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## USE OF LABOR AS THE MAIN ECONOMIC FACTOR

**Abstract.** The mechanism of regulation and use of labor resources on the basis of improving the organization of production was reviewed. The article reflects the state employment policy of the population as part of the socio-economic policy aimed at solving the problem of employment by increasing the effectiveness of employment programs, developing a system of social partnership, encouraging the mobility of the economically active population and enhancing the flexibility of the labor market. The experience of foreign countries, in particular the People's Republic of China (PRC), in which the agrarian reform is aimed at supporting the development of small and medium-sized businesses, the implementation of a program of using substantial investments in the development of primary education, health care, and the state services system, is considered. It is revealed that the model of the domestic labor market should be based on the use of the most acceptable elements, taking into account the advantages of the country.

The mechanism of functioning of the labor market in the agricultural sector should be considered in the totality of forms, methods for implementing the economic laws of reproduction of the labor potential of the village, the relations of interaction between the demand and supply of labor. Self-employment is considered as a form of employment that unites an employee and an employer in one person, as a form of mitigating labor contradictions of interests - a family business, workers of cooperatives and the advantage of this form of employment can be defined in the freedom to choose a sphere, independent business activity, free work schedule, reliance on one's own initiative, direct dependence of earnings on the income of the enterprise.

**Keywords:** labor resources, mechanism, conditions, enterprises, use, region, support, population, self-employment, forms.

**Introduction.** Labor resources as well as natural, financial and capital are the main economic factors. Labor resources include people engaged in economic activities in various industries, and unemployed, but capable of work.

Solving the problem of providing the population with food depends to a decisive extent on the efficiency of the use of labor resources. Due to the high availability of labor, insufficient development of labor-intensive industries, concentration, specialization of production, as well as other factors, in some regions a certain part of labor is not used, and a significant part is used inefficiently. The fundamental issue of economic recovery based on the full and effective use of labor resources is the improvement of the organization of production, taking into account the existing significant zonal differences [1].

For a country, given its regional and geopolitical features, issues of employment and use of labor resources are of particular importance. The regions are characterized by a sharp difference in the conditions that determine their production capabilities: the availability of agricultural land resources and their bioclimatic potential; the condition of the material and technical base of production and processing of agricultural products; the development of a transport system providing links with food suppliers and consumers in other regions and countries; the level of purchasing power of the population; regional and national traditions of food consumption, as well as the ability to meet the demand for it through its own production [2].

**Research methodology.** In modern conditions, a mechanism for regulating the labor supply of enterprises and the search for ways to improve the efficiency of the use of labor resources are required, which is of tremendous political and socio-economic importance.

The regional economy needs a mechanism for regulating and improving the efficiency of use of labor resources of enterprises, business entities, which makes it possible to solve many socio-economic issues [3]. This mechanism is necessary for: increasing production; implementation of full employment; creating favorable conditions for the life of workers; recruitment, training and retraining; rational balance of production resources and their use; connections to the emerging labor market; rural development, stabilization of the rural population, preservation of folk traditions.

The study of resources for labor activity is of great importance in assessing the labor market and the conduct by the state of an appropriate demographic policy in order to influence the processes of reproduction of the population and its employment [4].

The state employment policy is part of the social and economic policy of the state, aimed at resolving employment problems in the economy through improving the efficiency of employment programs, developing a social partnership system, encouraging the mobility of the economically active population and increasing labor market flexibility.

**Results.** The study of labor market indicators makes it possible to judge the effectiveness of state policies in the field of employment regulation, which is unlawful to consider outside economic processes, which are objective prerequisites for the realization of opportunities, both of an individual and the population as a whole [5].

The agrarian and industrial complex of Kazakhstan for 11 months of 2018 produced goods and services for KZT 4167.6 billion. In January-November 2018, gross output of products and services in the agriculture, forestry and fishery sectors in Kazakhstan increased by 2.9% compared to last year. The highest rates of agricultural production is detected in the Almaty region. The production of products and services in agriculture with indicators ranging from 200 to 400 million tenge was recorded in the regions: Akmola region - 400863.5 million tenge, 9.6% of the total total production, Kostanay region - 376 845.7 million tenge, 9%, Zhambyl region- 248 103 million tenge, 4, 6%, Karagandy region - 245 867.2 million tenge, 5.9%, Pavlodar region - 210 666 million tenge, 4, 5% and Aktobe region - 206 378 million tenge, 5, 5%.

Of particular interest to the Kazakhstani labor market in the agroindustrial complex is the experience of the PRC, where the agrarian reform went beyond the framework of agricultural production. China is characterized by a successful policy to combat unemployment and poverty, which, despite the country's low GDP, reduced the proportion of families below the subsistence level to 6% of the population and, after two decades of economic reforms, the number of people in absolute poverty decreased from 260 to 42 million the following main factors contributed to this: support for the development of small and medium-sized businesses, the implementation of a targeted program to combat severe forms of poverty, the use of significant investments in the development of early education and primary health care, in the state system of services.

Particular attention was paid to the fight against illiteracy, as one of the causes of the poverty of the rural population and, in particular, the youth and women.

The study of the formation of the Kazakhstan model of the labor market showed that at the initial stage of its formation was carried out according to the Swedish model [6].

Then, certain features characteristic of the Japanese model were identified, for example, life-long employment in certain large enterprises. Also, elements of the Japanese model of the labor market include the use of various methods of reducing working hours, weeks, and forced vacation, which, in turn, contributed to the formation of high hidden unemployment in workplaces on a very large scale, especially in rural areas.

The model of the Kazakhstan labor market should be based on the use of the most acceptable elements of each of these models, taking into account the advantages of the republic.

The study of the mechanisms of functioning and regulation of the labor market in the agrarian sphere of the most developed countries led to the following conclusions:

- the mechanism of functioning of the labor market in the agrarian sector should be considered as a set of forms, methods for implementing the economic laws of reproduction of the labor potential of the

village, the relationship between supply and demand of labor, resulting in determining the market price of the commodity-labor force - wages and the equilibrium employment parts of the rural population;

- the functional method of studying the mechanism of the existence of the labor market makes it possible to establish the general level of wages in the agro-industrial complex and the level of rural unemployment and their definition in specific labor markets to competitors;

- the mechanism for regulating the labor market in the agro-industrial sector is an adaptive response of production relations aimed at regulating the contradictions in the functioning of the labor market at various levels: macro, micro, international, regional;

- specific forms of the labor market regulation mechanism in the agrarian sphere are forms of balancing the contradictions in the functioning of the labor market, which develop under the influence of ongoing changes in productive forces and production relations that are often violated, which leads to the manifestation of new ones [7].

By international standards, the share of the employed population in relation to people of working age 15-64 years old in Kazakhstan is at a high level of 73%, which corresponds to the level of the developed countries of the West. This high employment rate is associated with a high proportion of the self-employed population, whose share reaches 25% of the employed population, whereas in developed countries the share of the self-employed accounts for only about 10% of all employed.

The share of the self-employed population has consistently decreased since the beginning of the two thousandths, when it was 45% relative to total employment to 25% by now, while there is no certain numbers about the self-employed.

Self-employment is considered to be a form of employment that unites an employee and an employer in one person, or finds a form of easing labor-related contradictions of interests (family business, employees of cooperatives). As advantages of this form of employment, one can point to the freedom of choice of the sphere and independence of entrepreneurial activity, free work schedules, reliance on one's own initiative, direct dependence of earnings on the income of an enterprise [8]. The spread of self-employment in the world is quite high, for example, in Romania, Turkey, Greece, their share exceeds 30%.

In terms of industry, the share of self-employed reaches 40% in agriculture in Poland, 20% in construction in the UK, 40% in trade in Spain, 20% in professional field, scientific and technical activities in Sweden, 18% in humanitarian services in Germany.

But it is important to note that all self-employed in Western countries pay taxes after paying social payments. In Kazakhstan, for the self-employed, except through individual entrepreneurship, there is no working model for paying taxes because of the low incomes of the self-employed, and here seems to be a problem of rather costly administration of this kind of activity.

At the same time, from 2018, a local government budget is being introduced at the level of a city of district importance, a village, a rural district, and it is possible at this level that it will be easier to identify self-employed people, including through outsourcing of self-employed individual types of work.

In the regions, a significant proportion of self-employed is concentrated in the southern, southeastern and northern regions, where agriculture is widespread, and especially in rural areas, where the share of the self-employed is more than half of all employed.

With the help of the balance of labor resources, sources of the formation of labor, connections and proportions in its distribution by sectors of the economy and types of economic activity between individual regions of the country are discovered [9].

In 2013-2017 in the republic as a whole, the growth of the economically active population in the baseline scenario averaged 127.8 thousand people. At the end of the second half of 2017, the population of Kazakhstan exceeded 18 million people. This reflects the continuing trend of population growth. However, the age structure of the population undergoes significant changes - the working-age population of 15-64 years is decreasing due to the failure of the birth rate and the mass outflow of the population in the 1990s. This is reflected in the reduction in the number of young people aged about 15-25 years old, but is reflected in the increase in children under the age of 15 years old and those over 65 years old.

And by the end of 2017, the number of economically active population was 9.5 million people, with a total population of the Republic of Kazakhstan of 18.16 million people. At the same time, in some regions, due to a reduction in the population, a reduction or a slight increase in the number of economically active population is expected.

These regions include four regions (Akmola, Kostanay, North Kazakhstan, including East Kazakhstan regions).

The growth of the economy and the economically active population led to an increase in the number of employed by the beginning of 2018 to 9.16 million people. For comparison, by the end of 2014, their number was 8.54 million people. The increase in the number of people employed by region is uneven. This is due to the various expected demographic trends and development indicators. The largest growth in the number of employed is observed in Astana (107 thousand people as of January 1, 2018), the smallest - in the North Kazakhstan region (2.7 thousand people), in East Kazakhstan 61.6 thousand people. Analysis of labor resources in individual regions corresponds to the development of labor resources in the country. For example, the East Kazakhstan region is one of the promising regions of Kazakhstan and has a developed infrastructure. The basis of its economy are the mining industry, the metallurgical and machine-building industries, as well as the agricultural sector of the economy, there are great opportunities for the development of tourism.

In connection with these positive changes in the economy of the country's regions that have emerged over the past decade, trends continue to change in the structure of distribution of workers by types of economic activity, such as the mining and manufacturing industries, engineering, agriculture, and the service sector. Against the background of economic growth, an increase in the efficiency of using labor resources and an increase in the share of the self-employed population by 2.4% is expected.

In a number of regions of Kazakhstan, the regional authorized organization for the implementation of the second direction of the Employment Program 2020 is defined by the Fund for Financial Support of Agriculture.

For the current state of economic development, rational distribution of productive forces is of particular importance, allowing us to ensure greater production efficiency, to obtain maximum profit with careful, rational use of natural resource potential, preservation and improvement of the environmental conditions of the population. At the same time, the complex use of natural resources, the introduction of waste-free technologies in the processing of raw materials and fuel are important [10].

With the current location of production in the market conditions, the restructuring of the entire economic system, the socialization of the economy, and the equalization of the levels of economic development of certain regions of Kazakhstan are of particular importance.

Improving the territorial structure of the economy, ensuring a rational combination of economic and social development of each subject, region, should be aimed at improving their interaction in the economic complex of Kazakhstan, the complexity of their development, the formation of territorial-industrial complexes and industrial centers, the rational development of their natural and economic resources.

In the production of agricultural products, it is necessary to take into account the requirements of both biological and general economic laws. An important characteristic of the use of labor resources is the sectoral structure of employment.

The main reason for influencing the efficiency of the use of labor resources is the seasonal nature of agricultural labor. It is caused by the seasonality of production and the discrepancy between the production period and the working period. Reducing annual seasonality and improving the use of labor resources can be achieved: by improving the sectoral structure of production, taking into account regional and sectoral conditions; development of subsidiary industrial productions and crafts; improvement of economic incentives for workers and the development of entrepreneurial activities in rural areas [11].

An important direction of the state active policy of employment and social support for persons left out without work is professional training of the population. Conducting a variety of training activities improves the professional qualities of workers, enhances the competitiveness of the non-working population through training new occupations, advanced training and retraining based on the situation on the labor market.

Limited employment in rural areas, low territorial and socio-professional mobility of the rural population, poor social protection for the unemployed hamper the process of optimizing the level and structure of employment. [12]. The dynamics of the labor market over the past years shows that the greatest regional differences in the level of unemployment occurred at the very beginning of the reforms (in 1992), but by the beginning of the 21st century there was some stabilization and decrease in this indicator.

One of the most effective forms of using industrial, labor, material resources of a village is a rural industrial enterprise, the main functions of which can be: the development of local raw materials; effective use of the production potential of the territory; reducing unemployment by creating new jobs; strengthening the rural economy; an increase in the rate of accumulation and savings. By the nature of their activities, rural industrial enterprises can be divided into such types as industrial, construction, transport, trade, and service [13, 14].

When combined with the development of agriculture and industrial production, its profitability increases manifold due to a more rational use of the industrial, labor and raw material resources of the village. As a result of a combination of various occupations, the labor of agricultural workers over the course of a year becomes relatively uniform. [15] Easy labor change occurs where there are handicraft, processing, or industrial enterprises.

**Findings.** The combination of the production and processing of agricultural raw materials directly at the places allows reducing costs, reducing losses, especially of perishable and untransportable products. Waste from recycling is disposed of as animal feed or fertilizer. Integration also provides an opportunity to get rid of intermediaries in the transportation of agricultural raw materials and products. The creation of industrial enterprises can be one of the most effective areas of agricultural growth and integrated rural development.

With the current disparity in the prices of products, agriculture currently cannot develop independently at a high rate, the village has practically no resources for this. That is why the creation of industry in the countryside can be one of the factors for the rise of agriculture, the improvement of the well-being of rural residents, and the strengthening of rural society. The combination of rural and industrial activities offers great opportunities for increasing investment in the development of agricultural production itself.

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#### ЕҢБЕК РЕСУРСТАРЫН БАСТЫ ЭКОНОМИКАЛЫҚ ФАКТОР РЕТІНДЕ ПАЙДАЛАНУ

**Аннотация.** Өндірісті ұйымдастыруды жетілдіру негізінде еңбек ресурстарын реттеу және пайдалану механизмі қарастырылған. Жұмыспен қамтуды қамтамасыз ету бағдарламаларының тиімділігін арттыру, әлеуметтік әріптестік жүйесін дамыту, экономикалық белсенді халықтың ұтқырлығын ынталандыру және еңбек нарығының икемділігін күшейту жолымен халықты жұмыспен қамту мәселелерін шешуге бағытталған әлеуметтік-экономикалық саясаттың бір бөлігі ретінде халықты жұмыспен қамтудың мемлекеттік саясаты көрсетілген. Шет елдердің, атап айтқанда, ҚХР тәжірибесі қаралды, онда аграрлық реформа шағын және орта бизнесті дамытуды қолдауға, бастауыш білім беруді, денсаулық сақтауды дамытуға, мемлекеттік қызмет көрсету жүйесіне елеулі инвестицияларды пайдалану бағдарламасын жүзеге асыруға бағытталған. Отандық еңбек нарығының моделі елдің артықшылықтарын ескере отырып, неғұрлым қолайлы элементтерді пайдалануға негізделуі тиіс екені анықталды.

Ауыл шаруашылығы саласындағы еңбек нарығының жұмыс істеу механизмін ауылдың еңбек әлеуетін ұдайы өндірудің экономикалық заңдарын іске асыру нысандары мен әдістерінің, жұмыс күшінің сұранысы мен ұсынысы арасындағы өзара іс-қимыл қатынастарының жиынтығында қарау қажет. Өзін-өзі жұмыспен қамту қызметкердің және жұмыс берушінің бір тұлғаны біріктіретін жұмыспен қамту нысаны ретінде, мүдделердің еңбек қайшылықтарын жеңілдету нысаны ретінде-отбасылық бизнес, кооперативтердің қызметкерлері және осы жұмыспен қамту нысанының артықшылығымен саланы таңдау бостандығында, кәсіпкерлік қызметтің тәуелсіздігін, еркін жұмыс кестесін, өз бастамашылығына сүйеніп, табыстың кәсіпорын кірісіне тікелей тәуелділігін анықтауға болады.

**Түйін сөздер:** еңбек ресурстары, механизм, шарттар, кәсіпорындар, пайдалану, аймақ, қолдау, халық, өзін-өзі жұмыспен қамту, нысандар.

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## ИСПОЛЬЗОВАНИЕ ТРУДОВЫХ РЕСУРСОВ КАК ГЛАВНОГО ЭКОНОМИЧЕСКОГО ФАКТОРА

**Аннотация.** Рассмотрен механизм регулирования и использования трудовых ресурсов на основе совершенствования организации производства. Отражена государственная политика занятости населения как части социально-экономической политики, направленной на решение проблемы занятости населения путем повышения эффективности программ обеспечения занятости, развития системы социального партнерства, стимулирования мобильности экономически активного населения и усиления гибкости рынка труда. Рассмотрен опыт зарубежных стран, в частности КНР, в которой аграрная реформа направлена на поддержку развития малого и среднего бизнеса, осуществление программы использования существенных инвестиций в развитие начального образования, здравоохранения, в государственную систему услуг. Выявлено, что модель отечественного рынка труда должна быть основана на использовании наиболее приемлемых элементов с учетом преимуществ страны.

Механизм функционирования рынка труда в сельскохозяйственной сфере необходимо рассматривать в совокупности форм, методов реализации экономических законов воспроизводства трудового потенциала села, отношений взаимодействия между спросом и предложением рабочей силы. Рассмотрена samozанятость как форма занятости, объединяющей работника и работодателя в одном лице, как форма смягчения трудовых противоречий интересов – семейный бизнес, работники кооперативов и преимуществом этой формы занятости можно определить в свободе выбора сферы, независимости предпринимательской деятельности, свободном графике работы, опоре на собственную инициативность, прямой зависимости заработка от дохода предприятия.

**Ключевые слова:** трудовые ресурсы, механизм, условия, предприятия, использование, регион, поддержка, население, samozанятость, формы.

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