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ҚАЗАҚСТАН РЕСПУБЛИКАСЫ
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Х А Б А Р Ш Ы С Ы

ВЕСТНИК

НАЦИОНАЛЬНОЙ АКАДЕМИИ НАУК
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NAS RK is pleased to announce that Bulletin of NAS RK scientific journal has been accepted for indexing in the Emerging Sources Citation Index, a new edition of Web of Science. Content in this index is under consideration by Clarivate Analytics to be accepted in the Science Citation Index Expanded, the Social Sciences Citation Index, and the Arts & Humanities Citation Index. The quality and depth of content Web of Science offers to researchers, authors, publishers, and institutions sets it apart from other research databases. The inclusion of Bulletin of NAS RK in the Emerging Sources Citation Index demonstrates our dedication to providing the most relevant and influential multidiscipline content to our community.

Қазақстан Республикасы Ұлттық ғылым академиясы «ҚР ҰҒА Хабаршысы» ғылыми журналының Web of Science-тің жаңаланған нұсқасы Emerging Sources Citation Index-те индекстелуге қабылданғанын хабарлайды. Бұл индекстелу барысында Clarivate Analytics компаниясы журналды одан әрі the Science Citation Index Expanded, the Social Sciences Citation Index және the Arts & Humanities Citation Index-ке қабылдау мәселесін қарастыруда. Web of Science зерттеушілер, авторлар, баспашылар мен мекемелерге контент тереңдігі мен сапасын ұсынады. ҚР ҰҒА Хабаршысының Emerging Sources Citation Index-ке енуі біздің қоғамдастық үшін ең өзекті және беделді мультидисциплинарлы контентке адалдығымызды білдіреді.

НАН РК сообщает, что научный журнал «Вестник НАН РК» был принят для индексирования в Emerging Sources CitationIndex, обновленной версии Web of Science. Содержание в этом индексировании находится в стадии рассмотрения компанией Clarivate Analytics для дальнейшего принятия журнала в the Science Citation Index Expanded, the Social Sciences Citation Index и the Arts & Humanities Citation Index. Web of Science предлагает качество и глубину контента для исследователей, авторов, издателей и учреждений. Включение Вестника НАН РК в Emerging Sources Citation Index демонстрирует нашу приверженность к наиболее актуальному и влиятельному мультидисциплинарному контенту для нашего сообщества.

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THREATS OF LABOUR POTENTIAL LOSS IN UKRAINE IN THE CONTEXT OF ECONOMY DIGITALIZATION

Abstract. The labour potential of the society ensures the development of economy and determines its innovation and competitiveness. Ukraine is faced with a difficult challenge. It is the loss of labour potential due to demographic processes, which are exacerbated by the digitalization of economy. The purpose of this study is to identify the risks of losing country's labor potential in the context of economy digitalization and work out recommendations for their reduction. **Methods.** The article uses statistical and analytical methods, methods of forecasting and expert survey conducted by the authors. The information basis of the study is represented by the official statistical materials of the State Statistics Service and the International Labour Organization. **Results.** The dynamics of changes in the labor potential of Ukraine is studied and a projected estimate of its quantitative indicators until 2030 is made. Based on the results of the author's expert survey, the factors of negative impact on quantitative and qualitative indicators of the country's labour potential are determined. The threats of external labour migration and its component – digital labour migration as a factor in reducing the labour potential of the country are substantiated. The shortcomings of employees' social welfare, including those employed through digital platforms, are identified and the areas that should be the subject of social protection for this category of workforce are pointed out. An expert assessment of the importance of potential social protection of those employed through digital platforms is made. The shortcomings of the educational and qualification sphere are outlined, which is the basis for the formation of qualitative characteristics of labour potential in the context of the development of digital technologies. The directions for reducing the risks of losing the country's labor potential have been formulated.

Key words: labour potential; digitalization of economy; labour migration; digital labour migration; employed through digital platforms; social protection; expert survey.

Introduction. Labour resources are a key factor in the country's competitiveness through participation in the creation of the public welfare and the development of innovation. The quality of labour resources determines the limits and potential of technological, economic and social modernization of the national economy. The issues and problems related to the transformation of the employment sector are particularly relevant in connection with the change in technological patterns, which is manifested in the introduction of digital technologies in business and production processes.

In the context of globalization and digitalization of economy, workforce has gained access to the world's information, education, production and other resources. The formation, development and use of labour potential are no longer limited to the region, the country where a person physically lives. Digitalisation is blurring the boundaries between countries and employees are able to offer their services globally, not just in their country of residence. Digital technologies have formed a new type of labour migration, i.e. digital and posed a number of challenges in the social and labour spheres. The issues of formation, development, use and maintenance of labour potential in the countries that are insufficiently institutionally developed, including Ukraine, are especially acute.

A significant amount of publications and research is devoted to the human factor as an important aspect in the production and competitiveness of the country. Among the recent publications, the following are of the greatest interest in our study. The publications by Kalenyuk I., Grishnova O., Tsymbal L., Djakona A.,

Panchenko E. are devoted to the peculiarities of the accumulation of intellectual capital [1]. The scale of migration processes, causes and consequences for Ukraine have been thoroughly studied by Libanova E. [2]. Evaluation of the effectiveness of the use of labour potential on a sectoral basis with an emphasis on knowledge is presented in the study by Antonyuk V., Shamileva L. [3]. Shaulskaya L., Doronina O., and Yakimova investigate innovative types of employment [4], Grishnova O., Azmuk N., Kuklin O. [5] focus on the development of educational and professional potential, Kolot A. and Gerasimenko O. Explore the prospects of social and labour development in the context of globalization and digitalization of economy [6]. Author's researches are devoted to new forms of realization of human capital in the conditions of digitalization of economy, the issues of social protection of employees [7, 8, 9]. Trends in the global labour market are the focus of many scholars, including McCollum D. Findlay A., Sophie Cranston, Joris Schapendonk & Ernst Spaan, Beech Suzanne and many others who study the formation and development of the global mobility industry (Global Mobility Industry (GMI) [10-13].

A significant challenge for the national economy and the sphere of labor in the conditions of complex transformation processes was the COVID-19 pandemic, the consequences of which have not yet been fully assessed and realized. At the same time, the global scale of the challenges associated with the pandemic acts as a catalyst for accelerating the digitalization of the labour sphere. Since March 2020, the International Labor Organization has prepared 6 editions of the report "COVID-19 and the world of work", the last edition is dated September 23, 2020 [14].

At the same time, the problems of the pandemic have marginalized the challenges of digitalization of the social and labour sphere. Among the latest research in this area it "Digital labor platforms and the future of work: Towards decent work in the online world" (2018) is worth mentioning [15]. In this context, it is urgent to study the main trends in the field of labour in the context of digital transformation and their assessment in Ukraine. It is expedient to note that Ukraine lacks social research on the digitalization of labour. The last and almost the only sociological survey at the national level on this topic was conducted in 2017 by Kyiv International Institute of Sociology on request of the International Labour Organization, the results of which were published in 2018. [16]

The purpose of the study is to determine the risks of loss of labour potential of Ukraine in the transition to digital economy and workout recommendations for their reduction.

Methods of research. The results of the presented research are comprehensive and include, alongside with the analysis of statistical data and forecasting based on them, the results of the author's expert survey. The expert survey was conducted from November 2019 to March 2020. 108 respondents participated in it. The number and representation of various professional groups and parties to social and labour relations is sufficient to ensure statistical accuracy and representativeness. The experts involved in it met survey requirements according in terms of their publications, specialty and type of activity. The experts are representatives of IT sphere (17.9%), industry and business (17.9%), central and local authorities (10.4%), scholars (25.5%) and representatives of educational institutions (28.3 %). By nature of activity, respondents represent three aspects of social and labour relations: employees, employers and the state.

Research results. The human factor is the main aspect of production and ensures its competitiveness. Directly depending on the quality, quantity, nature of use, motivation, development of labour potential changes the efficiency of production. And the entry of the world economy into the digital stage of development requires a radical change in approaches to the formation and development of labour potential in national economies. The modern economy of Ukraine is in the process of transition to digital form, which leads to the formation of new requirements for labour potential.

The analysis of quantitative indicators shows the processes of labour reduction in Ukraine, which is due to: natural population decline; aging population, declining labour force; the predominance of the older age group in the structure of the working group, external labour migration; a significant proportion of young people out of work, education, training.

According to the State Statistics Service, the population of Ukraine has decreased by almost 10 million over the past 30 years and as of January 1, 2020 amounted to 41.7 million people with a simultaneous decline in the working-age population (16-59 years old) by 5.3 million people, which amounted to 24.97 million people. As of January 1, 2020, in the structure of the population 23.9% accounted for persons over 60, 16.3% - for persons under 15 years of age, and the average age of the population was 41.8, the median - 41.4 [17, 18]. Ukraine is characterized by natural contractions, which are manifested in the predominance of births over deaths, while there is a tendency to slow growth in life expectancy, in particular in 1990 the average life expectancy was 70.42, the lowest value was in 1996 - 67.08, in 2019 - 72.01 [18].

According to the available data on quantitative indicators of labour potential, it is advisable to make a projected estimate of changes in population and working age. The projected estimate of these indicators until 2030 is shown in Figure 1.

According to the results of the projected estimate, provided that the current demographic trends continue, the population in the country will have decrease to 37 million people by 2030, the working age population – up to 20 million people.

Ukraine is characterized by a negative natural movement of labour resources, which is a determining factor in the risk of losing the country’s labour potential. This has become the basis for conducting an author’s expert survey to determine the factors that, against the background of unfavorable demographic processes, lead to a decrease in the qualitative and quantitative characteristics of Ukraine’s labour potential. Negative social and economic burden caused by the coronavirus pandemic added much to these challenges in the field of labour. According to the ILO report “COVID-19 and world of work: impacts and responses”, 6th edition, about 94% of those employed in the world live in areas where there are certain restrictions that lead to job losses [14]. This leads to an increase in global imbalances in national labour markets. Ukraine is one of the countries with the highest pandemic losses.

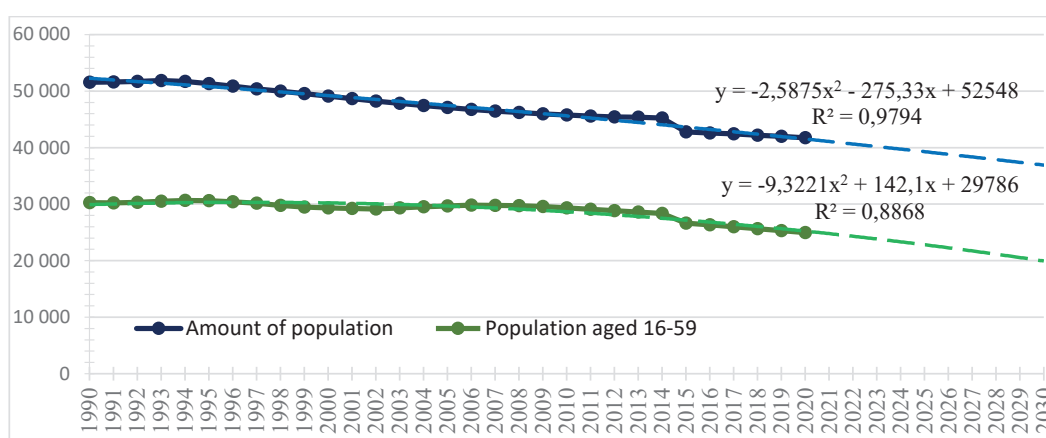


Figure 1 – Projected estimate of quantitative indicators of labour potential until 2030. Made by the authors on the basis of data [17, 18]

The author’s expert survey was conducted from November 2019 to March 2020. The survey had been conducted for four months from November to February in stable external conditions, but at the time of armed conflict inside the country. And the last month (March 2020) was extremely unfavorable for the expert survey due to the growth of real threats to life and health of the population, loss of income, uncertainty of the term of restrictions associated with quarantine measures. It was because of the pandemic that radical changes took place in both global and national labour markets.

In the framework of the author’s expert survey, the involved experts identified the factors that most influenced these processes in Ukraine (Fig. 2).



Figure 2 – Assessment of the factors of the negative impact of reducing the qualitative and quantitative indicators of labour potential in Ukraine, % of respondents

According to experts, the growth of external labour migration has the most negative impact on the qualitative and quantitative indicators of labour potential (69.4%). According to the Ministry of Social Policy of Ukraine, it was determined that 3.2 million Ukrainians worked abroad on a permanent basis in 2018, and in some periods their number ranged from 7 to 9 million [19].

The results of a modular sample survey conducted by the State Statistics Service in the period from 2015 to 2017 show that Ukraine has become a donor country for labour migrants for Poland, the Russian Federation, the Czech Republic, Italy and others. According to the age structure among labour migrants, the largest shares fall on the age categories of 40-49s (26.3%) and 50-59 (18.2%) and are actually equally distributed among other age categories of 15-25 (12.8%), 25-29 (14.4%), 30-34 (14.1%), 35-39 (12.0%) [20].

The outflow of labour potential outside the country is due to internal and external factors. The internal ones are instability, a long-lasting armed conflict in the country, low wages, low employment opportunities for young people, systemic crisis in the country, insufficient opportunities for development and self-realization, inefficiency of social elevators and more. External factors are high material job evaluation in comparison with the domestic one, growing demand from developed countries for foreign employees, as well as a large global labour market.

Ukraine is on the path of digital transformation, but the degree and speed differs from the developed countries. At the same time, Ukraine has some success in digital development compared with the advanced European countries. They are due to the presence of a significant number of professionals with advanced digital skills, the demand for them in foreign labour markets, where much better conditions for pay and professional development. From 2013 to 2017, the country ranked first in Europe and fourth in the world in terms of financial flows and the number of tasks performed on digital platforms [16].

It gives grounds to claim that the outflow of labour resources is exacerbated by digitalization processes, which shifts labour migration to another plane – digital. Due to digitalization, the subjects of intellectual, innovative work become a global labour resource that goes beyond the national labour market. According to the opinion of 16.7% of experts, digital technologies simplify the process of providing labour services by domestic employees to foreign employers, which contributes to the outflow of digital employees outside the country of development.

The largest consumers of online services are the United States, Australia, Great Britain, Canada, the UAE, Singapore, Israel, Germany, the Netherlands and New Zealand. Donor countries for such services are the United States, India, Ukraine, Pakistan, Great Britain, Russia, the Philippines, Romania, and China. It proves that there is a redistribution of labour resources due to their involvement in global digital production. We define this process as digital labour migration. Digital labour migration is not associated with a change of residence, as services are provided remotely – using information and communication technologies, i.e. services are provided in digital format [7].

The negative consequences of the outflow of labour resources in digital form are the loss of Ukraine's competitive innovation-oriented workforce, which undermines socio-economic, innovative, labour and digital development. Non-target costs of training are significant when added value is created in other countries.

A significant shortcoming of the national labour market, which contributes to the outflow of labour resources indirectly is the low level of social protection of employees in Ukraine, which was noted by 25.0% of experts in general. However, depending on the professional status of the experts, there were some specifics and differences in the answers. Thus, the most negative values of indicators on social protection of employees were noted among respondents from the education system (32.3%), government officials (27.3%) and IT industry (26.3%); scientists appeared to have average indicators – 25.0%. It is worth mentioning that the level of social protection of employees by industrialists and entrepreneurs is the lowest in the country (10.5%), i.e. they do not see the severity of the existing problem of low level of social protection of employees.

Special attention should be paid to the social protection of the digitally employed, in particular through digital platforms. The experts were given the task to identify an effective defender for the interests of those employed through digital platforms. According to the respondents, digital professional associations (30.6%), the state (25.9%), and the employees themselves (20.3%) can become a real defender of the interests of those employed on digital platforms and on the Internet. At the same time, only one respondent considers it appropriate to rely on trade unions in the future, and testifies to the complete discrediting of this institution.

Respondents prefer to increase the responsibility of three subjects of social interaction – digital professional associations, the state and employees for the realization of the rights and interests of those employed on digital platforms. Experts also identified new forms of social protection through insurance companies of public legal status (10.4%), as well as hopes for public organizations in the field of digital technologies (8.3%).

Employment through digital platforms is characterized by legal irregularities. Therefore, it is important to regulate the provisions that require priority legal definition in order to guarantee the protection of the rights and guarantees of the employed through digital platforms.

Experts' answers to the question: "Which positions should be the subject of social protection of the rights and guarantees of the employed through digital platforms in the first place?" determine the needs for digital regulation of labour rights and guarantees. (Fig. 3).

The answers of the vast majority of experts indicate that 80.6% say that the issue of compliance with cash payment agreements by customers of services needs the greatest protection. Respondents believe that the issue of royalty payments for the use of copyrighted works needs to be strengthened – 43.5%; as well as payments of compensation for overtime work and work at night, on holidays and weekends – 37%, paid vacation – 30.6%. The provisions of the labour legislation of Ukraine do not take into account the peculiarities of digital employment in general and on digital platforms in particular, as well as working conditions related to pay and labour protection, vacation, professional development, disability, etc.

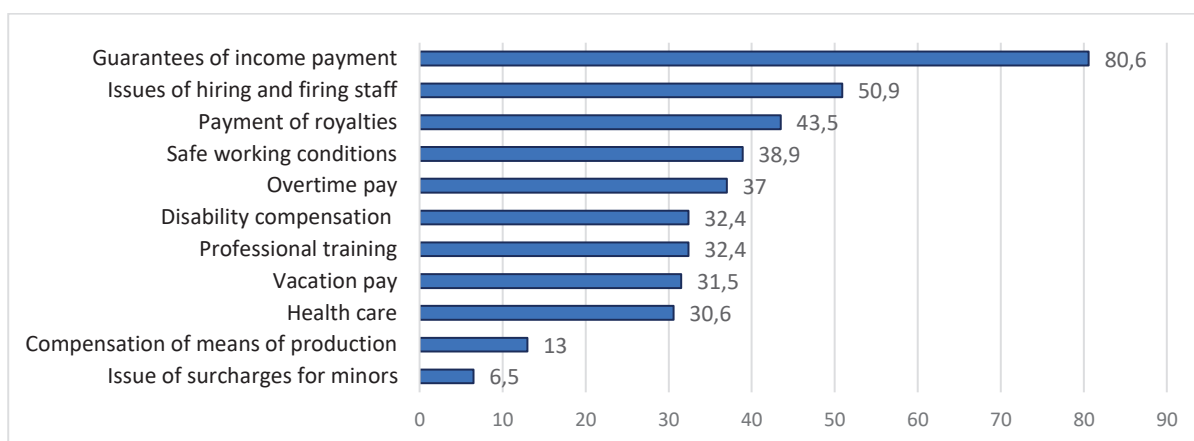


Figure 3 – Priority evaluation of protection areas of the rights and guarantees of the employee through digital platforms, in% of respondents

According to experts, a significant number of threats to the non-compliance of the qualitative characteristics of the labour potential with the latest requirements is related to the educational and qualification sphere, although it is the educational sphere that lays the foundation for the development of the country's labour potential. Almost half of the respondents (47.2%) link the decrease in the qualitative and quantitative indicators of Ukraine's labour potential with the educational sphere due to the mismatch of skills and knowledge to the needs of the labour market provided by the education system. According to experts, alternatives such as 1) unwillingness of the labour force to switch to new forms of work and employment in the context of digitalization and 2) low opportunities for reproduction of qualification skills, retraining for the labour force (22.2% each); 18.5% of respondents attribute the decline in qualitative and quantitative indicators of Ukraine's labour potential to the actual lack of lifelong learning programs.

At the same time, the problem is much deeper and it is expedient to consider it in two planes. Firstly, the lack of culture and traditions of developing self-learning skills, which should be laid down at school. Secondly, flexible forms of employment are characterized by a much lower level of social protection and require greater responsibility of the employed person. In fact, there is a transfer of costs from employer to employee.

In the study there are variations in the assessments of experts depending on their professional status, who noted the presence of problems in the educational sphere as a threat of losing the country's labour potential. (Fig. 4).

An indirect factor that testifies to the imbalance of labour and education markets is the unwillingness of employees to move to new forms of work and employment in the context of digitalization (22.2%). To some extent, this is due to the difficulty of mastering new forms of work and employment by employees against the background of growing demand for highly skilled workforce, which meets the latest requirements of digitalization of the economy. The assessments of experts from the IT sector (31.5%) differ significantly from the assessments of experts from other professional groups (difference in assessments is more than 13%), as well as from the assessments of business representatives (21%), which is evidence of high demand of IT

sphere for highly skilled employees. After all, the IT industry needs constant update of knowledge and skills of employees in order to ensure the competitiveness of IT companies in the labour market in the context of digitalization. This is a characteristic feature of the formation of a gap between those who work in digital and traditional segments of the labour market.

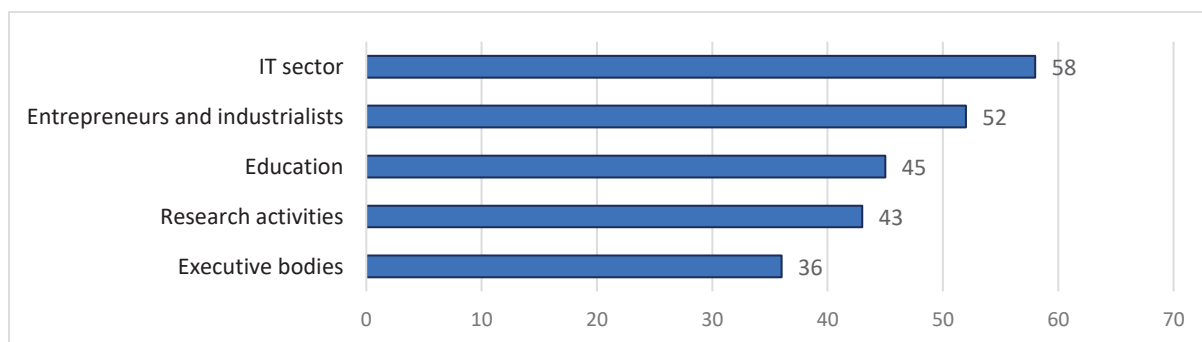


Figure 4 – Assessment of the mismatch of skills and knowledge provided by the domestic education system to the market needs, in% of respondents

The introduction of digital technologies in the world of labour determines the formation of the digital segment of the labour market. The digital labour market is a segment of the global labour market, the subjects of which are involved in global digital production through the use of information and computer technologies, digital platforms [7]. At the same time, the digital segment of the labour market is out of the national regulation due to many factors: the global nature of social and labour relations, lack of digital employment monitoring, legal uncertainty of digital employment and employment through digital platforms. Today, the main barriers to the creation of a strong digital labour market in Ukraine and strategies for its regulation are: lack of state strategies for digitalization of the economy and society and the Action Plan for their implementation; lack of coordination of actions of state executive bodies on labour and educational development; lack of national policy to support and encourage business to use digital tools, as well as the development of entrepreneurship on the basis of digital employment.

The development of the strategy for adapting the regulation of digital employment is a necessary step for the preservation and development of labour potential in the country. The results of the expert survey revealed the priority of regulating the digital segment of the labour market.

According to experts, the most effective way to regulate digital employment is the formation of a favorable regulatory environment for the digital labour market (71.3%), which would take into account current trends at the global and national levels in the digitalization of the economy. Effective regulation allows to prevent and counter threats, mitigate the negative effects of economic downturns, crises and pandemics.

The common opinion of half of the experts is noted in determining the effectiveness of such priority areas of state regulation of the labour market digital segment as the formation of a single national digital platform for employers and employees and / or self-employed – 51.9%, as well as investing in additional digital jobs for vulnerable groups of the economically active population – 50.9%.

The same assessments (41.7% each) gained in importance in the areas of digital labour market regulation: state support for the movement of IT volunteering in education for the most vulnerable segments of the economically active population in order to reduce the “digital gap”; implementation of programs for the unemployed to establish their own business in the digital space through economic, organizational and methodological support; development of the system of tax benefits to stimulate the creation of new digital jobs.

Among the much-needed regulatory mechanisms of the digital labour market, 39.8% of experts see the harmonization of labour and digital development and they suggested developing and implementing digital tools to provide social guarantees for employees through digital platforms. One third of experts (32.4%) preferred such areas among the areas of digital labour market regulation as the development and implementation of digital monitoring tools in the field of social and labour relations through digital platforms.

Materials. The article is based on analysis of statistical data and the results of the author's expert survey. The experts are the leading scientists of Ukraine who study the labor market, entrepreneurs and business, IT specialists, representatives of government authorities. The study was performed within the scientific theme of the Institute of Economics and Industry of the National Academy of Sciences of Ukraine “Transformation

of the social and labor sphere in the context of digitalization of the economy” (state registration number 0119U001481, 2019-2021)

Discussion. Digitalization has made and continues to make significant changes in the social and labor sphere. This requires additional research on issues such as the quality of working life and assessing the threat of losing the country's labor potential in the digital economy. Questions open for discussion and research are the search for optimal tools for monitoring and regulating digital employment, digital labor migration. These issues are relevant for any national economy. It should be noted that the economies of developing countries are most in need of these studies. This is due to a place in the global digital landscape, namely a donor of digital employment for developed countries.

Conclusions. The expert survey allowed to assess and outline the current state of Ukraine's labour potential and the threat of its loss in the transition to digital economy. The results of the study show an unfavorable demographic situation, aggravated by migration processes, socio-political instability, inconsistency of educational and qualification structure, unwillingness of employees to shift to new job forms, imperfect health care system, insufficient level of social protection. Negative factors influencing labour potential are exacerbated by digitalization processes, which lead to the formation of digital employment, a new type of migration – digital with a simultaneous decrease in the level of social protection of such employees.

The proliferation of digital employment is a potential mitigating factor for business constraints due to the global pandemic. Ukraine is one of the donor countries for digital specialists. It requires immediate development of strategic directions to ensure favorable conditions for the use of labour potential in the country, including social protection of digital specialists and people employed through digital platforms. The results of the study show that the development of strategic principles of digital employment regulation, which creates conditions for the strong development of the digital labour market in Ukraine, will contribute to overcoming the shortcomings, obstacles and barriers to digital development.

The main directions of development, use and preservation of labour potential in the context of digitalization are: formation of a favorable regulatory environment, development of digital infrastructure, investment in digital jobs, government support for IT volunteering, implementation of digital tools for monitoring, regulation, social protection, education system that meets the needs of the labour market.

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ЭКОНОМИКАНЫ ЦИФРАНДЫРУ АЯСЫНДА УКРАИНАНЫҢ ЕҢБЕК ӘЛЕУЕТІН ЖОҒАЛТУ ҚАУШ

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УГРОЗЫ ПОТЕРИ ТРУДОВОГО ПОТЕНЦИАЛА УКРАИНЫ НА ФОНЕ ЦИФРОВИЗАЦИИ ЭКОНОМИКИ

Аннотация. Трудовой потенциал общества обеспечивает развитие экономики и определяет его инновационность и конкурентоспособность. Сложным вызовом для Украины является потеря трудового потенциала вследствие демографических процессов, которые усиливаются внедрением цифровых технологий в бизнес и производственные процессы. Определение рисков потери трудового потенциала Украины в условиях цифровизации экономики и разработка рекомендаций по их снижению является **целью** данного исследования.

Методы. В статье использованы статистическо-аналитические методы, методы прогнозирования и экспертного опроса, проведенного авторами. В экспертном опросе приняли участие 108 респондентов, которые представляют три стороны социально-трудовых отношений: работодателей, наемных

сотрудников и государство. За типом научных публикаций и видом профессиональной деятельности эксперты представляли сферу ИТ, промышленность, науку, образование, органы власти.

Результаты. Исследована динамика изменения трудового потенциала Украины и сделана прогнозная оценка до 2030 г. численности населения и количества трудоспособного населения в возрасте 16-59 лет. Результаты исследования подтвердили наличие неблагоприятной демографической ситуации в стране, которая усугубляется миграционными процессами, социально-политической нестабильностью, несбалансированной образовательно-квалификационной структурой, неготовностью сотрудников осваивать новые формы труда и виды занятости, несовершенной системой здравоохранения, недостаточным уровнем социальной защиты. Негативные факторы влияния на трудовой потенциал страны усиливаются процессами цифровизации социально-трудовой сферы, что выявляется в формировании нового типа миграции – цифровой.

В статье обоснованы угрозы внешней трудовой миграции и ее составляющей – цифровой трудовой миграции как фактора снижения трудового потенциала страны. Определено, что Украина принадлежит к странам-донорам цифровых работников, что требует немедленной разработки стратегических направлений по обеспечению благоприятных условий использования трудового потенциала внутри страны, в том числе и сфере социальной защиты цифровых занятых и занятых через цифровые платформы.

Определены недостатки социальной защиты работающих, в том числе и занятых через цифровые платформы и обоснованы направления, которые должны стать предметом социальной защиты для названной категории рабочей силы. Осуществлена экспертная оценка значимости потенциальных субъектов социальной защиты занятых через цифровые платформы. Результаты авторского опроса подтвердили низкий уровень доверия к действующим институтам защиты прав трудящихся в сфере социально-трудовых отношений – профсоюзам. Результаты экспертизы засвидетельствовали недостатки образовательно-квалификационной сферы, что является основой для формирования качественных характеристик трудового потенциала в контексте развития цифровых технологий. Установлены расхождения в оценках экспертов в зависимости от их профессионального статуса, которые отметили наличие проблем в образовательной сфере как угрозу потери трудового потенциала страны.

Выводы. Результаты экспертизы показали, что снижению рисков цифровизации в социально-трудовой сфере будет способствовать разработка стратегических направлений регулирования цифровой занятости, что создаст условия для развития и эффективного использования трудового потенциала в Украине. Результаты экспертного опроса стали основой для формирования направлений минимизации рисков в социально-трудовой сфере на фоне цифровизации экономики.

Ключевые слова: трудовой потенциал, цифровизация экономики, трудовая миграция, цифровая трудовая миграция, занятые через цифровые платформы, социальную защиту, экспертный опрос.

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ҚР ҰҒА АКАДЕМИКТЕРІНІҢ ЖЕТІСТІКТЕРІ

Юбилей-70 лет



КОРИФЕЙ ФИЛОСОФСКОЙ НАУКИ

У казахского народа много достойных сынов и дочерей, которыми по праву можно гордиться. И один из них корифей философской науки, академик НАН РК Нур Серикович Кирабаев. В эти дни вся философская общественность Казахстана, России отмечает 70-летний юбилей выдающегося учёного и мыслителя, крупнейшего представителя евразийской философской мысли и общественно- педагогического деятеля Н.С. Кирабаева.

Я давно знаю и знаком с научными работами академика НАН РК, доктора философских наук, профессора Кирабаева Нура Сериковича. Он видный учёный, гордость философской науки. Он окончил философский факультет МГУ им. Ломоносова (1974). Трудовую деятельность начинал в качестве младшего научного сотрудника Института философии и права АН Казахская ССР. Окончил аспирантуру по кафедре истории зарубежной философии МГУ (1978). Работает в системе высшего образования около 40 лет (Российский университет дружбы народов РУДН). Начиная с 1979 г.: ассистентом (1979-1981), старшим преподавателем (1981-1982), доцентом (1982-1988), зав. кафедрой философии (1988 -1992), зав. кафедрой истории философии (1992-1993), с апреля по август 1993 года зав. отделением философии, с 1993 по 1994- зам. начальника управление Ближнего и Среднего Востока МИД Республики Казахстан, 1994 и по настоящее время зав. кафедрой история философии, с 1996 г. декан факультета гуманитарных и социальных наук, с 2006 г.- проректор РУДН по научной работе.

Профессор Кирабаев Н.С.- известный, признанный специалист в мире по истории арабо-мусульманской философии. В области арабо-мусульманской философии он провел первое в российской, казахстанское и мировой историко-философской литературе комплексное исследование социальной философии мусульманского Средневековья, показав взаимосвязь философии и мусульманского права, раскрыв ключевую роль последнего в мусульманской идеологии. Мусульманское право при этом рассматривается как одна из первых форм теоретического знания, в рамках которого были сформулированы основные проблемы и методы гуманитарных наук на мусульманском Востоке. Большое внимание в своих научно-исследовательских работах он уделяет реконструкции парадигмы классической арабо-мусульманской философии, анализу формирования и функционирования политико-правовой культуры ислама, рассматривая мусульманское право как концепцию "сокральной" легитимности государства, показывая влияние политических доктрин на практику развития Арабского Халифата. В его работах дан развернутый и целостный научный анализ формирования и развития социальной философии восточного перипатетизма от учения о добродетельном городе аль-Фараби до концепции идеального государства Ибн-Рушда в духе идей "естественного права". Особое внимание при этом уделяется философии истории Ибн-Хальдуна и особенностям гуманистических традиций классической арабо-мусульманской философии. За последние годы им опубликованы работы по проблемам кросскультурного взаимодействия западных и восточных цивилизаций, в которых раскрываются проблемы открытости цивилизация к диалогу, вопросы устойчивости межкультурного диалога в процессе развития философского знания, а также по вопросам модернизации высшего образования в России, Евразии в контексте Болонского процесса.

Профессор Кирабаев Н.С. является одним из новаторов, пионеров, основоположников развития такого важного философского направления как философская компаративистика. В 1991 году на базе Российского университета дружбы народов, им был открыт Межвузовский центр по изучению

философии и культуры Востока, который в 2004 году был переименован Межвузовский центр гуманитарного образования по философской корпоративистике. В рамках этого центра было подготовлено более 30 кандидатов и докторов наук, около 50 монографий и сборников научных трудов и на его базе международных философских симпозиумах и методологических семинарах "Сагадиевские чтения" обсуждались проблемы философской компаративистики учёными более чем из 30 стран арабского Востока, Индии, ЮАР, стран Центральной Азии, Франции, Германии, США, Канады, Казахстана и ряда стран СНГ. Важное значение имеет его международная программа "Диалог цивилизации: Восток-Запад" в рамках которой проходят ежегодные конференции учёных России и Египта. За годы работы указанного центра по его инициативе и при личном участии было проведено 12 международных философских симпозиумов «Диалог цивилизации: Восток-Запад».

Профессор Кирабаев Н.С. опубликовал более 200 научных и учебно-методических работ, включая 10 монографии, 10 учебных пособий и разделов в учебниках. Его научные труды получали высокую оценку среди научной общественности в мире. Он подготовил 17 кандидатов и 3 докторов философских наук.

Профессор Кирабаев Н.С. внёс большой вклад в создание творческого, дисциплинированного, дружного коллектива отделения философии и факультета гуманитарных и социальных наук. При его непосредственном и активном участии была проведена большая работа по открытию новых специальностей "Социология", "Международные отношения", "Политология", "Государственное и муниципальное управление", "Искусство и гуманитарные науки" в РУДН. По инициативе его и при непосредственном его участии реализуются совместные магистерские программы по гуманитарным и социальным наукам с ведущими университетами Франции, Великобритании, Германии, Китая.

Большую работу профессор Кирабаев Н.С. ведёт как проректор по научной работе. Не случайно Российский Университет дружбы народов последние 10 лет занимает 3-4 места в рейтингах среди вузов и университетов РФ, а также достойно представлен в международных рейтингах. Уделяя большое внимание международному научному сотрудничеству, подготовке кадров высшей квалификации, особое внимание им уделяется повышению научного авторитета РУДН. Учёные РУДН активно сотрудничают с ведущими вузами Казахстана в научно-образовательной деятельности.

Академик Н.С. Кирабаев является главным редактором журнала "Вестник РУДН. Серия философия", председателем докторского Совета по философии, членом экспортного совета по философии, социологии и культурологии ВАК РФ и т.д. Надо подчеркнуть, что он внёс выдающийся вклад в развитии философской науки.

За активную научную и общественно-педагогическую деятельность он награждён 4 орденом и медалью, нагрудными знаками СССР, России и Казахстана, почётный профессор Евразийского национального университета им. Л.Гумилева.

В день 70-летнего юбилея хочется пожелать уважаемому Нуру Сериковичу крепкого здоровья, благополучия, счастья, дальнейших творческих успехов и всего наилучшего.

**Раушанбек Абсаттаров,
член-корреспондент НАН РК, доктор философских наук, профессор**

ПОДАРОК УЧЕНОГО ЮБИЛЕЮ РОДИНЫ

Недавно в Институте социальной экономики и финансов (г.Алматы) впервые в мировой науке был открыт новый научный Закон «О сохранении и комплексном развитии этносов посредством спасительной Гармонии на истинно духовной основе». Автором Открытия является академик Национальной академии наук Республики Казахстан Ураз Баймуратов, который посвящает его 30-летию Независимости Республики Казахстан. Об этом им было заявлено на одной научно-практической конференции.

В свое время, в конце 80-х годов прошлого столетия, он был разработчиком политико-экономической триады о Независимости нашей страны и других республик Советского Союза, переходе к рыночным отношениям и о введении национальной валюты «тенге».

Современная действительность показывает успешность развития нашего суверенного государства.

Координатор Института Г.Амирова

04.10.2021 г.

МАЗМҰНЫ

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