

Priorities of employment of the population in post-crisis conditions of development of Kazakhstan

The main priorities of a national policy of employment of the population should be defined in correlation with transition of the country to the new type of economic growth oriented on innovative economy.

Appropriate feature of post-crisis restoration and development of the republic in comparing with many countries of world economy are stable situation with employment of the population and lowering of unemployment rate from 7,3% in 2007 to 5,5% in 2010. The most important factors of support of stability with employment and unemployment are the pursued anti-recessionary policy of the Government of the Republic of Kazakhstan and urgently taken measures for implementation of double-side contracts and labor agreements of memorandums with the largest corporations of control of release of workers, retraining and employment on other operations, timely carried out "Road map" with provision of workplaces, services in social infrastructure. Despite achievement of stability in the Kazakhstan labor market there are emergency urgent measures on employment of the population as principal social problem of the country.

In the Message of the President Nursultan Nazarbayev to the people of Kazakhstan "We will build the future together!" need of development of new strategy and essentially new population employment program is emphasized on January 28, 2011. "Today it is necessary to increase efficiency of labor market as the new economy requires new generation of qualified personnel.

The self-busy population is a huge personnel reserve of our economy. We build the new enterprises in order Kazakhstan citizens worked will be able to work there. They shall prepare for it, study new professions.

I entrust the Government together with local governors of the areas and cities of Astana and Almaty till May 1, 2011 to develop essentially new program for employment of the population.

Government together with business society should provide free professional education to those who wants to work at industrial objects. It is necessary to provide opportunity of involvement of each Kazakhstan citizen in scale industrialization of the country".

The present stage of post-crisis development and up-dating of economy of the republic on the basis of the forced innovative industrialization, diversifications of production and implementation of new disruptive projects means transition to new quality of economic growth.

It is due to solution of polysyllabic problems on the basis of an integrated approach, upgrade of economy and social upgrade is provided in the medium-long term. In this regard the new purposes, priorities and the solution of urgent tasks were outlined. They are connected to employment of the population as one of the principal problems of social policy of the state, the solution of many urgent tasks in the Kazakhstan labor market, as in the cities, as well as in villages and regions.

Post-crisis restoration and sustainable economic development of the countries provides up-dating of economy and its upgrade on a new qualitative basis. The financial and economic crisis of 2008, unprecedented on the scales and serious consequences, forces again to overestimate its consequences and losses, to define further priorities and perspectives of social and economic development of the countries of global economy.

According to the estimations of the Russian authors unemployment in many countries is the biggest problem. In America and Great Britain it is possible to reduce deregulation of unemployment rate by reducing of interference of the government, and also reduction of taxes, social expenditures and benefits. In the countries of the European Union increase volumes of temporary employment. In Holland there is a part-time employment (it takes 38 % of the overall unemployment level), but they want partly busy workers had the same social warranties and payments, same as full-time workers. In German and France instead of deregulation and reduction of taxes increase the industry subsidies. In France, according to the socialist government, the good result is yielded by reduction of working week (for instance, from 39 to 35 hours).

In the conditions of a world financial economic crisis of 2008 situation in labor markets sharply worsened in many developed and developing countries. In the majority of them the main issue of support of economic and social stability in society is interconnected with overcoming of decline in production in a real sector of economy and the solution of problems of unemployment which increased in 2008-2010.

According to forecasts of the International Labor Organization (ILO) in the world labor market of 2008 the unfavorable situation with increase in number of the unemployed in a pattern was expected. Such expectations were quite real, in the USA by the beginning of 2010 unemployment rate made 9, 5%.

High rates of economic development were in the majority of the CIS countries in 2008. Then there was a sharp deceleration of growth rates in primary branches of economy in the end of the year, an acceleration of inflationary processes on average on the CIS countries the gross internal product grew for this year by 5%. Increase of the crisis phenomena, both in the financial sphere and in a real sector of economy of the world was observed at the beginning of 2009 (it includes the Commonwealth countries).

Thus in 2009, production of gross domestic product on average decreased by 9%. In the industry the greatest recession was in the processing branches. The number of the unemployed according to methodology of the ILO in September, 2009 in the Commonwealth countries 10 million people, estimated by Statistical Committee of CIS the unemployment rate was 7, 2 %.

Total number of the unemployed in Azerbaijan was 0,3 million people, by unemployment rate - 6,0%, in Russia - 5,8 million people and 7,6%, in Kazakhstan - 0,6 million people and 6,4%, in Moldova - 83 thousand people and 6,1%, Tajikistan - 0,2 million people and 7,4%, Ukraine - 2,0 million people and 9,1%.

The developed unstable situation in the world financial and mortgage markets at the end of 2007 and the beginning of 2008 could not be reflected in economy of Kazakhstan, and it first of all, was shown in the inflation growth, threat of food security, the crisis phenomena in mortgage lending, the financial sphere and construction, especially housing.

Deceleration of rates of economic growth of Kazakhstan took place in 2008-2009 when increase in volume of GDP made 103, 3% and 101, 2% [4]. The positive dynamics of these indexes in the republic and a tendency of their further increase in 2010 to 7% in the conditions of a world economic crisis and the proceeding decline in production in many countries allows characterizing positive shifts in entire economic situation in Kazakhstan. In the Kazakhstan labor market stable situation remains and there is a lowering of unemployment rate according to Kazakhstan Agency of statistics from 6, 6% in 2008 to 5,5% in 2010.

At the present stage of anti-recessionary restoration and up-dating of economy purposeful strategy of innovative industrialization on the basis of diversification of production with the latest technologies, with reorientation to development of processing industries and agro-industrial complex is defined.

Innovative industrialization is planned in the main directions in metallurgy and production of finished metal products, the chemical, pharmaceutical, defensive industry, power engineering, mechanical engineering, in the construction industry and production of construction materials, agricultural processing, in development of transport and telecommunication infrastructures.

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Implementation of the general strategy of economic development of the country on perspective requires accurately thought over choice of the main directions of an industrial policy, priority branches and their investment. To go to the innovative economy based on knowledge, creative activity and intelligence activation of the human capital as major factor and valuable resource, national wealth of society is necessary.

At this stage along with determination of the general need of economy for work forces, the most significant are monitoring and creation of conditions for support with workplaces of demanded qualified personnel for high-performance work. For implementation of 237 projects switched on in the Card of industrialization of Kazakhstan, 235 thousand workplaces will be created. Thus preparation of 108 thousand workers who make a deficit of qualified personnel is necessary. The greatest need for work forces is revealed in such branches as support transport and energetic infrastructures, an oil and gas sector, mining and metallurgical complex, the tourist industry and mechanical engineering.

Successful implementation of innovative industrialization of Kazakhstan in many respects depends on creation of the competitive human capital for priority sectors of national economy. Formation of the competitive human capital should be considered as a basis of long-term strategy of the country. It is directly connected to achievement of high-performance work using the latest technologies. Need of sharp complex growth of labor productivity is caused by its rather low level: 17 thousand dollars on one worker in a year in the republic, and in the developed countries - over 90 thousand dollars. In 2007 the labor productivity index in Kazakhstan made 107,5% to previous year, in crisis conditions of 2008-2009 - 100,0% and 100,1%.

Formation of the competitive human capital of the country and its demand in internal and external labor markets means, on the one hand, effective use of the accumulated knowledge, professionalism of workers, with another, as creation of the human capital on a new qualitative basis with the latest technologies according to needs of production. They promote increase of employment of the population and stabilizing of a situation in labor market.

Ineffective use of the stored human capital is confirmed by rather low level of labor productivity, imbalance of supply and demand of labor, mismatch of workplaces by professions, qualification and experience. The current situation reveals mismatch of preparation of qualified personnel to requests of production and existence of the free vacancies. There is a deficit of qualified personnel by technical professions, informatics and logistics. For formation of new quality of the human capital it is necessary to reform cardinally the existing system of preparation and retraining of frames with the considerable investments into this sphere on the basis of public-private partnership.

The principal priorities of a national policy of employment of the population of Kazakhstan should be defined in correlation with transition of the country to the new type of economic growth oriented on innovative economy.

Firstly it is creation of constant new workplace on industrial objects, preparation for them the qualified technical frames and effective workplaces with the appropriate salary. Thus increase of labor motivation of people is necessary, for a civil liability, overcoming of a dependence that shall correspond to the Concept of the ILO "About worthy work with a worthy salary". There is a necessity of continuous monitoring of structural unemployment, an imbalance of supply and demand of labor on quality, the forecast of vocational structure, human resources, training and reforming of an education system.

In post-crisis conditions of development of national economy important priority value acquires employment of a huge personnel reserve of economy more than 2,6 million people, the most and busy population or 32% of the economically active population, from it 71% live in rural areas. It is the considerable part of socially unprotected economically active population. In crisis conditions growth of most employment has the positive consequences, constraining appearance of mass unemployment. At the same time the most and busy represent a real reserve of potential unemployment therefore assistance to it in employment and increase of employment is one of the principal priorities of economic and social policy of the state. This category of the economically active population needs employment taking into account features of demographic composition, areas of residence, former work, education, vocational training. As the considerable part of the most and busy lives in rural areas, they are aimed at vocational training, creation of small business in an agrarian sector. Output of the micro-credits for creation of own business is very important. Thus encouragement of the rural business on production of products which is not connected to trade intermediary activities is necessary.

In post-crisis conditions of stabilizing of economy it is necessary to increase prestige of public operations by extension of their types in the sphere of support of educational, medical services, ecological improvement of regions, holdings cultural and sporting events. Also it is necessary to combine public work with vocational training and retraining, with opportunities of payment of a grant and a salary with perspectives of the subsequent employment.

Employment of the population in post-crisis conditions of a sustainable development of economy on the basis of innovative industrialization represents a polysyllabic problem which requires an all-round integrated approach. It is interconnected with the solution of many priority tasks in activities of the relevant ministries, departments and other administrative structures by interaction and cooperation.

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