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**SELF-EMPLOYMENT OF POPULATION IN KAZAKHSTAN**

**Abstract.** The authors of the article, as a result of the study of self-employment, state the difficulties of classifying and statistical accounting of self-employed citizens. Since the self-employed are practically not registered anywhere, they do not pay taxes and social payments, which means that in the future there will be loss of pensions. Self-employed people are people who have lost their previous qualifications and, accordingly, cannot contribute to the development of the economy, since they do not possess the necessary knowledge and skills. Their vulnerability lies in the fact that they can be a breeding ground for anti-social, extremist, corrupt and various protest actions.

According to the authors, the ratio of growth in labor productivity in industry and agriculture to growth in wages is topical and in demand. The establishment of such a sound interconnection will be achieved through the technological re-equipment of the national economy and the development of professional skills of employees through the introduction of innovations.

**Keywords:** self-employment, employment policy, unemployed potential, legalization, qualification.

In the economic theory the concept of "employment" has several aspects. It is interpreted as employment by useful work, study, work, craft, care of children and the elderly, military service [4]. In modern conditions, employment has become one of the essential characteristics of the economy and the well-being of the people, an integral part of the social and economic policy of the state.

Employment of the population is the activity of citizens connected with the satisfaction of personal and social needs, not contradicting the legislation and bringing, as a rule, to them earnings (labor income).

In the annual Address to the people of Kazakhstan, the Head of State identified key areas for further social and economic modernization of the country. A new stage in the development of Kazakhstan's society is associated with the strengthening of the economy and the improvement of the well-being of the people, which is inextricably linked with the solution of the problem of employment of the population [1].

Researchers of the phenomenon of self-employment state the difficulties of classification and statistical accounting of self-employed people. It seems that it is more correct to treat them not as a single social and economic category, but as a conglomerate of different groups. Moreover, the boundaries of these groups are vague, and the statuses are not yet settled.

In the social sciences, at the level of the theoretical premises of the self-employed, they are usually clearly separated from both employees and employers, as well as those employed in domestic subsistence farming [4].

The Law on Employment of the Population of Kazakhstan provides the following definition: "self-employed - individuals who are individually engaged in the production (sale) of goods, works and services for income generation, including production for own consumption, members of production cooperatives, unpaid family workers (farms) and Employers who employ the work of hired workers "[5].

However, state statistics uses a different formulation: independent employment is employment, in which the amount of remuneration directly depends on the income received from the production (sale) of goods and services.

At the same time, four groups of self-employed workers are singled out: individual employers with one or more employees, self-employed workers, members of cooperatives and unpaid family workers.

In general, self-employed people are concentrated in South Kazakhstan (20.5%), Almaty (15.4%), Zhambyl (10.8%), East Kazakhstan (8.6%), Kostanai (8%), Akmola (6, 4%) areas. The smallest number of self-employed people is observed in Atyrau (1.2%) and Mangystau (0.7%) oblasts. At the same time, the number of self-employed is low in cities of the republican value: Astana - 1.1%, Almaty - 2.2% [6]. The high level of self-employment reflects the problems of labor markets in the middle and underdeveloped regions of the republic. On the one hand, high self-employment reduces the social obligations of the state, but, on the other hand, it hinders the growth of human capital in the regions.

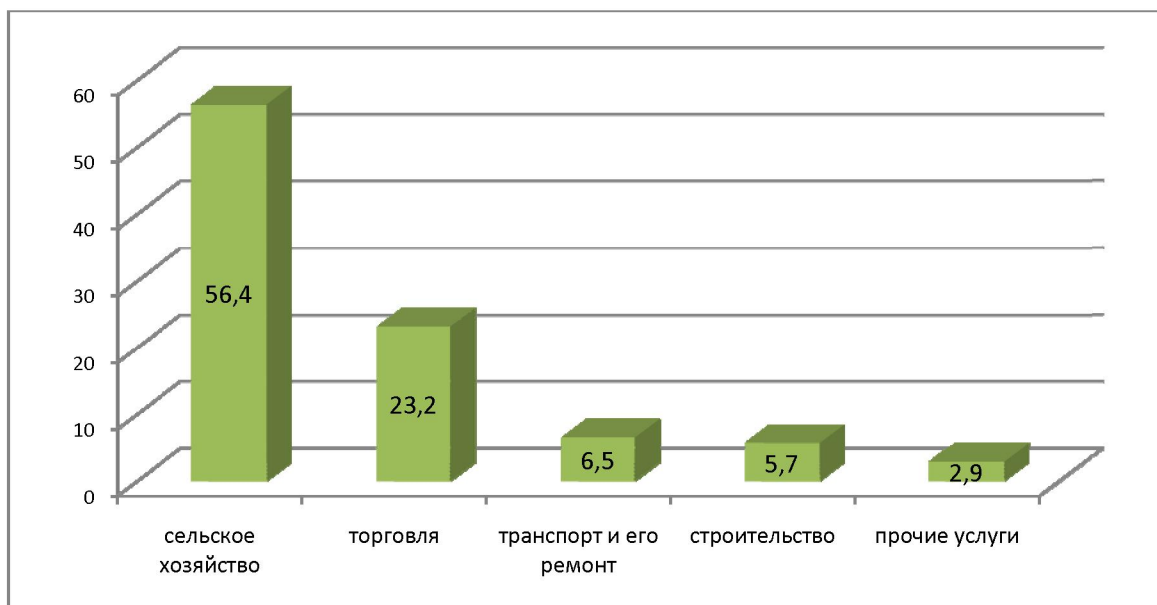


Figure 1 - Distribution of independent workers by types of economic activity, %

Some researchers consider the phenomenon of self-employment as a positive phenomenon. At the same time, they consider the self-employed as the most efficient, proactive, resilient part of society.

Others, negatively assessing the existence in society of a large army of self-employed, reinforce their position with the following arguments:

- 1) self-employed are not registered anywhere, do not pay taxes and will not have pensions in the future;
- 2) self-employed, having lost their previous qualifications, can not contribute to the development of the economy, since they do not possess the necessary knowledge and skills;
- 3) self-employed can be a breeding ground for antisocial, extremist, corrupt and various protest actions.

The legalization of the activities of independent workers is seen by many researchers in the implementation of the following measures:

1. Targeted approach to job creation. However, it does not take into account the fact that jobs created by the state are often unattractive for the self-employed in connection with the proposed activity and low pay.

2. Assistance in the establishment of small and medium-sized enterprises through the efforts of large business structures. True, large entrepreneurial structures prefer to deal with their own current problems and long-term tasks.

3. Re-qualification of self-employed, taking into account the current and potential needs of the state and the labor market. However, according to experts, most of the training programs are outdated and do not meet the requirements of the labor market. With a formal approach, free retraining courses become completely useless and ineffective [7].

Problems of independent workers are trying to solve the state, implementing the program "Business Roadmap - 2020". In particular, work is under way to subsidize and guarantee entrepreneurial initiatives, to reduce administrative barriers in the process of organizing their own business.

The Human Development Index of Kazakhstan showed that the main indicators of the HDI as maternal and child mortality, life expectancy, functional literacy of the population are also lagging behind those of other countries.

In general, in recent years, as a result of economic growth in Kazakhstan, there has been a tendency to reduce unemployment, but the absolute number of self-employed is steadily holding at the level of 2.7 million people. If we do not take drastic measures to reduce their share, then it is possible that in the short term they can become a stimulant to destabilize the socioeconomic situation.

In the current social model of Kazakhstan, the principle of social partnership is based on the allocation of responsibility to the state, employers and citizens.

The joint responsibility of the state, the business community and citizens implies the development of social partnership, when each party - the state, employers and citizens - has certain obligations and responsibilities to achieve a better quality of life and ensure the full range of socio-economic opportunities. If the state provides support to a person who has found himself in a difficult life situation, but the person himself will not make efforts to improve his position, then state aid may be suspended.

Thus, the national employment policy is built on the principle of activating the labor market and increasing labor mobility, by creating incentive measures to formalize employment through increasing the participation of self-employed in the mandatory social insurance system, continuous development and new labor skills that will increase labor productivity and provide competitiveness of the national economy.

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#### ҚАЗАҚСТАНДАҒЫ ХАЛЫҚТЫҢ ҚЫЗМЕТІН ҚЫЗМЕТ КӨРСЕТУ

**Аннотация.** өзін-өзі анықтау жіктеу және статистикалық өзін-өзі жұмыспен қамтыған азаматтардың қиындықтарды зерттеу авторлар. өзін-өзі жұмыспен тіркелген ешқашан дерлік бастап, салықтар мен әлеуметтік қауіпсіздік төлемдерді төлеуге емес, және, демек, Lisheen зейнетақы жалғастырады. Өзін-өзі жұмыспен - бұл олардың алдыңғы біліктілігін жоғалтқан адамдар, сондықтан олар қажетті білім мен дағды-ларды жоқ, өйткені олар, экономиканың дамуына үлес мүмкін емес. Олардың осал олар қоғамға қарсы, төтенше, сыбайлас жемқорлық және түрлі наразылық іс-әрекеттері үшін асыл тұқымды жер болуы мүмкін табылатындығында.

Тиісті және сұранысқа ие, авторлардың айтуынша, өнеркәсіп және ауыл шаруашылығы саласындағы еңбек өнімділігінің өсу, жалақының өсу қатынасы болып табылады. дыбыс қарым-қатынас құру инновациялар негізінде қызметкерлердің кәсіби дағдыларын ұлттық экономиканың және даму технологиялық қайта жарактандыру арқылы қол жеткізілетін болады.

**Түйін сөздер:** өзін-өзі жұмыспен қамту, жұмыспен қамту саясаты, жұмыссыздық әлеуеті, заңдастыру, біліктілік.

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### **САМОЗАНЯТОСТЬ НАСЕЛЕНИЯ В КАЗАХСТАНЕ**

**Аннотация.** Авторы статьи в результате исследования самозанятости констатируют трудности классификации и статистического учета самозанятых граждан. Так как самозанятые практически нигде не зарегистрированы, не оплачивают налоги и социальные выплаты, а значит в дальнейшем будут лишены пенсионного обеспечения. Самозанятые – это те люди, которые потеряли прежнюю квалификацию, соответственно не могут внести свой вклад в развитие экономики, поскольку не обладают необходимыми знаниями и навыками. Их уязвимость заключается в том что они могут оказаться питательной средой для осуществления антиобщественных, экстремистских, коррупционных и различных протестных действий.

Актуальным и востребованным, по мнению авторов, является соотношение роста производительности труда в промышленности и сельском хозяйстве росту заработной платы. Установление такой обоснованной взаимосвязи будет достигнуто через технологическое перевооружение национальной экономики и развитие профессиональных навыков работников на основе внедрения инноваций.

**Ключевые слова:** самозанятость, политика занятости, потенциал безработных, легализация, квалификация.

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