

STATE SUPPORT FOR EMPLOYMENT OF RURAL POPULATION IN KAZAKHSTAN

ҚАЗАҚСТАННЫҢ АУЫЛ ХАЛҚЫН ЖҰМЫСПЕН ҚАМТУДЫ МЕМЛЕКЕТТІК ҚОЛДАУ

ГОСУДАРСТВЕННАЯ ПОДДЕРЖКА ЗАНЯТОСТИ СЕЛЬСКОГО НАСЕЛЕНИЯ
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Abstract. Purpose - the problems of employment in rural areas are considered and the ways of their solution are proposed. **Methods** - economic and statistical method, monographic, systematic, sociological analysis - to determine the indicators and factors of providing jobs - were used in identifying the trends of employment of rural population. **Results** - the current situation in the labor market was studied, the state programs for the expansion of this segment and the results of their implementation were analyzed. The statistical data of unemployment rate by categories in dynamics are compared: age, gender composition, share of labor-sufficient urban and rural populations. The experience of foreign countries is shown, the approved norms of the number of employees employed in agriculture are presented. **Conclusions** - to improve the socio-economic infrastructure of rural areas and to improve the quality of life of rural residents it is important to improve the system of subsidizing economic entities. This, in turn, is achievable under the condition of investment of staff units in agricultural production and strengthening social protection of the population. Structural reorganization of the economy has affected the decrease of labor employment in the agrarian sphere, which is one of the criteria of economic development of the republic. Diversification in the agro-industrial complex, support of peasant (farmer) farms and alternative forms of labor relations in rural areas allow to smooth negative trends and receive additional income. The priority direction of labor mobility of rural residents is the expansion of small business. To this end, it is necessary

Introduction

The current reform of the agro-industrial complex causes serious changes in the sphere of the job creation sphere of the rural population. In order before economic science opens the veil of theory of the current situation in the village as stuff out in it, it is necessary to find out the general phenomena, the main reasons, trends and patterns of the processes taking place in the village, to draw up scientific conclusions, and make recommendations for the practical application of mechanisms for regulating employment in rural areas due to their novelty and complexity in Kazakhstan. Although Kazakhstan's unemployment rate has been between 4.7 and 5.0% for more over a decade, things are not looking good. The issue is relevant because of the following:

* agriculture found itself in a worse situation during a broad socio-economic and financial crisis that touched every element of life in Kazakh society. A village, which is a significant administrative-territorial entity, is not exempt from issues. The country's rural sections have much worse quality of life than its metropolitan counterparts. All of these factors contributed to a dramatic drop in the standard of living and rise in the cost of living for those living in rural areas, as well as a decline in the birth rate and rise in mortality, a young population exodus from rural areas, and, ultimately, a decline in the proportion of the population living in rural areas and a decline in the reproduction of the labor force there;

*the market economy in the agro-industrial complex is introduced very slowly and inefficiently. With macroeconomic environment poor and an unequal pricing power, a reduced government assistance as well as investment climate being extremely hostile the state of rural economy is only deteriorating. The production potential in rural population decline, the formation of job losses and shrinking labor resources to reduce reproduction will increase the number of differences - diffusion effect;

*reorganization of the productive sector and its supportive infrastructure in agriculture also brought together a decline in social production, with break down on social infrastructures. In rural districts of Kazakhstan social services, trade and manufacturing operations, the town-forming enterprises, housing, municipal and community organizations are cut down. Under these circumstances, the proportion of the unemployed living in rural areas to the total number increases, the number of economically active people declines, and the employment level declines, which causes the creation of local pockets of unemployment and an increase

in the number of settlements with a critical employment situation in the nation;

*one of the most important responsibilities at this time should be to revive and enhance the village's production and social potential, with the goal of creating jobs for the rural populace. In order to reform the agro-industrial complex, a new concept of employment must be developed, a wide range of these issues must be thoroughly studied, and methodological justification must be developed.

Literature review

Studying how the rural population is employed in relation to the dynamics of the village's social infrastructure and production structure, as well as enhancing government regulation and employment management, are all crucial in this respect (Li C., Sha Z., SunX. et al.) [1]. The combined effect of all of these factors dictated the practical importance, scientific curiosity, and relevance of scientific study. Creating a system for governmental control of employment in rural regions is the aim of the study (Wang S., Manjur B., Kim J. et al.) [2]. The research offers solutions for completing the following actions in order to meet this goal: The study will apply a multifactorial analysis to examine various forms and types of work; it will also examine state regulations regarding rural employment and identify ways to enhance them (The State of Food Security....) [3].

For a long time, opinions on a governmental guarantee of full employment have dominated economic study. Work that involved labor, movement, and population migration was highly valued in the Soviet and post-Soviet economies (The Organization for Economic Co-operation...) [4]. With the advent of economic reforms in the 1990s, a new phase of critical evaluation of the status of economic theory emerged, and fresh insights and methods of comprehending reality were amassed (San Juan C., Sunyer C.) [5].

Numerous scientific publications, novel ideas, and scientists have emerged who have significantly advanced the theory of employment and others. The writings economists address issues with governmental control of the economy and employment (Chen M., Zhou Y., Hu M. et al.) [6]. The goal of several departments at agricultural colleges and research organizations is to discover solutions for issues related to employment in rural areas. The internal issues of employment, its creation and evolution, and management of rural employment in the framework of a multi-structured economy of the agro-industrial complex continue to be contentious and unsolved, even if the aforementioned

ned studies are of considerable scientific interest (Zhang T.-T., Cai X.-Y., Shi X.-H. et al.) [7].

When analyzing employment issues, some economists adopt a limited departmental perspective and contrast mass unemployment under capitalism with full employment under socialism. Certain local experts are attempting to apply Western economic theories to Russian reality, omitting to consider the country's unique economic and social circumstances (Hemming D., Chirwa E., Dorward A. et al.) [8]. In modern society, unemployment is perceived as an imbalance in the national labor market. This imbalance reflects the existence of a surplus of labour in countries with different levels and values of development at different stages. Initially, the States aimed for temporary measures to ensure economic stability, but this did not preclude the possibility of achieving a full and sustainable optimum level of employment.

Materials and methods

Legislation, executive and representative branch decrees, rules, and directives, as well as republican employment promotion initiatives, serve as the foundation for new conceptual approaches to state control of work. Economic-statistical, monographic, and systematic approaches were employed in the study of employment, together with sociological and economic research. The employment trend of the rural populace is shown in a dynamic manner (309 billion tenge will be allocated for subsidies...) [9]. The employment of the rural people in the Republic of Kazakhstan during agricultural reform, as well as its change in the context of the growth of the village's social infrastructure and production structure, is the study's focus.

In line with the Republic of Kazakhstan's Concept for the Development of Rural Territories for 2023–2027, the state must create a document that sets industry standards for the number of workers in agriculture. This will enable the creation of new jobs on farms and halt the exodus of young workers from rural areas, thereby improving the standard of living and incomes for villagers. Employers are eligible to hire individuals who are not currently employed and have enrolled at the career center. They can offer subsidized positions at their businesses in compliance with the proposed regulatory document to enhance the quality of life and income of rural residents. The state, through the labor mobility center, will cover either all or a significant portion of the wages for unemployed individuals who secure employment.

Results

The Republic of Kazakhstan's Statistical Bureau reports that as of 2023, there were 6.29 rural communities in the nation, home to 7.5 million people, or 38.2% of the total population

(Data of the Bureau of National Statistics...) [10]. The Government accepted the Concept for the Development of Rural Territories for 2023–2027 in order to carry out the Head of State's proclamation. By utilizing their topographical advantages and competitive advantages, rural communities can reach their full socioeconomic potential. Several initiatives are planned within its scope to raise villagers' earnings and standard of living. To raise the standard of living in rural areas, the state has implemented initiatives. In order to achieve this, a design for the development of rural regions for the years 2023-2027 has been authorized. In addition, modernization of 3.5 thousand villages with high growth potential – where about 90% of the villagers reside – as well as the "Auyl - El Besigi" project are planned.

The primary focus of the text is the total modernization, under the scope of the "Auyl - El Besigi" project, of 3.5 thousand rural settlements (SNP) with high growth potential, where about 90% of the republic's villagers reside. These communities will develop into new hubs of economic expansion by offering welcoming environments for individuals to live and work. Developing a warm rural setting through enhancing social, technical, and transportation infrastructure will be a key focus. This involves constructing new schools and healthcare centers, ensuring consistent provision of water and electricity, establishing broadband Internet connectivity and satellite communication, improving local village roads, erecting cultural amenities such as clubs, libraries, museums, and cinemas, constructing sports facilities, and establishing public service hubs (What obligations will be introduced for beneficiaries...) [11].

Work on connecting utilities to newly developed property will continue in order to accelerate the building of homes. Simultaneously, businesses that construct housing for their staff in rural communities would get a 50% subsidy towards the cost of a commissioned house up to 100 square meters in area. The state aims to enhance agricultural output, foster entrepreneurship, and promote agricultural collaboration to increase the incomes of farmers. By consolidating small farms and establishing agricultural cooperatives, farmers can reduce the costs of feed, agro technical and veterinary services, fertilizers, fuels, lubricants, and seeds. Moreover, they can boost production by sharing land, agricultural machinery, irrigation systems, and drainage systems, while securing stable sales channels for their products without intermediaries.

This strategy enables farmers to enhance the business environment, expand their market

reach, develop transportation and logistical infrastructure in rural areas, create new job opportunities, and mitigate the outflow of young workers through the amalgamation of small farms and the establishment of agricultural cooperatives. Employment is classified by both quantitative and qualitative parameters, according to the International Labor Organization. The sectoral structure and employment details, such as the quantity of jobs and the percentage of workers in agriculture, are examples of quantitative indicators. The degree of education and pay, worker productivity, and the multiplier impact of employment are examples of qualitative indicators.

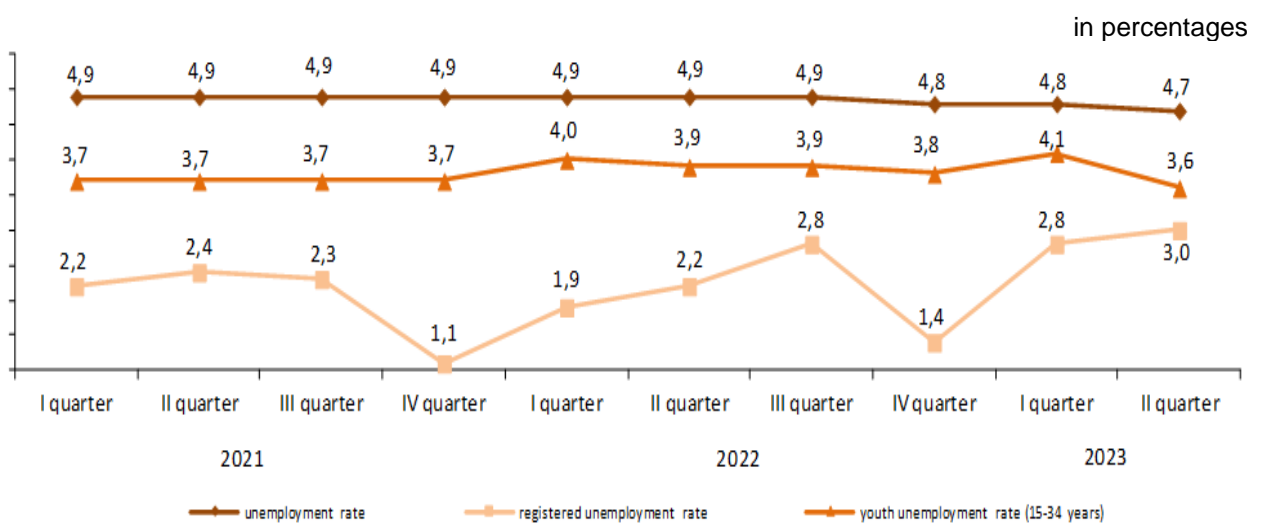
Finding innovative solutions to the economic and social issues pertaining to rural development within the parameters of state policy's priority areas is currently imperative. The mechanisms governing the economic and social development of rural areas are still in the early stages of development, so scientific methods must be developed in order to draw labor - particularly young labor - to these areas, attain full employment for the rural population, encourage more people to seek jobs in rural areas, and raise the standard of living for those who live there. The state has implemented

several initiatives to guarantee employment for the populace in an effort to grow the labor market and lower unemployment. Example of this initiative is the "Employment Road Map 2020".

Kazakhstan ranked better in 2019 - taking 25th place in the Global Competitiveness Index as opposed to 30th - based on the outcomes of the program's execution. While long-term and unemployment rates stayed the same as in prior years, young unemployment fell by 0.2 units to 4.2% (Insurance premium subsidies will increase...) [12]. An improvement in the unemployment rate is a good thing, considering how things transpired during the epidemic.

During these years, a number of unfavorable outcomes and shifts in the labor market were noted, including a temporary loss of capacity to work owing to sickness and the recovery period, a reduction in working hours, an escalating epidemiological crisis, etc. The state is planning a number of initiatives that will enable the creation of more employment and is implementing a variety of actions to address issues in the existing scenario.

In comparison with 2022, the unemployment rate in 2023 dropped by 0.1% to 4.7% (figure 1).



Note: concompiled by the author using information from the Bureau of National Statistics of the Agency for Strategic Planning and Reforms of Republic of the Kazakhstan

Figure 1 -Unemployment levels in the Republic of Kazakhstan

According to the employment authorities of the Ministry of Labor and Social Protection of the Republic of Kazakhstan, 127.8 thousand persons were officially recorded as jobless at the end of December 2023. At 1.8% of the labor force, the percentage of people who are officially jobless rose by 0.4 percentage points from 2022 to 2023 (Ualiyeva B.) [13].

3.4% of young people between the ages of 15 and 34 were unemployed (table 1).

The human capital present within Kazakhstan significantly impacts the economic growth, industries, and sectors, including agriculture. The success of each business relies in part on its workforce. In today's world, ensuring a steady operation in agriculture necessitates the availability of labor resources. These labor

resources encompass employees from diverse professional backgrounds who are employed by an organization. The effectiveness of labor resources profoundly influences the strategic growth and performance outcomes of an

enterprise, establishing it as a key asset. By facilitating the creation of value, goods, profits, and the seamless flow of production materials, labor resources play a pivotal role in driving business success.

Table 1 – Main labor market indicators

Main indicators	2021	2022	2023	Growth rate 2023/2021
Labor force, people	9 262 301	9 421 585	9 488 162	102.44
Employed population, people, including	8 811 894	8 965 536	9 042 276	102.61
- wage-earners	6 717 036	6 830 886	6 906 331	102.82
- self-employed workers	2 094 858	2 134 650	2 135 945	101.96
Unemployed population, people	450 407	456 049	445 886	99.00
Unemployment rate, %	4.9	4.8	4.7	95.92
Youth unemployment rate, % (ages 15-34)	3.7	3.8	3.4	91.89
Persons outside the labor force, people	4 058 508	4 268 903	4 406 657	108.58

Note: compiled by the author on the basis of data from the Bureau of National Statistics of the Agency for Strategic Planning and Reforms of the Republic of Kazakhstan.

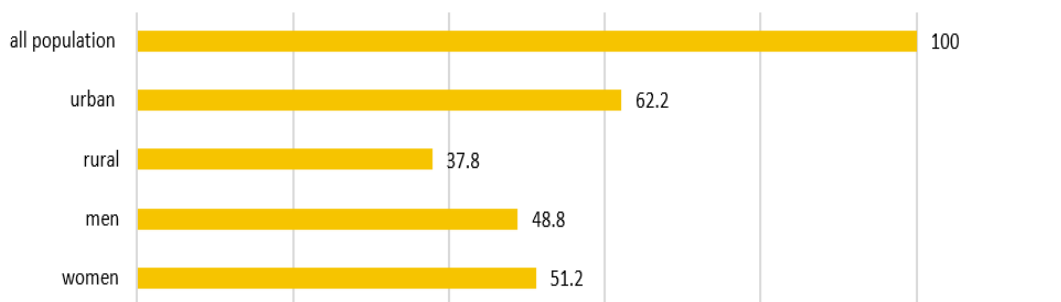
The capability for every employee in the company to choose their place of work, either accept or decline the offered conditions, request adjustments to working conditions, explore different types of activities, or exit the organization at any time distinguishes labor resources from other resources within an agricultural enterprise. It is important to note that various economic sectors have unique processes for the development and utilization of human resources. In some sectors of the economy, both the quantity of workers and their level of expertise are increasing. These are now firms established in the information technology field and other popular industries such as energy and consultancy.

In rural and agricultural communities, the demographic landscape is shifting. Back in the early twentieth century, 63% of the nation's population resided in rural regions. However,

there has been a noticeable decline in the rural population in recent times. By January 1, 2024, approximately 38% of the population is projected to still reside in rural areas. On that same date, the overall population stood at 20 095 963 individuals, with 12 513 014 living in urban areas (62%) and 7 582 949 in rural regions.

In the Republic of Kazakhstan, the number of rural residents decreased by approximately 500 000 over a period of three relatively prosperous years (2020–2023) (Bellmann C.) [14]. And the majority of Kazakhstan's regions have seen this tendency. Large villages and cities see population migration (figure 2). Not only is the population of rural areas declining, but the work force in the surviving rural villages is also decreasing. In other words, fewer people in rural areas are employed.

Let's examine young people's (15-28 year olds) employment patterns by area (table 2).



Note: written by the author using information from the Bureau of National Statistics of the Agency for Strategic Planning and Reforms of the Republic of Kazakhstan. Agriculture's prospects for growth are also impacted by the decline in the labor force in rural communities. This is because a declining proportion of the workforce is engaged in agricultural output. In Kazakhstan's rural areas, this is evident.

Figure 2 - Population by gender and type of area as of January 1, 2024

Table 2 - Key figures for the youth labor market (ages 15 to 28) broken down by region type in 2020-2023

	2020	2021	2022	2023	Growthrate 2023/2020	Growthrate 2023/2022
Total, thousand people	2099.8	2063.4	1885.7	1746.7	83.2	92.6
City, thousand people	1209.6	1221.1	1154.2	1082.3	89.5	93.8
Village, thousand people	890.2	842.3	731.5	664.4	74.6	9.8
Share of employed population in the village, %	42.4	40.8	38.8	38.0	90.0	98.0

Note: compiled by the author on the basis of data from the Bureau of National Statistics of the Agency for Strategic Planning and Reforms of the Republic of Kazakhstan.

The chart shows that, in comparison to 2020, the percentage of employed adolescents in rural regions between the ages of 15 and 28

dropped to 38% in 2023. Let's look at the examination of the agricultural workforce (table 3).

Table 3 - Employed population in agriculture for 2020-2023

	2020	2021	2022	2023	Growthrate 2023/2020, %	Growthrate 2023/2022, %
Employed population						
Employed in the economy, total, thousand people	8 732.0	8 807.1	8971.5	9 167.3	105.0	102.2
Agriculture, forestry and fisheries, thousand people	1 175.1	1 176.4	1108.9	1 014.7	86.4	91.5
Share of employed population in agriculture, %	13.5	13.4	12.4	11.1	82.2	89.5
Employed youth in the Republic of Kazakhstan (aged 15-28 years)						
Employed in the economy, total, thousand people	2 019.4	1 985.8	1 813.8	1 746.5	86.5	96.3
Agriculture, forestry and fisheries, thousand people	246.1	238.6	203.2	172.9	70.3	85.1
Share of employed population in agriculture, %	12.2	12.0	11.2	9.9	81.1	88.4

Note: compiled by the author on the basis of data from the Bureau of National Statistics of the Agency for Strategic Planning and Reforms of the Republic of Kazakhstan.

The figure shows that between 2020 and 2023, there were 105% more employed individuals in the republic's economy overall than there were in 2020. In contrast, the number of workers in agriculture fell by 86.4% from 2020 to this year. During the research period, the percentage of the employed people working in agriculture fell from 13.5% to 11.1%. The Bureau of National Statistics of the Agency for Strategic Planning and Reforms of the Republic of Kazakhstan estimates that 1 746.5 thousand young people in the country were working in 2023 between the ages of 15 and 28. This number is 13.5% lower than what it was in 2020. Between the years of 2015 and 2018, there were 29.7% fewer young people working between the ages of 15 and 28. Additionally, from 12.2% to 9.9% of employed adolescents aged 15 to 28 worked in agriculture (Subsidies for agriculture in Kazakhstan are twice as low...) [15].

Discussion

Improving rural populations' quality of life and the socioeconomic growth of rural regions are imperative. This is therefore feasible if personnel roles are allocated to agriculture and population social security is enhanced. It is difficult to achieve positive outcomes in the direction of the expansion of the employed rural population without putting these measures into action. Enhancements in healthcare, education, material security, and social infrastructure will result from investments made in the development of rural communities. Based on the research realized, it is necessary to solve a number of issues and introduce measures: establishing favorable conditions for improving welfare among rural population; providing financial support for staffing positions in accordance with the proposed regulatory document in farms. In order to improve the rural population's quality of life, it is imperative to predict and track the need for competent labor.

Updating the potential of human resources also requires the development of methods to encourage young people with potential intellectual and physical qualities, as well as vocational education. Actively supporting youth-led agricultural initiatives is crucial. Plans and programs for development must have systems of measures for adapting human resources; these measures also need to be incorporated into business social plans and collective agreements. Naturally, increasing the base of labor activity in rural areas, examining the strategic importance and adaptability of agricultural production, creating organizational and financial measures to diversify the labor market in rural areas, and offering alternative employment opportunities are all among the issues covered by state regulation of the labor market.

Conclusion

Following an examination of the procedures involved in enhancing the agricultural entity subsidy system, the following conclusions may be made:

1. The nation's agricultural units continue to get minimal subsidies as compared to industrialized nations, where the proportion of governmental support is clearly visible.

In light of specialization and regional features, it is imperative to assess the purposes of subsidies and, if needed, add new forms of subsidies.

2. The system's openness and the ability to accurately depict the beneficiary of the subsidies must be flawlessly implemented in the subsidy distribution mechanism. Creating a single database that beneficiaries may view publicly is required (reporting, outcomes of obtaining subsidies and where they were spent).

3. Create suggestions for enhancing the agricultural entity subsidy system that take into account the knowledge gained from industrialized nations and are tailored to Kazakhstan's economic circumstances.

4. Create a document containing requirements and standards for the number of workers employed in agriculture.

Contributions from the authors:

Zhenshkan Darima: idea, methodological development, writing, coordination, mentorship throughout the whole study process, and validation of the findings; Appazova Gulbanu: analysis and visualization of research findings; Koitanova Aliya: data collecting, analysis, editing, and publishing finalization.

Conflict of interest: The coauthor affirms that there isn't one on behalf of all the other writers.

Source of financing: the article was funded within the framework of the grant

funding project AP23486198: «Study of organizational, managerial, socio-economic mechanisms of development of agricultural cooperatives and assessment of their impact on increasing incomes and quality of life of the rural population of Kazakhstan».

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