the socio-economic potential of the region. The labour supply in the economy was characterized the total value of economic activity of the population. Other things being equal, it depends on the two most important parameters: the number of population and the level of its participation in the economy.

In order to analyze the state of the labour market in Akmola region, it is necessary, first of all, to study the forceful of changes in the population of the region for the period under consideration (table 1).

In Akmola region in the first years there was a decrease in the total population from 736 735 in 2019 to 735 566 in 2020. The total population will increase from 2021 onwards. The growth will be from 785 708 persons in 2021 to 788 178 persons in 2023. All in all, the absolute population growth in the region during the period is 51 443 persons (-6.9%).

Table 1 - Population dynamics in Akmola region, 2019-2023, people

Indicator	2019	2020	2021	2022	2023	Deviation, 2023/2019	
						people	%
Population	736 735	735 566	785 708	788 013	788 178	+51 443	106,9
including:							
- urban population	348 117	349 320	438 207	441 997	445 375	+97 258	127,9
- rural population	388 618	386 246	347 501	346 016	342 803	-45 815	-88,2
Economically active population	428 300	418 300	417 500	442 401	429 064	+764	100,2
including:							
- urban population	202 700	194 700	193 500	244 014	230 400	+27 700	113,7
- rural population	225 600	223 600	224 000	198 387	198 664	-26 936	-88,1
Note: compiled by the author on the basis of data from the (Statistics from the Agency for Strategic Planning …) [17]							

The decrease in the natural population growth in the oblast amounts to 1 710 persons (from 4 955 persons in 2019 to 3 445 persons in 2023).

During the analyzed period, the number of urban population of the Region increased from 348 117 people in 2019 to 445 375 people in 2023, i.e. the absolute increase was 97 258 people (or 27.9%).

The rural population of the region decreased by 11.8% over the period analyzed. The largest decrease in the rural population of the Region was observed in 2021, when the absolute decrease in the number of inhabitants compared with the previous year 2020 amounted to 38 745 people (or 10%).
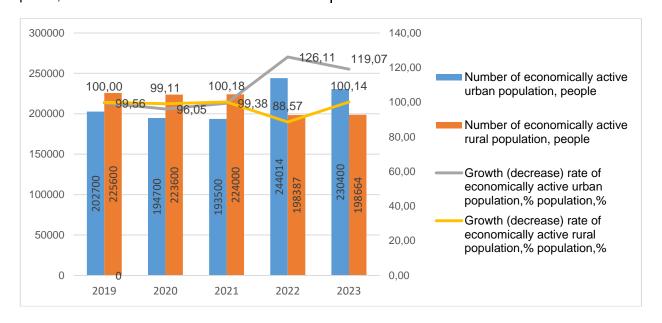
Simultaneously with the decrease in the absolute indicator of the rural population in the total population of Akmola region, the ratio between of rural and urban population is changing. The share of urban population in the region increased by 9.3 percentage points, from 47.2% to 56.5%. The share of

rural residents has correspondingly decreased, amounting to 43.5% by October 2023. The share of rural residents has correspondingly decreased, amounting to 43.5% by October 2023.

In Akmola region for the analyzed period the number of economically active population, i.e. people of working age, who are employed or unemployed in the period under review, increased by 764 people or 0.2%.

It is necessary to say that the population growth rate of the region stably exceeds the growth rate of the economically active population. Thus, the relative population growth increased by 6.9% during the period analysed, while the economically active population increased only by 764 people.

The reason for the increase in the growth of the economically active population of the region was the increase in the economically active urban population from 202 700 in 2019 to 230 400 in 2023 (figure 1).

Note: figure compiled by the author on the basis of (Statistics from the Agency for Strategic Planning …) [17]

Figure 1 - Growth (decrease) rate of economically active urban and rural population in Akmola region, %

The analysis of the number of economically active population of the region showed the growth of the indicator in relative terms for the analysed period by 0.2% (or by 764 people). There was a decrease of economically active population in rural areas and its growth in urban areas. Thus, the growth of the economically active population in the city in relative terms was 13.7 %. While the decrease in the number of economically active rural population amounted to 11.9 %.

When considering the state of the regional labour market, it is important to take into account migration processes, which are an indirect indicator of the social well-being of the indigenous population.

The majority of the migrated population in 2023 is the working age population of 1 622. In the interregional exchange, Akmola region loses 2 376 people, which indicates the greater attractiveness of other regions for living and working.

Here it is necessary to note the geographical location of Akmola region, which has a significant impact on the situation in the region. One of the advantages of the region's geographical location and proximity to the capital is that it is relatively attractive to people from more remote areas of the country. The proximity of the capital has led to a steady outflow of economically active people, especially young, highly qualified professionals, due to the higher income levels in Astana. Initiatives to support local workers and maintain economic growth while managing migration flows more effectively could lead to a balanced and sustainable development path for Kazakhstan [18].

Another important problem reflecting disproportions in the distribution of labour resources in the analyzed region is the reduction in the number of economically active population in rural areas as an indicator of socio-economic problems in the village.

The negative demographic processes that have been taking place in the Region have a negative impact on the regional labour market, the labour force market. The indicator of the labour force is the number of economically active population, which includes those employed in the economy and the unemployed. The number of employed in Akmola region in 2023 is 408.677 thousand people, which is 677 people more than in 2019.

The level of employment in the first three years of the analyzed period decreased from 408 thousand people in 2019 to 397 thousand in 2021. Then in 2022 it reached the value of 421.4 thousand people. Throughout the analyzed period, the number of employed men exceeds the number of employed women. The maximum difference between the two was recorded in 2023 and amounted to 13.507 thousand people, while the minimum difference was recorded in 2019 (6.6 thousand people).

The proportion of male population has increased from 50.81% in 2019 to 51.65% in 2023. Consequently, the proportion of women is decreasing every year.

The age structure of the population of Akmola region is undergoing changes, of which ageing is the most acute. According to the current classification proposed by the UN, the population is considered old when the proportion of people aged 65 years and older exceeds 7% (Aging. The United Nations) [19]. In 2023 in Akmola Region, the share of this part of the population was 11.2 %. It should be noted that the share of rural population whose age exceeds the working age is 10.7 percent, while the share of urban population is 11.68 percent. The data on the age structure of the population of Akmola region are presented in table 2.

Table 2 - Grouping of the population of Akmola region by main age groups, people, at the beginning of the year

Gender and age groups	2019	2020	2021	2022	2023
The entire population					
Aged:					
Under working age	176 844	176 724	176 849	191 644	191 100
Employable	490 291	486 468	483 832	509 183	508 351
Over the working age	71 452	73 543	74 885	84 881	88 562
Urban population					
Aged:					
Under working age	85 426	86 451	87 796	107 464	107 763
Employable	227 928	225 515	224 799	281 413	282 582
Over the working age	34 915	36 151	36 725	49 330	51 652
Rural population					
Aged:					
Under working age	91 418	90 273	89 053	84 180	83 337
Employable	262 363	260 953	259 033	227 770	225 769
Over the working age	36 537	37 392	38 160	35 551	36 10
Note: compiled by the author on the basis of data from (Statistics from the Agency for Strategic Planning and Reform…) [17]					

From the data in Table 3 we can conclude that the share of people of working age in the population structure is the largest. However, there is a decrease in their share from 66.4% in 2019 to 64.5% in 2023. The change in the value of this indicator demonstrates the supply of labour force in the labor market.

It should be noted that in the structure of the urban population the share of the able-

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bodied population during the analyzed period decreased by 1.5% - from 65.4% in 2019 to 63.9% in 2023. In absolute terms, there is an increase of able-bodied urban population by 54 654 people (from 227 928 people in 2019 to 282 582 people in 2023).

If we analyse the decrease of able-bodied population in absolute terms, it amounted to 36 594 people. The share of rural population in the region is decreasing both in absolute and relative terms.

The basis for the deficit of labor force in rural areas is being formed. For example, we can note a decrease in the number of you A typical trend for the Oblast is the growth of the elderly population from 9.7% in 2019 to 11.2% in 2023. This situation is also typical for rural areas. But here it should be said that the share of people over the working age is smaller than in the city (on average 9.9% in rural areas, 10.8% in the city). The ageing of the population living in the city can be noted.

To characterise the age structure of the population, the demographic load coefficient is used. It shows the number of people of working age that falls on 1 thousand citizens of working age. Demographic load per one able-bodied person in Kazakhstan is growing.

In Akmola region, for every 1 000 people of working age in 2019 there were 652 unemployed. At that, children and adolescents - 418, and persons of retirement age - 234. Five years later, there were already 683 incapable of work per 1 000 people of working age.

The demographic burden depends on three components: the number of people under working age, working age and over working age. If one of them decreases or increases, the load itself changes. A further increase in the demographic burden is explained, on the one hand, by the growth in the birth rate in recent years and, on the other hand, by the decline in the working-age population as a result of the decline in the birth rate in the 1990s.

The decrease in the share of working-age population in Akmola region in the analysed period causes the increase in the demographic load factor on it by those who are younger and older than the working age. It turns out that the higher this indicator is, the greater will be the demographic load on the population.

If we compare the demographic load coefficient of the urban population with the rural population, we can see its increase by 17 (from 680 in 2019 to 697 in 2023). In the future, the demographic burden on the able-bodied population is projected to grow in Kazakhstan as a whole and in Akmola region in particular.

It should be noted that the slowdown of natural reproduction of the population is associated with population ageing.

Discussions

The aggregate labour supply in the economy is characterized by the amount of economic activity of the population, which depends on the two most important parameters: the size of the population and the level of its participation in the economy.

Our study highlights the fact that the reduction in the total number of rural population in the Oblast is mainly influenced by population migration, as well as by the decrease in natural population growth. These two factors raise doubts about the confidence in the availability of the necessary amount of labour resources for the region's economy in the future.

The reduction in the number of economically active population in rural areas can create disproportions in the distribution of labour resources in Akmola Oblast, which was revealed when calculating the difference between those who entered the active age and those who retired, as well as migration processes, which have their own specifics.

Our analysis shows that changes are taking place in the age structure of the population of Akmola region, of which ageing is the most acute. In comparison, Krajňáková E., Vojtovič S. [20]. believe that human resources form a combination of different qualities of people acquired in the process of experience and subsequent process of regional development. An important aspect affecting the quality of human resources in the case of regional development is the ageing of the population.

In line with earlier studies on the role of the human component in sustainable regional development (Jašková D., Haviernikováv K.; Sa-leh H., Surya B., Ahmad D.N.A. et al.) [14,15] we concluded that the importance of human resources development is determined by the fact that the achievement of economic growth in modern conditions is associated with the problems of quality and quantity of labour force.

Our results show that the number of economically active rural population in Akmola region is decreasing not only because of the reduction in the number of working-age population in the total population of the region, but also because of increased migration of rural working-age population. The results obtained allow us to conclude that there is a need to develop and implement a strategy for the development of human resources at the regional level.

Conclusion

1. There is a tendency to reduce the total number of rural population in the Oblast. This

process was influenced by such factors as population migration, as well as a decrease in natural population growth.

2. The decline in the economically active rural population was affected by the negative difference between those who entered the active age and those who retired, as well as by migration processes. The overwhelming part of migration outflow falls on the able-bodied population.

3. There is an increase in the demographic load coefficient in the region. The growth of this indicator was influenced by the reduction in the number of working-age population.

4. The population of the region is ageing. The real economic threat is associated with a decrease in the number of working age population and, consequently, with the reduction of labour resources of Akmola region.

5. The degree to which the economy of Akmola region is provided with labour resources depends on the demographic situation.

6. The staffing needs of the regional labour market should take into account the provisions of the programmes of economic and social development of the region. There is a need to develop and implement a strategy of human resources development at the regional level, in the development of which the results of this study can be used.

Author's contribution: Kuatova Dilmina Yahiyaevna: formulation of the purpose and objectives of the study, description of research methods; Blinov Oleg Anatolyevich: writing a literary review, interpretation and description of the results obtained; Tyulegenova Asyltas Temirbekovna: collection and analysis of quantitative data.

Conflict of interests: the author declares that there is no conflict of interests.

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