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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.

Типографияның мекенжайы: «NurNaz GRACE», Алматы қ., Рысқұлов көш., 103.

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QUANTITATIVE CHARACTERISTICS OF LABOR POTENTIAL IN AGRICULTURAL SECTOR OF AKMOLA REGION

Abstract. This article presents an analysis of the current state of the labor market in Akmola region, which gives not only an idea of the degree of efficiency of its functioning, but also allows you to identify promising areas of its development. Various aspects of forming and managing the labor potential of the agricultural sector are analyzed. Quantitative characteristics of the labor potential allowed us to determine the possibilities of its more rational use. The paper presents the features and trends in the development of the regional labor market. There is the differentiation of labor markets in urban and rural areas. The main directions of the state employment policy in the country, which are aimed at increasing the productively employed population and mass entrepreneurship, are considered. The main task in the use of labor resources is to ensure effective employment of the population, improve the quality and competitiveness of the labor force. The availability of the agricultural organizations with the labor resources, their effective use and high level of labor productivity are important for increasing the volume of production in the agricultural sector of the country and the region. Effective use of the labor potential is one of the most important tasks in the forming of socially oriented state, within the framework of the state policy in Kazakhstan.

Key words: labor resources, agriculture, labor potential, employment, population, Akmola region, rural territories, unemployment, labor market, state policy.

The relevance of the topic. The labor potential of the region, as well as the country, is one of the most important indicators of the economic development, the calculation of the main characteristics of which in practice is the quite difficult task. Assessment of the labor potential is the complex task in terms of methodology and organization. There are two characteristics of labor potential - quantitative and qualitative. At the same time, the quantitative characteristic is determined by the demographic factors and the intensity of the labor process. The qualitative characteristic is determined by the ability of the labor resources to produce added value and socio-economic relations. The main component of the resource potential of agriculture, human capital is formed mainly in the rural areas. The availability of the human capital in agriculture and its prospects for the further growth and development depend on its size, structure, density of distribution on the territory, as well as the degree of rational and effective use [1, P.180].

The main principles of the mechanism for regulating the labor market in the agricultural sector, which depend on the current and long-term priorities of socio-economic development of the country, include economic efficiency, social orientation, regionalism, and others. The basis for the formation of the labor resources is the total population. Currently 7693, 127 people live in the rural areas of Kazakhstan. Akmola region with the number of the rural population of 388,618 people is the 7th largest city in the country. In dynamics for the analyzed period, there is the decrease in the total population of the Akmola region by 7,651 thousand people (from 744,386 thousand people in 2015 to 736,735 thousand people in 2019) (table 1).

Table 1-Dynamics of the population of the Akmola region, people

Indicator	2015 year	2016 year	2017 year	2018 year	2019 year	Average annual growth rate 2015-2019 year, %
Population size	744386	734369	738942	738587	736735	-0,26
including: - younger than able-bodied	181016	171645	184700	185200	186927	0,81
- employable	485361	473740	451864	447500	442158	-2,30
- retirees	78009	88984	102378	105887	107650	8,38
Age dependency ratio	0,53	0,55	0,63	0,65	0,52	-0,48
The rural population	393160	385677	390257	390318	388618	-0,29
including: - men	195009	191448	194177	193850	193616	-0,18
- women	198151	194229	196080	196468	195002	-0,40
Migration growth	2609	-15219	-341	-5421	-6807	-

*Note. Calculated by the authors based on data from the statistics Committee of the Ministry of National Economy of the Republic of Kazakhstan

The annual decrease in the population of the region in the period from 2015 to 2019 was 0.26 %. The average annual growth rate of the population younger than the able-bodied was 0.81 %, and of pensioners 8.38 %, while the rate of growth of the able-bodied population decreased by 2.3% annually. The ratio between the three main groups of the population: younger than the working age, working age and older-in the Akmola region is changing in the direction of reducing the working age population. Thus, there is an increase in the number of pensioners with the decrease in the population of working age and an increase in the number of people younger than working age. Thus in 2019 the share of the working-age population decreased by 5.2% compared to 2015 (65.2% in 2015, 60% in 2019). The increase in the proportion of the population under the age of working age was insignificant - by 0.9 % in 2019 compared to 2015.

The share of people of working age in the region has a steady downward trend from 65.2 % in 2015 to 60.02 % in 2019. According to UN international criteria, the population is considered old if the proportion of residents aged 65 years and older exceeds 7 % [2]. In the Akmola region, this indicator in 2015 was 10.5 %, and in 2019 it increased to 14.6 %. In recent years, there has been an aging of the human resources, due to the demographic situation in the Akmola region. It is obvious that the number of people of working age is under serious pressure due to the demographic failure of the 1990s, which in the future may increase the demographic burden on the part of the generation older than working age [3, P.11].

The population continues to decline in the region, mainly due to the growth of youth migration to the city. So in 2019 the migration growth was 6807 people. Due to low incomes and the level of social, cultural and living conditions, there is an outflow of young personnel from the village, and the level of their retention in rural areas is low. This is especially noticeable in socially deprived, geographically remote areas of the republic, with low population density, as well as in the regions, where the peasant farms are primarily developed [4, P.186].

The main reasons for migration of young people from rural to urban areas are: unemployment; limited access to the desired professional education and career growth; poorly developed housing construction; road transport problems; low level of the cultural, medical and commercial services [5, P.148]. In the CIS countries, migration flows have the peculiar changes. They have the special impact on the quality potential of the labor resources in the labor market of each country [6, P.265].

Labor relations are closely related to the labor resources. The problems of the employment in the agricultural countries are relevant. The country's economy employed 8.7 million people in 2019. Effective use of the labor potential, as the main driving force of the modern agricultural transformations and an objective factor of the sustainable development of the agricultural production, is very important in the field of employment in the rural areas [7, P.143].

The number of people, employed in the economy of the region in 2019, compared to previous years, amounted to 408,002 people (table 2).

Table 2 - Distribution of the population by type of economic activity in the Akmola region, people

Indicator	2015 year		2016 year		2017 year		2018 year		2019 year	
	human	%	human	%	human	%	human	%	human	%
Entire population	744386	100	734369	100	738942	100	738587	100	736735	100
including rural	393160	52,8	385677	52,5	390257	52,8	390318	52,8	388618	52,7
employed population in the region, total	408142	100	416432	100	408285	100	408697	100	408002	100
including rural	211468	51,8	17461	52,2	212780	52,1	213970	52,4	213987	52,4
employed in agriculture, hunting and forestry in the region, total	133504	32,7	135496	32,5	128972	31,6	122426	29,9	118159	29
including rural	106677	79,9	108909	80,4	102943	79,8	98307	80,3	94064	79,6

The proportion of the employed population to the total population increased from 54.83 % in 2015 to 55.38 % in 2019.

The main part of the employed population of the region lives in rural areas - 52.4 % in 2019.

In the long term, employment in urban areas will have steady upward trend. Currently, the rural area is characterized by the relatively low level of the employment in the field of agricultural production. Of the 408,002 employed only 29 % work in the agricultural sector. Only one from three employed residents of the Akmola region works in the field of agriculture, hunting and forestry. At the same time, there is the decrease in the share of the employed population in this area of the economy from 32.7 % in 2015 to 29 % in 2019.

Against the background of declining employment in the rural areas, there is the similar growth in urban areas, which indicates the significant flow of the working-age population from the village to the city, which in turn leads to the significant distortions in the regional labor market.

4/5 of the employed rural population is engaged in agriculture, hunting and forestry. Thus, in 2019, the share of the rural population employed in this sector of the economy amounted to 79.6 %.

Overcoming unemployment is one of the most important socio-economic problems of the modern stage of the economic development. The implementation of the additional measures aimed to the reducing tension in the labor market, allowed not only to preserve the personnel potential of employees of organizations, but also to reduce the number of unemployed citizens (table 3).

Table 3 - Assessment of the labor market and employment in the Akmola region

Indicator	2015 year	2016 year	2017 year	2018 year	2019 year
Number of economically active population, people	429908	437991	428878	429212	428253
Level of economic activity of the population, %	75,7	76,5	76,3	76,1	76,1
Number of employees, people	408142	416432	408285	408697	408002
Level of employment, %	94,9	95,1	95,2	95,2	95,3
The number of unemployed people	21766	21559	20593	20515	20251
Unemployment rate, %	5,1	4,9	4,9	4,8	4,7

The situation in the labor market of Akmola region has improved recently. In comparison with 2015, the number of people, who do not have the job or permanent income, are actively looking for it and are ready to start work, decreased by 1515 people, or by 6.96 %, and amounted to 20251 people. This led to the decrease in the overall unemployment rate. At the end of 2019, the unemployment rate was 4.7 % of the economically active population. Compared to 2015, it decreased by 0.4 %. The solution to the problem of providing rural personnel is possible if the prestige of the agricultural sector increases, which ensures high motivation of the agricultural labor. Improving the social infrastructure of the village is the priority. First of all, this applies to increasing the volume of housing construction, developing transport

infrastructure, gasification, providing rural residents with drinking water, sanitary standards, improving the quality of the education, health care, and living in the rural areas [8, P.81].

One of the reasons for the unfavorable situation in the rural development is the low level of comfort of living in the rural areas. In order to attract and retain the population in the rural areas, it is necessary to implement the set of measures (table 4).

Table 4-Set of measures to attract and retain the population in rural areas

No.	Description of measures
1	Ensuring the growth of the economically active population: - improvement of the internal labor market development system; - ensuring the mobility of labor resources by regulating the rational migration of labor resources; - implementation of the measures to prevent and reduce informal employment; - increasing the competitiveness of jobs to prevent further outflow of the working-age population from rural areas; - increasing the level of remuneration and improving working conditions for this purpose; - improving the level of comfort of living in rural areas, creating conditions for attracting graduates of agricultural universities and colleges, social workers to the village.
2	Taking measures to ensure productive employment: - rational employment of rural population; - stimulate the creation of jobs; - development of small forms of entrepreneurship and self-employment of the rural population; - development of integration and cooperation in rural areas; - improving the efficiency of using their own labor resources by attracting young people to the development of working professions.

Modern large agricultural formations are well equipped with high-performance equipment and apply effective technologies. It does not require large number of the workers and employees. Personal subsidiary farms are losing their appeal to the villagers from year to year, but they are not in a hurry to organize farms. The level of technical equipment of small farms of agricultural production does not meet modern requirements: high wear and tear, low technical and operational characteristics, which affects the state of provision of their labor resources, changes the qualitative composition and structure of the labor force [9, P.201].

Materials and methods of research. The research methodology is based on the dialectical method, freed from materialistic or idealistic monism and based on the pluralistic, multilinear interdependence of all social phenomena. We also used the method of dialectical interdependence and interaction of methods: theoretical and empirical, historical and logical, induction and deduction in the study of the quantitative characteristics of labor potential in agricultural sector in our country. The theoretical basis is based on existing theoretical and empirical publications. In this article were used abstract-logical, analytical, monographic economic-statistical, sociological, expert methods, as well as the methods of economic-mathematical analysis, modeling and forecasting.

Research results. Improving the quality of life is the necessary condition for preserving and expanding the reproduction of human capital in the rural economy. At the same time, the main direction of improving the standard of living of the rural population is to increase income by increasing the efficiency of the enterprises in the agricultural sector and rural development.

In the agricultural sector, from one hand, low wages cannot stimulate the improvement of the financial condition of the enterprise, from another - the financial condition of the enterprise cannot provide the employee with high level of the wages. This contradiction does not contribute to improving the standard of living and makes it necessary to solve the problem. It should be allowed within the framework of the mechanism of material incentives for labor at the enterprise [10, P.32].

Conclusion. In the conclusion we would like to note, that in recent years, Kazakhstan has taken the number of measures to solve the problems of developing social and labor relations in the country, which have allowed timely and flexible response to the situation in the rural labor market, and regulate the provision of professional personnel for economic sectors. However, despite the outlined changes, the problem of personnel shortage is clearly noticeable in the agricultural labor market. As the result of active state support, the current state of the country's labor market is characterized by relatively high

employment rates and fairly low unemployment rate. But in the conditions of the outflow of economically active population from the village to the city, the pressure on the urban labor market and the transformation of rural society is increasing. Therefore, it is necessary to ensure the economic and social effectiveness of the labor market, balanced regulatory policy, aimed not only at increasing the flexibility of the labor market, but also at creating the conditions for the social justice and social protection.

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АҚМОЛА ОБЛЫСЫНДАҒЫ АГРАРЛЫҚ СЕКТОРДЫҢ ЕҢБЕК ӘЛЕУЕТІНІҢ САНДЫҚ СИПАТТАМАСЫ

Аннотация. Мақалада Ақмола облысы еңбек нарығының қазіргі жағдайын талдау жұмыстары ұсынылған. Еңбек ресурстарын пайдалану саласындағы басты міндет халықты тиімді жұмыспен қамтуды қамтамасыз ету, жұмыс күшінің сапасы мен бәсекеге қабілеттілігін арттыру болып саналады. Агроқұрылымдардың еңбек ресурстарымен қамтамасыз етілуі, оларды тиімді пайдалану және еңбек өнімділігінің жоғары деңгейі ел және облыстың аграрлық секторында өнім өндіру көлемін ұлғайту үшін маңызды мәнге ие. Еңбек әлеуетінің сандық сипаттамасы оны ұтымды пайдалану мүмкіндігін анықтауға мүмкіндік берді. Мақалада аймақтық еңбек нарығының ерекшеліктері мен даму тенденциялары көрсетілген. Қалалық және ауылдық жерлерде еңбек нарықтарының саралануы байқалады. Нәтижелі жұмыспен қамтылған халықты және жаппай кәсіпкерлікті арттыруға бағытталған елдегі мемлекеттік жұмыспен қамту саясатының негізгі бағыттары қаралды. Еңбек ресурстарын пайдалану кезіндегі негізгі міндет халықты тиімді жұмыспен қамтуды қамтамасыз ету, жұмыс күшінің сапасы мен бәсекеге қабілеттілігін арттыру болып табылады. Ауыл шаруашылығы ұйымдарында еңбек ресурстарының болуы, оларды тиімді пайдалану және еңбек өнімділігінің жоғары деңгейі елдің және өңірдің аграрлық секторында өндіріс көлемін ұлғайту үшін маңызды мәнге ие. Еңбек әлеуетін тиімді пайдалану Қазақстандағы мемлекеттік саясат шеңберінде әлеуметтік бағдарланған мемлекетті қалыптастырудағы маңызды міндеттердің бірі болып табылады.

Түйін сөздер: еңбек ресурстары, ауылшаруашылығы, еңбек әлеуеті, жұмыспен қамту, халық саны, Ақмола облысы, ауылды аймақ, жұмыссыздық, еңбек нарығы, мемлекеттік саясат.

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КОЛИЧЕСТВЕННАЯ ХАРАКТЕРИСТИКА ТРУДОВОГО ПОТЕНЦИАЛА АГРАРНОГО СЕКТОРА АКМОЛИНСКОЙ ОБЛАСТИ

Аннотация. В данной статье представлен анализ современного состояния рынка труда Акмолинской области, который дает не только представление о степени эффективности его функционирования, но и позволяет выявить перспективные направления его развития. Анализируются различные аспекты формирования и управления трудовым потенциалом аграрного сектора. Количественные характеристики трудового потенциала позволили определить возможности его более рационального использования. В статье представлены особенности и тенденции развития регионального рынка труда. Наблюдается дифференциация рынков труда в городской и сельской местности. Рассмотрены основные направления государственной политики занятости в стране, направленные на повышение продуктивно занятого населения и массового предпринимательства. Основной задачей при использовании трудовых ресурсов является обеспечение эффективной занятости населения, повышение качества и конкурентоспособности рабочей силы. Наличие у сельскохозяйственных организаций трудовых ресурсов, их эффективное использование и высокий уровень производительности труда имеют важное значение для увеличения объемов производства в аграрном секторе страны и региона. Эффективное использование трудового потенциала является одной из важнейших задач в формировании социально ориентированного государства, в рамках государственной политики в Казахстане.

Ключевые слова: трудовые ресурсы, сельское хозяйство, трудовой потенциал, занятость, численность населения, Акмолинская область, сельские территории, безработица, рынок труда, государственная политика.

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