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RELEVANT ISSUES OF EMPLOYMENT IN AGRICULTURAL SECTOR OF KAZAKHSTAN

ҚАЗАҚСТАННЫҢ АГРАРЛЫҚ СЕКТОРЫНДА ХАЛЫҚТЫ
ЖҰМЫСПЕН ҚАМТУДЫҢ ӨЗЕКТІ МӘСЕЛЕЛЕРІ

АКТУАЛЬНЫЕ ВОПРОСЫ НАНЯТОСТИ НАСЕЛЕНИЯ
В АГРАРНОМ СЕКТОРЕ КАЗАХСТАНА

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Abstract. The measures of State regulation and support of employment of the population, relevant issues of modern labor market, prospects for their solution in the frame of the implementation of State employment policy are considered. Macroeconomic analysis of indicators of employed and unemployed people was carried out, including labor market in agricultural sector of Kazakhstan.

Аңдатпа. Халықты жұмыспен қамтуды мемлекеттік реттеу және қолдау шаралары, қазіргі еңбек нарығының өзекті мәселелері, оларды мемлекеттік жұмыспен қамту саясатын жүзеге асыру шеңберінде шешу перспективалары қарастырылған. Жұмыспен қамтамасыз етілген тұрғындар мен жұмыссыздық көрсеткіштеріне, оның ішінде Қазақстанның аграрлық секторындағы жұмыс күші нарығына макроэкономикалық талдау жүргізілген. Ауылдық жерлерде жұмыс орындарының болмауы, сондай-ақ ауыл жастарының жұмыспен қамтылмауы мәселелерінің маңыздылығы байқалады, өйткені ресми статистика ауыл тұрғындары арасында жұмыссыздардың үлкен пайызын көрсетеді. Ауыл шаруашылығы өндірісінде жұмыспен қамтуды қамтамасыз етуді қолдау елдің экономикалық саясатының маңызды басымдығы ретінде айқындалған. Негізгі назар Мемлекеттік бағдарламаларды жүзеге асыру аясында еңбек нарығы проблемаларын шешуді іздестіруді зерделеуге аударылды. Мемлекеттің осы саладағы мақсатты қызметі тек макроөңірлерде ғана емес, жалпы республикада да жұмысқа орналасу мен әл-ауқатты реттеу мен болжаудың сапалық және сандық құралы болып табылатыны негізделген, бұл осы зерттеулердің маңыздылығы мен уақтылығын айқындайды. Агроөнеркәсіптік кешендегі еңбек нарығын зерттеу ауылдық аумақтардың еңбек әлеуетін зерттеуді көздейді. Ауыл шаруашылығында халықтың жұмыспен қамтылу жағдайына әсерін ескере отырып, жұмыс күшінің ауыл нарығын қалыптастыру факторлары көрсетілген. АӨК-дегі еңбек ресурстарының ерекшеліктері қарастырылған. Оларды тиімді және өнімді пайдалану - ауылда жұмыс істейтіндердің санын арттырудың негізгі өлшемі болады.

Аннотация. Рассмотрены меры государственного регулирования и поддержки занятости населения, актуальные проблемы современного рынка труда, перспективы их решения в рамках реализации государственной политики трудоустройства. Проведен макро-экономический анализ показателей обеспеченных работой жителей и безработицы, в том числе рынка рабочей силы в аграрном секторе Казахстана. Отмечается важность вопроса отсутствия рабочих мест в сельской местности, а также незанятости сельской молодежи, поскольку официальная статистика указывает на большой процент безработных среди жителей села. Поддержка обеспечения занятости в сельскохозяйственном производстве определена как важнейший приоритет экономической политики страны. Основное внимание было уделено изучению поиска решения проблем трудового рынка в рамках реализуемых государственных программ. Обосновано, что целенаправленная деятельность государства в этой области является качественным и количественным инструментом регулирования и прогнозирования трудоустройства и благосостояния не только в макрорегионах, но и республике в целом, что определяет важность и своевременность данных исследований. Изучение рынка труда в агропромышленном комплексе предполагает исследование трудового потенциала сельских территорий. Показаны факторы формирования сельского рынка рабочей силы с учетом его влияния на состояние занятости населения в сельском хозяйстве. Рассмотрены специфические особенности трудовых ресурсов в АПК. Эффективное и продуктивное их использование – основной критерий увеличения численности занятых на селе.

Түйінді сөздер: аграрлық сектор, ауыл халқы, еңбек нарығы, еңбек ресурстары, нәтижелі жұмыспен қамту, мемлекеттік қолдау, жұмыссыздық, жұмысқа орналастыру, әл-ауқат.



Ключевые слова: аграрный сектор, сельское население, рынок труда, трудовые ресурсы, продуктивная занятость, государственная поддержка, безработица, трудоустройство, благосостояние.

Introduction. Currently, the sphere of employment and unemployment is a particularly important area of the economic and social sphere, which determines the relevance of the topic. In Kazakhstan, there is a constant and large-scale regulation of employment and unemployment, which determines many trends in this area. Employment policy, affects labor mobility, employment opportunities, and dynamics of unemployment. Studying the problems of employment and unemployment and finding ways to solve them is a very important and relevant issue at the present stage. After all, unemployment is not just a lack of work, it is a social catastrophe that has a strong and negative impact on people.

The functionality of the labor market depends on a number of endogenous and exogenous factors, which must be taken into account as a combination of forms, methods and tools that allow interaction between consumers and offers on agricultural labor. A necessary condition is the achievement of macroeconomic equilibrium in the labor market, as a result of which the labor price is determined - wages and equal employment of the able-bodied part of the rural population. However, it should be noted that the implementation of the state employment policy and its tools require further study. Actual issues remain requiring further study of the regulation of labor mobility from labor-surplus (mainly southern) to labor-deficient (northern) regions of Kazakhstan [1].

Studies have shown that voluntary relocation of labor from the southern regions of Kazakhstan in a certain way solves the problem of labor shortages and labor in the agricultural sectors of the northern regions of the country. This is due to the specifics of the labor force and labor resources of the southern regions, mainly engaged in agriculture, such as livestock, horticulture, crop cultivation, and greenhouses.

Material and methods of research. The focus of the study is on the study of employment issues in the country's economy, in particular, employment problems in the agricultural sector of Kazakhstan. The authors focused on the problems of the labor market in agriculture and relevant issues of state support for rational employment in the agricultural sector. The current research problems and their possible solutions are described. Measures of state support for productive and rational employment are considered.

The following research methods were used, which allowed to obtain the main results: a) macroeconomic analysis: - analysis of the implementation of the state employment policy; - the level of employment in absolute and relative terms; - analysis of economic structures that create jobs; - analysis of data on job creation, including in the agricultural sector; quantitative indicators of the self-employed population; b) the statistical method of economic research; c) institutional analysis to identify the main problems that affect the employment of the population of Kazakhstan. Problems of providing employment, problems of rural unemployment, youth and marginal unemployment, as well as employment problems in the informal sector of the economy of Kazakhstan are currently very relevant. One of the important priorities of the state employment policy in Kazakhstan is to ensure productive and rational employment in the main sectors of the economy, overcoming rural unemployment, solving the problems of other types of unemployment and part-time unemployment.

Results and their discussion. In accordance with the Law of the Republic of Kazakhstan dated April 6, 2016 No. 482-V «On the employment of the population» (with amendments and additions as of April 3, 2019), the state policy in the field of employment is aimed at ensuring full, productive and freely chosen employment and is implemented by: developing the workforce, increasing its mobility; ensuring equal opportunities regardless of nationality, gender, age, social status, political beliefs, attitude to religion and any other circumstances in the implementation of the right to freedom of labor and free choice of occupation and profession; supporting labor and entrepreneurial initiatives of citizens, promoting the development of their abilities for productive, creative work; implementation of measures conducive to the employment of persons experiencing difficulties in finding work and a number of other measures.

Compared with the labor market, as a macroeconomic category as a whole, the rural labor market has significant specifics, which are determined by the characteristics of the rural lifestyle, the mentality of the rural population, its standard of living, and the degree of development of rural infrastructure. Specific features of the rural labor market include the state and dynamics of the development of agriculture as the main area of employment and professional occupation of the rural



population, geographically «close» to places of manifestation of labor activity and the practical application of abilities to rural labor.

Thus, the rural labor market can be considered in two aspects:

- as a characteristic of socio-economic relations prevailing in the agricultural sector of the economy;
- as an environment for the formation of labor resources for agricultural production.

The whole set of factors in the formation of the rural labor market, taking into account its impact on the state of employment in agriculture, can be divided into four groups: demographic and territorial factors; migration factors; labor factors; occupational factors.

We assume that the demographic, territorial and migration factors are exogenous in relation to agriculture as a professional sphere of labor application. Closer to the subject of our study are labor and occupational factors.

The state is called upon to create favorable conditions for all citizens in the implementation of their ability to work, rational employment, to promote the professional mobility of the workforce, the formation of its high competitiveness, using the necessary tools for macroeconomic regulation, as well as to minimize the socio-economic consequences of unemployment. The characteristic directions of the new economic policy of Kazakhstan allow overcoming the crisis and stabilizing the country's economy and ensuring its sustainable development in the future. The Kazakhstan model of social and labor relations is considered from the point of view of studying problems and the prospects for solving them in modern conditions of labor market development [2].

Currently, the following systemic problems persist in the labor market of Kazakhstan, which continue to affect the containment of economic growth: a) the quality of labor resources does not fully satisfy the needs of the labor market; b) the high level of unproductive employment remains; c) there is a regional imbalance of labor resources; d) the private sector does not sufficiently create new, permanent, generating jobs. At the moment, the state program for the development of productive employment and mass entrepreneurship for 2017-2021 «Enbek» (hereinafter referred to as the program) is aimed at creating an effective model of labor mediation, including an effective system of mastering the professional skills and knowledge that is in demand on the labor market, supporting socially vulnerable segments of the population, and also entrepreneurial training.

One of the main driving forces of modern agrarian transformations and an objective

factor in the sustainable development of agricultural production is the effective use of labor potential. Along with this development of the rural social and labor sphere, professional and labor skills and working potential are important in the field of rural population employment. In the conditions of a tough global market economy, the agricultural sector is competing for new markets, jobs and additional profits. In this situation, promising employment models should be resistant to market conditions, provide stable incomes for the rural population, professional growth of labor resources, and permanent jobs [3].

The modern agro-industrial complex of Kazakhstan is one of the strategic and developing sectors of the economy that ensure food security and food independence of the country. The Government of Kazakhstan is taking large-scale measures to support agricultural producers, create conditions for increasing the competitiveness of agricultural products and protect domestic producers of agricultural products. The state is implementing a number of measures to ensure a favorable investment climate in the agricultural sector and improve the financial condition of agricultural units, as well as to develop and improve land relations and improve the social sphere of rural areas.

However, it should be noted that a large obstacle to the implementation of the host function of the labor market in the agricultural sector and the growth in the number of rural residents is the underdevelopment of the social infrastructure of the village, the partial absence of a housing market, the insufficient development of agriculture as the main area of employment of the villagers, and unsatisfactory working conditions in agriculture and poor labor motivation. Currently, the problem of rural unemployment is particularly relevant, since a very large percentage of the unemployed are among the rural population. Due to development problems in the agricultural sector, the unemployed migrate to larger populated centers, in the hope of employment opportunities provided by cities [4].

The country's rural labor market is experiencing great difficulties that require consideration in the development of government measures for the employment and social protection of rural unemployment. The main features of the rural labor market include:

- the concentration of jobs, labor, lack of territorial accessibility associated with the underdevelopment of transport infrastructure;
- under-industrialized of non-agricultural activities and areas of labor;

Социальные проблемы села

■ remoteness of centers of employment and employment in some rural territories, poor awareness of the rural population about the availability of vacancies;

■ low horizontal and vertical mobility of the workforce as a whole, associated with reasons like, for example, the lack of a housing market and the illiquidity of existing property, attachment to personal subsidiary plots, low competitiveness in the urban labor market and psychological factors;

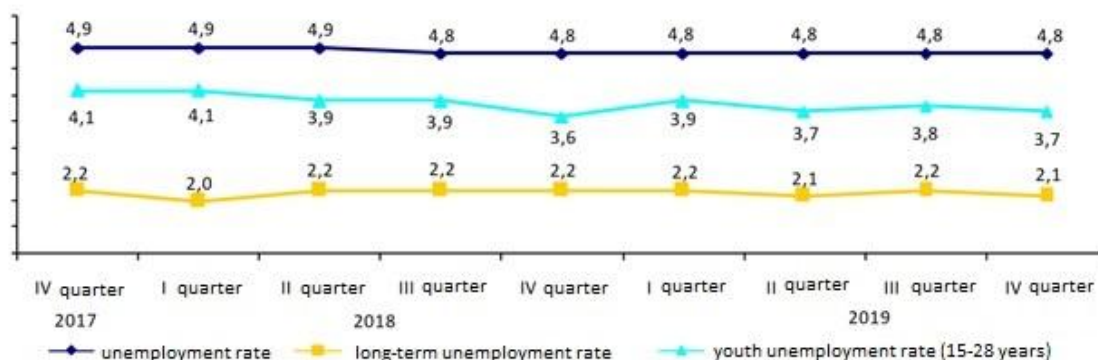
■ weak orientation of the rural population to the creation and development of small businesses, individual entrepreneurship, seasonal fluctuations in demand for labor [Ik.3].

In conditions of modernization of the country's economy, there is a movement of labor between enterprises, industries and settlements. The foregoing requires the creation of conditions for a smooth and flexible transition to more productive jobs, which will be realized through the development of labor mobility and labor market infrastructure. In accordance with the Strategic Development Plan of the Republic of Kazakhstan until 2025, increasing labor mobility and other active measures to promote employment are important tasks of the state employment policy. In this direction, the state is implementing a set of measures to change the structure of labor resources, which advocates productive employment and the redistribution of labor resources in favor of more productive work [5].

The development of agrarian production, the improvement of the sectorial and territorial structure of the agro-industrial complex con-

tribute to a more rational allocation of production in general, to the comprehensive and efficient use of resources, to improve the final results of the functioning of the agrarian sector and to the country's food security. The increase in the living standards of the population and the development of domestic production of food products largely depend on the scale of the agro-industrial complex, the development and improvement of its structure and the efficiency of its functioning. The expedient and efficient use of labor resources at the stage of industrial-innovative growth of the economy and diversification of the agro-industrial complex of Kazakhstan is the primary factor in increasing the employment of the rural population [6].

According to the Committee on Statistics of the Ministry of National Economy of the Republic of Kazakhstan, the workforce aged 15 years and older in the IV quarter of 2019 amounted to 9.2 million people, according to the results of a sample survey of employment. 8.8 million people or 66.7% of the population aged 15 years and over were employed in the economy of the republic. The employment rate for the population of 15 years of age and older was 66.7% and compared with the fourth quarter of 2018 decreased by 0.1%. The number of unemployed amounted to 441.8 thousand people, the unemployment rate was 4.8% (in the 4th quarter of 2018 - 4.9%) (figure 1). Note that the unemployed are people aged 15 and older who do not have a profitable profession, are actively looking for work and are ready to start it.



Source: data of the Committee on Statistics of the Republic of Kazakhstan [7].

Figure 1 - Unemployment rate, in percent

The share of men in the number of unemployed in the 4th quarter of 2019 was 47.8% (211.0 thousand people), women - 52.2% (230.8 thousand people). In the total number of unemployed, the proportion of young people aged 15-28 years old was 18.4% or 81.1 thousand people. The level of youth unemployment at the age of 15-28 years old amounted to - 3.7%. The main indicators of the labor market are presented in table 1.

In the IV quarter of 2019, of the total employed population, 6.7 million people or 76% were employees; 1.5 million people were – individual entrepreneurs; 2.9 thousand people - were engaged in private practice; 14.2 thousand people - were founders (participants) of business partnerships and founders, shareholders (participants) of joint-stock companies, as well as members of production cooperatives; 539.9 thousand people were independent workers.

[illegible]

Main indicator	In total	Including	
		men	women
Labor force, thousand people	9214.8	4748.5	4466.3
Percentage of the workforce in the population aged 15 years and older	70.2	76.6	64.5
Employed population, thousand people	8773.4	4548.1	4225.3
Employment rate, as a percentage of:			
- population aged 15 and over	66.8	73.3	61.0
- labor force	95.2	95.8	94.6
Unemployed population, thousand people	441.4	200.4	241.0
Unemployment rate, in percent	4.8	4.2	5.4
Unemployed at the age of 15-28 years, thousands of people	81.1	38.4	42.7
The youth unemployment rate, in percent (aged 15-28 years)	3.7	3.3	4.1
Long-term unemployment rate, in percent	2.1	1.6	2.6
Persons not included in the labor force	3915.6	1454.3	2461.3
Percentage of persons not included in the workforce in the population aged 15 and over, in percent	29.8	23.4	35.5

*Source: data of the Committee on Statistics of the Republic of Kazakhstan [Ik. 7].

ted to 717.3 thousand people, which showed the largest percentage (34,1%) of the total self-employed population of Kazakhstan by indus-try and field of activity.

As for the nominal wage by industry, in the 4th quarter of 2019, the average nominal wage in the country amounted to 203.9 thousand tenge. The analysis showed that during this period the lowest nominal wage was observed in agriculture in the amount of 127.3 thousand tenge, which shows only 62.4% of the average nominal wage in all sectors [8].

The structure of the country's employed population by industry and field of activity is presented in table 2. As can be seen from the data in table 2, most of the employed population of Kazakhstan were engaged in trade (16.1%), agriculture (13.9%), industry (12.6%), education (12.6%).

Key indicators	Total	Including	
		men	women
Employed population, total	8773.4	4548.1	4225.3
Employees	6667.1	3455.0	3212.1
including occupied:			
in an organization	5831.6	3003.9	2827.7
in certain individuals	558.6	278.3	280.3
in private farm household	258.8	161.8	97.0
under a civil law contract for the provision of services mainly with one customer	18.1	11.0	7.1
Individual entrepreneurs	1549.3	821.6	727.7
Private practitioners	2.9	1.2	1.7
Individuals who are founders (participants) of business partnerships and founders, shareholders (participants) of joint-stock companies, as well as members of production cooperatives	14.2	8.6	5.6
Independent workers	539.9	261.7	278.2
*Source: data of the Committee on Statistics of the Republic of Kazakhstan [lk. 7].			

Transformation into agriculture, accompanied by denationalization, development of peasant and farm enterprises, formed a new category of employed – self-employed population, whose number in rural areas is 1.7 million people or 48.8% of all employed. In the IV quarter of 2019 in the structure of the self-employed rural population, employers accounted for 2.8%, members of production cooperatives – 0.5%, and employees of individual and family enterprises – 8.6% [lk.4]. The labor market in the agricultural sector is experiencing particular difficulties, many of which are also due to its specific features, which we examined earlier. When developing government measures to ensure employment and social protection of rural unemployed, it is imperative to take these features into account.

The Ministry of Agriculture of the Republic of Kazakhstan is implementing a roadmap for formalizing and involving informally employed people in the country's economy. The Ministry of Agriculture is also the operator of the second direction of the «Enbek» program. The ministry continues to engage the self-employed population and the unemployed (who have private farms) in productive activities and in the formal sector. More specifically, Program participants receive loans/microloans if they intend to implement business projects in rural areas and small towns [9].

Currently, the state program for the development of productive employment and mass entrepreneurship for 2017-2021 «Enbek» is actively implemented, it has great macroeconomic, strategic and socio-economic importance in the regulation of labor resources. Examples of the relationship between the development of entrepreneurship and productive employment are the implementation of the program for 2017-2021 «Enbek» and the program «Business Road map-2020», which is being completed this year. The program «Enbek» also encourages territorial mobility of labor resources by facilitating voluntary relocation [lk.6].

Social inequality and the search for sources of raising income levels contributes to the development of informal forms of employment and part-time work (secondary employment) In order to ensure systematization and accounting of the created jobs, the Ministry of Labor and Social Protection of the Republic of Kazakhstan adopted on April 19, 2019 the Rules for monitoring the creation of jobs. The central and local executive bodies, which are responsible for implementing state programs, should monitor the creation of jobs

and provide information on job creation. The rules allow for the following:

- high-quality monitoring of the jobs creation;
- forecasting the creation and reduction of jobs;
- analyzing the surplus and deficit of jobs in regions (incl. in rural settlements).

In accordance with the previously developed long-term demographic forecast, it is expected that by 2023 the population of working age in Kazakhstan as a whole will amount to 11 million 417 thousand people, and the labor force – 9 million 184 thousand people, which is 45.5 thousand people, or 0.5% more than in 2018. The number of employed people, in accordance with current trends in demand for labor, will reach the level of 8 million 767 thousand people by 2023, which is 71.6 thousand people, or 0.8% more than actually recorded in 2018. The unemployment rate is thus estimated in 2023 at 4.55%, which in absolute terms is 417.6 thousand people. Thus, it is predicted that by 2023 the number of unemployed will decrease by 26 thousand people, or by 5.9% compared to 2018 [lk.8].

In order to ensure systematization and accounting of the created jobs, the Ministry of Labor and Social Protection of the Republic of Kazakhstan adopted on April 19, 2019, the Rules for monitoring the creation of jobs. The monitoring is to be held by the central and local executive bodies that are responsible for implementing state programs and that provide information on job creation.

Based on these Rules, the Ministry has developed an information system Integrated Job Creation Monitoring Card. The latter allows for high-quality monitoring of job creation, forecasting the creation and reduction of jobs. Along with an analysis of surplus and deficit of jobs in the context of regions to rural settlements, government programs, small and medium-sized businesses, projects, enterprises, industries [lk.4].

One of the important exogenous factors in the development of the labor market is the innovative development of the agro-industrial complex, which means its qualitative, technical and technological transformation. This is ensured by the ever-expanding use of more advanced technologies for the production and processing of agricultural products, animal breeds, improved varieties of crops, modern machinery, equipment, progressive organizational and economic models, management methods, modern information technologies and several others [10].

The activity of the Center for the Development of Labor Resources JSC of the Ministry of Labor and Social Protection plays an important role in the implementation of the state policy on employment in Kazakhstan. The mission of the Company is to provide high-tech solutions and products for making effective political decisions on the regulation and development of the social and labor sphere. The main areas of activity of the Center for the Development of Labor Resources are the following [Ik.1]:

- ◆ become the main source of labor market information;
- ◆ improving the efficiency of employment services;
- ◆ the introduction and development of information systems of the social and labor sphere.

Currently, Kazakhstan continues to implement state programs aimed primarily at: - improving the system of employment and employment of the country's population; - preventing the growth of unemployment, especially in rural and youth forms; - promoting the growth of productive employment; - improving the quality of the workforce; - protection of the national labor market.

The most important priority of the state employment policy in the framework of the implementation of the Strategic Development Plan of the Republic of Kazakhstan until 2025 is the promotion of productive employment. In this direction, assistance will continue to be made to accelerate the productivity growth of existing labor resources by ensuring labor mobility of the workforce. By a focusing on supporting people who are employed in low-productivity sectors, the informal sector of the economy, will improve labor market infrastructure.

Conclusions.

1. One of the most important priorities of modern state economic policy is to support employment in the agricultural sector of the national economy. The research focus was concentrated on the study and analysis of implementation of state employment policy in the framework of ongoing state programs, actual problems of the labor market and the search their effective solution.

2. The mechanism of regulating the labor market in the agro-industrial sector is an adaptive response of production relations, which is at regulating the contradictions in the functioning of the labor market at various such as: macro-, micro-, international, regional. State support for employment in the agricultural sector is one of the most important priorities of the state's economic policy.

3. Local executive bodies need to actively involve the entrepreneurial and industrial sector of the region's economy, regions for employment of the unemployed people in rural areas. It is also necessary to involve agribusiness and agricultural entities in order to provide productive employment for migrants who come from labor-surplus to labor-deficient regions of the country.

4. State regulation and support of employment in the agricultural sector implies, on the economic side, an increase in productive employment, an increase in agricultural labor productivity and wages, and in the social sector, a decrease in rural unemployment, an increase in labor and business activity, and human development.

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