

*Оригинальность / научная ценность.* Научная ценность представленной работы связана с ростом проблем в управлении персоналом предприятий и применением различных методов в данной области в периоды кризисного состояния.

*Результаты исследования.* в результате сбора и анализа информации по банкротству предприятий, определены причины несостоятельности организаций, предложены направления выхода организаций из состояния кризиса посредством применения методов антикризисного управления персоналом с учетом изменения спроса и предложения на рынке труда.

*Ключевые слова:* среднемесячная заработная плата, персонал, управление, экономика, кризис, регулирование.

#### ABOUT THE AUTHORS

**Uashov Gilash Kambarovich**– PhD, associate professor, Narxoz University, Almaty, Republic of Kazakhstan, email: gilash.uashov@narxoz.kz, ORCID ID: 0000-0002-1760-2441.

**Tokareva Elena Gennadevna**– senior lecturer, master EMBA, Narxoz University, Almaty, Republic of Kazakhstan, email: elena.tokareva@narxoz.kz\*

**Qūlymbetova Dina Bolatovna**– PhD, associate professor, Kazakh-Russian International University, Aktobe, Republic of Kazakhstan, email: dkulumbetova@inbox.ru, ORCID ID: 0000-0002-5566-7107.

MPHTI 06.77.61

JEL Classification: J21; K38; J16

DOI: <https://doi.org/10.52821/2789-4401-2024-3-59-68>

#### GENDER ANALYSIS OF THE MAIN INDICATORS OF THE LABOUR MARKET OF THE REPUBLIC OF KAZAKHSTAN

Y. Y. Mubarakov<sup>1</sup>, I. V. Bordiyanu<sup>1\*</sup>

<sup>1</sup>Kazakh-American Free University, Ust-Kamenogorsk, Republic of Kazakhstan

---

#### ABSTRACT

*Purpose of the research.* Conduct a gender analysis of the main labour market indicators to identify and assess differences in labour opportunities, wages, employment levels and career development between men and women in the labour market. The study aims to identify factors that influence gender inequalities.

*Methodology.* The study applied methods of analysis and synthesis, statistical and comparative analysis to understand gender aspects in the labour market. A systematic review of scientific works in both domestic and foreign literature was conducted, focusing on digital innovations to eliminate gender inequalities. The analysis of policy programmes and statistics has deepened the understanding of the labour market in the context of gender equality.

*Originality / research value of the research.* The article analyses key indicators of the labor market by gender with an emphasis on influence of gender factors on human capital. The main problems of employment have been identified and a comparison with the results of advanced countries has been made, which allowed to assess their impact on gender equality.

*Findings.* A study of the labour market in the Republic of Kazakhstan (2019-2022) shows a steady increase in employment, mainly among men, but with an increase in the gender gap in 2022. The proportion of women in leadership positions is declining. The introduction of flexible forms of employment from 2023 can help reduce gender inequalities. The adoption of the Social Code and regional quotas emphasized the desire for social justice but required additional efforts to achieve full gender equality.

*Keywords:* labour market, men, women, employment, indicators, Social code

## INTRODUCTION

In today's society, where the quest for equality and justice is central, the gender dimension of the labour market has attracted particular attention from researchers, politicians and the public. As a country at the crossroads of East and West, Kazakhstan is becoming a focus of attention in the context of gender dynamics and their impact on economic development.

The purpose of this scientific article is to conduct a gender analysis of the main indicators of the labour market in Kazakhstan in order to identify the structure of gender inequalities, their causes and consequences. Our research aims to better understand how gender differentials in the world of work are shaped, influence career opportunities and are interlinked with socio-economic development.

In the context of the rapidly changing world economic scene and rapid technological changes, gender analysis of the labour market in Kazakhstan is a relevant research area. Addressing this theme will not only reveal key trends in employment, wages and career development from a gender perspective, but will also help develop strategies to address gender inequalities, thereby creating a more just and inclusive society.

Our research will attempt to analyse labour market data, focusing on gender and its role in social capital formation. Through an objective view of these indicators, we aim to contribute to raising awareness and laying the foundation for long-term policies aimed at gender justice and sustainable socio-economic development in Kazakhstan.

**Literature Review.** The gender dimension of the labour market has attracted the attention of many researchers in the world who have sought to understand the root causes of gender inequalities and to develop strategies to address them. This literature review highlights the work of key authors on the gender dimensions of the labour market and their impact on socio-economic development.

In the global gender equality ranking, Norway and Iceland have taken an outstanding approach to the establishment of an equal pay system, which is a key factor in reducing gender inequalities. The scientific and economic analysis of gender equality in the labour market in Norway and Iceland highlights the outstanding achievements of these countries in achieving equal opportunities and reducing gender inequalities. Both countries are actively developing and implementing policies to promote gender equality in labour relations. Norway and Iceland have a progressive pay system that helps close the gender pay gap. This is achieved by facilitating the reconciliation of professional and family life, providing access to childcare and supporting flexible working arrangements [1].

These factors together form a successful model of gender equality in the labour market in Norway and Iceland, which serves as an example for other countries seeking to improve the situation.

Francine D. Blau and M. Kahn are leading researchers on gender equality in the labor market. In their paper, «The Gender Wage Gap: Extent, Trends, and Explanations» conducts an in-depth analysis of the gender pay gap, identifying its extent, trends and causes. The authors draw attention to the importance of the differences between men's and women's wages and offer practical recommendations to address these inequalities. The work was an important contribution to the field of gender studies, providing valuable insights for the development of policies to address gender pay inequalities [2].

Heather Antecol's work «Exploring Cross-Country Gender Gaps in Labour Force Participation» focuses on analysing gender differences in labour force participation rates (hereinafter referred to as LFPR). The study uses factual data on the gender gap in the LFPR by country of origin to identify the impact of human capital and cultural factors on these inter-country differences. The author notes that the gender gap in the LFPR varies considerably among foreigners from different countries of origin, underlining the wide range of this indicator from 2.2 to 89.4 in different countries. Evidence suggests that for first-generation foreigners, more than half of the changes in the gender gap in the LFPR are due to the level of LFPR in the country of origin, indicating cultural influences that are not accounted for in the analysis of human capital. The authors argue that differences in gender gaps in the LFPR between groups of countries of origin can be explained by the impact of human capital and cultural factors [3].

This article provides an in-depth understanding of gender differences in the labour market, taking into account cultural and sociocultural influences.

Scientists A. P. Avrov, A. A. Ismagulova and A. A. Muslim from Kazakhstan conducted a study on gender inequalities in wages in the countries of the Eurasian Union. The analysis focused on the impact of

various factors on the wage gap between workers, with a particular focus on gender relations in and between different sectors of the economy. The results of the study provided an overview of real pay levels, showing the relationship between men's and women's wages in different countries. Differentiation of wages in different branches of economy within each country was also studied [4].

The study highlights the need for attention to gender pay and differentials across sectors of the economy. The results provide important data for the development of measures to reduce gender wage inequalities in the Eurasian Union countries.

### THE MAIN PART OF THE RESEARCH

The labour market is the sphere of labour supply and demand, which plays a key role in the economic dynamics and social structure of society [5]. The main indicators of the labour market include the labour force, the employed population, the unemployed population, the unemployment rate [6]. These indicators are fundamental elements that provide a complete picture of the labour market and allow analysis of employment efficiency, social protection and economic sustainability of society. Understanding the dynamics of these indicators not only allows an assessment of the current situation, but also serves as an important tool for forecasting future trends in the labour market.

Many world events and the coronavirus pandemic and associated government restrictions have affected men's and women's employment and free work in different ways. According to the gender gap index, many developed countries have gender gaps. This index shows the difference in wages, education, job prospects, etc. by gender. According to the latest World Economic Forum report for 2023, Iceland, Finland, Norway and other European countries have low levels of gender inequality, while Lebanon, Pakistan and other countries have high levels of gender inequality. In Kazakhstan, the COVID-19 pandemic affected women and men differently in the labour market. Thus, according to the gender equality index, in 2023 Kazakhstan has 62 out of 146 and has an index of 0.721. In 2022, women's wages were on average 75 per cent of men's average wages, which means that the gender wage gap was 25 per cent [7]. During the pandemic, women's labour force participation was lower than that of men. In addition, male employment has increased since the pandemic, while female employment has been cyclical.

Let's turn to the consideration of the economically active population of Kazakhstan. The labour force - employed and unemployed - is one of the most important components of the labour market, including all able-bodied citizens ready and able to participate in economic activities [8]. The employed population represents those who participate in the production and economic processes by contributing to various activities. At the same time, the unemployed represent a group of people who are willing to work but temporarily deprived of the opportunity to stay in a paid workplace. Between 2019 and 2022, the labor force grew by 208,300, a 2.2% increase. Labour force development from a gender perspective is shown in more detail in Figure 1.

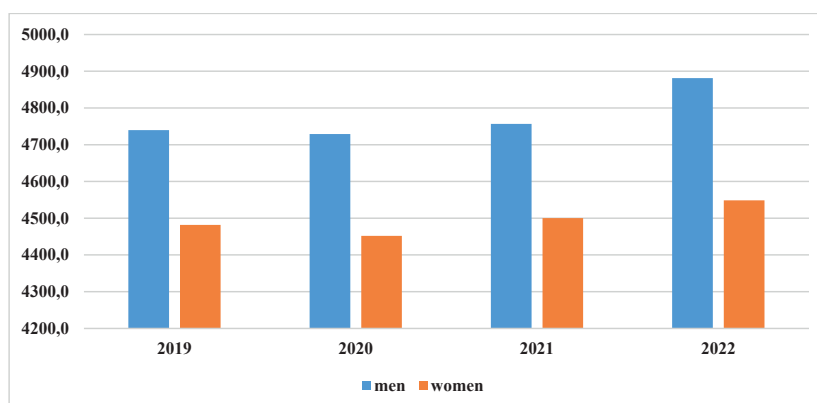


Figure 1 – Labour force dynamics from a gender perspective for 2019-2022, thousands

Note - Compiled by authors based on source [9]

Over the past four years, the total number of workers has fluctuated. From 2019 to 2020 there was a slight decline, then in 2021 there was a partial recovery, and in 2022 there was a more significant increase.

In 2019, the share of men and women in employment was approximately equal, with a slight advantage of men (51.4 per cent of men versus 48.6 per cent of women).

In 2020 the gender gap widened, but in 2021 there was again a partial convergence. However, in 2022 the proportion of men increased again.

The year 2020 probably reflects the impact of the pandemic on the labour market, with changes in the share of men and women.

Since 2021, we have seen a gradual rebalancing of gender balance, but in 2022 the gender gap widened again.

Dramatic changes in the gender gap can be linked to external factors such as economic crises or social change.

Understanding these trends is important for developing gender-balanced labour market policies and creating conditions for equal opportunities for men and women.

From the labour force, we can analyze the employed and unemployed population by gender, which allows us to identify the gender characteristics of the labour market. Addressing this aspect is important for understanding the differences in employment and unemployment between men and women, as well as for formulating strategies to promote sustainable development of the workforce from a gender equality perspective. Table 1 illustrates the gender division of the employed and unemployed population.

Table 1 – Trends in employed and unemployed population by sex, thousands

Indicators	2019		2020		2021		2022	
	men	women	men	women	men	women	men	women
Employed population	4535,4	4245,4	4519,5	4212,5	4554,9	4252,2	4673,3	4298,3
Unemployed population	204,3	236,3	209,6	239,2	201,7	247,9	208,1	250,2

Note – Compiled by authors based on source [10]

Looking at the key indicators of the labor market in the period from 2019 to 2022, we can identify several significant dynamics, especially in the context of gender differences.

The marked increase in the number of employed men and women over the four years indicates a positive trend in the development of the labour market.

The increase in the number of employed men from 4,535,400 to 4,673,300. and of women from 4,245,400 to 4,298,300 indicates an increase in labour market participation in both gender groups.

During the period from 2019 to 2022, there was a decrease in the number of unemployed men from 204.3 thousand to 201.7 thousand, however, the number of unemployed women increased from 236.3 thousand to 250.2 thousand. this indicates inequality in the labor market.

However, it should be noted that the employment recovery is uneven, and it is important to consider the possible causes of differences in gender dynamics.

In general, the analysis of labor market indicators for the period from 2019 to 2022 shows a positive trend in increasing employment for both men and women, which indicates the rapid development of the labor market during the period under review.

The increase in employment indicates a potential strengthening of the economic structure, which is facilitated by an increase in employment in various sectors.

A decrease in the number of unemployed is observed among men, which indicates a downward trend in the number of unemployed, however, there is an increase in the number of unemployed among women.

Gender in the workplace is an important aspect of social dynamics, and the analysis of gender distribution in different sectors of the economy provides valuable information on trends and trends in the gender ratio. Data on gender distribution in types of economic activity in Kazakhstan for the period 2019-2022 are in the 2nd table.

Table 2 – Indicators of foreign economic activity by sex for 4 years, %

Types of economic activity	2019		2020		2021		2022	
	men	women	men	women	men	women	men	women
Managers and civil servants	57,0	43,0	58,9	41,1	61,0	39,0	59,2	40,8
Professionals	35,5	64,5	35,2	64,8	35,7	64,3	35,8	64,2
Technicians and other professional support staff	44,9	55,1	45,6	54,4	45,7	54,3	45,8	54,2
Administrators	36,9	63,1	37,0	63,0	36,1	63,9	35,7	64,3
Service and sales workers	40,3	59,7	41,2	58,8	40,8	59,2	40,9	59,1
Farmers and workers in agriculture, forestry and fisheries	57,9	42,1	58,5	41,5	58,0	42,0	58,7	41,3
Workers in industry, construction, transport and other related occupations	79,7	20,3	78,2	21,8	79,0	21,0	79,2	20,8
Production equipment operators, assemblers and drivers	89,0	11,0	88,6	11,4	88,4	11,6	87,1	12,9
Unskilled workers	46,0	54,0	46,3	53,7	45,8	54,2	47,4	52,6
Employees not in other groups	77,1	22,9	78,9	21,1	83,4	16,6	83,3	16,7

Note - Compiled by authors based on source [11]

From the data provided, it is possible to distinguish categories of work in which there have been significant changes in the gender composition during the period under review (2019-2022):

- Managers and Civil Servants: The proportion of women decreased from 43.0% in 2019 to 40.8 per cent in 2022. The proportion of men varied from 57.0% to 61.0%.

- Production equipment operators, assemblers and drivers: The share of women in this field increased from 11.0% in 2019 to 12.9% in 2022.

In the other categories, such as «Professionals», «Technicians and other support professional staff», «Administrative officers», «Service and sales workers», «Farmers and agricultural workers», «Workers in industry, construction, transport and other related industries», «Unskilled workers and Workers outside other groups», gender changes were small and varied between 1 and 2%.

Analysis of gender distribution in the spheres of foreign economic activity in Kazakhstan for 2019-2022. revealed the following trends: stable gender distribution in the professional and technical sectors, an increase in the share of women in administration and services, as well as the maintenance of a high level of male representation in industry and construction. These results highlight the need for additional efforts to address gender inequalities and ensure equal opportunities in the labour market in Kazakhstan.

The data presented reflect positive trends in the labour market, underlining the importance of additional research on gender aspects for the effective establishment of sustainable development strategies. In this connection, on 20 April 2023, the Social Code of the Republic of Kazakhstan and a law on amending certain laws on social security were adopted. Since 1 July 2023, the Code has been in force, aimed at implementing a sustainable development model and social policy, taking into account the interests of every citizen [12].

The mission of the Code reveals its objective of ensuring equity in social policy and improving working conditions for all segments of the population, including gender aspects. New legislative initiatives are not limited to economic development, but also seek to strengthen social justice.

Under the Social Code, new flexible forms of employment, such as joint employment, flexible working hours, a four-day working week and platform employment, were introduced on 1 July 2023. These innovations respond to contemporary labour market challenges and dynamics by promoting more flexible and coherent forms of work organization, which in turn contributes to improved working conditions and social justice in general [13].



The introduction of the new flexible forms of employment envisaged by legislative changes has the potential to have a positive impact on gender equality in the labour market. Consider how these changes and forms of employment can contribute to gender inclusiveness:

Co-employment can reduce stereotypes and prejudices about certain professions traditionally dominated by men. This may encourage women to participate in the labour force, especially in areas where they were previously less represented.

Flexible working arrangements make it easier to reconcile professional responsibilities with family and personal responsibilities, which can be particularly useful for women with additional family responsibilities.

This regime can help to reduce the gender gap in wages and career opportunities. Women who choose to work in a four-day week can better manage their time and balance their responsibilities.

Platform employment provides an opportunity for women to do business according to their schedule. This can help to increase the number of women in self-employment and business development.

Overall, new forms of employment offer opportunities to reduce traditional gender inequalities in the labour market. However, it is important to ensure that these new regimes are effectively implemented and enforced to ensure that they genuinely promote gender equality and equity.

Also in accordance with paragraph 5, subparagraph 1, «Rules for the monitoring of job creation by central and local executive bodies responsible for the implementation of state and government programmes, providing information on job creation» approved by the order of the Minister of Labour and Social Protection of the Population of the Republic of Kazakhstan dated 30.06.2022 №231, local executive bodies, implemented national projects and development plans annually approve (update) Regional maps of job creation in relation to national projects, development plans [14].

In developing the regional employment map, special attention is paid to gender aspects. In each region of the country, a quota of at least 30 per cent of those employed must be women in the regional employment map. As a result of 2023, more than 961.9 thousand people were successfully employed throughout the country thanks to this employment tool [15]. This mechanism has a significant impact on improving gender indicators in the labour market in Kazakhstan, contributing to a more equal distribution of jobs and creating conditions for the active participation of women in various areas of employment.

## CONCLUSION

In the context of gender analysis of the labour market in Kazakhstan, heterogeneous dynamics have been identified that require careful attention and adjustments in strategies to ensure gender equality. The steady increase in employment, especially among men, reflects the response of the labour market to economic challenges, but the gender gap that widened in 2022 highlights the difficulties faced by women.

Stability in the professional and technical sectors is accompanied by the challenge of reducing the proportion of women in leadership. This points to the need to ensure greater representation of women in higher positions and to remove possible barriers.

The marked increase in the share of men in the manufacturing equipment sector may require attention to creating more inclusive conditions and incentives for women in this area.

The COVID-19 era posed new challenges to gender equality by reducing women's participation in the workforce. The introduction of flexible forms of employment since 2023 represents a step towards reducing traditional gender inequalities and maintaining a balance between career and private life.

The adoption of the Social Code underlines the desire for equitable social policies, including a gender perspective. However, in order to fully achieve gender equality, further work is needed on the introduction and effectiveness of new measures and tools.

Regional quotas had proved effective in creating opportunities for women in the labour market. This experience highlights the importance of using local measures to address gender inequalities and ensure equal conditions for all.

The results of the gender analysis highlight the positive developments and the need for further efforts in the field of gender equality. The country is looking to the future to create a fair, inclusive and equitable labour market for all citizens.

## REFERENCES

1. More than a Lifetime Away: World Faces 100-Year Wait for Gender Parity [Electronic resource]// World Economic Forum [website]. – 2019. – URL: <https://www.weforum.org/press/2019/12/gggr2020/> (Accessed: 06.02.2023)
2. The Gender Wage Gap: Extent, Trends, and Explanations [Electronic resource]// Econstor [website]. – 2016. – URL: <https://www.econstor.eu/bitstream/10419/130341/1/dp9656.pdf> (Accessed: 30.01.2023)
3. Heather A. An examination of cross-country differences in the gender gap in labor force participation rates// Labour Economics. – 2000. – №7(4). – P. 409-426 – DOI: 10.1016/S0927-5371(00)00007-5
4. Авров А.П., Исмагулова А.А., Мусульманкулова А.А. Гендерные неравенства в заработной плате в странах Евразийского союза. Central Asian Economic Review. – №2 (149). P. 31-43 – DOI:<https://doi.org/10.52821/2789-4401-2023-2-31-43> (Accessed: 05.02.2023)
5. Кодекс Республики Казахстан от 20 апреля 2023 года № 224-VII ЗПК «Социальный Кодекс Республики Казахстан» [Electronic resource]// Әділет [website]. – 2023. – URL: <https://adilet.zan.kz/rus/docs/K2300000224> (Accessed: 29.01.2023)
6. Measuring Unemployment and Labor Force Participation [Electronic resource]// Course sidekick [website]. – 2022. – URL: <https://www.coursesidekick.com/economics/study-guides/atd-fscj-macroeconomics/measures-of-unemployment> (Accessed: 30.01.2023)
7. Киреева А.А., Кангалакова Д.М., Нургалиева К. Қазақстан еңбек нарығындағы гендерлік теңсіздік деңгейін талдау// The Journal of Economic Research & Business Administration. – 2023. – №2 (144). С.14–24. DOI: <https://doi.org/10.26577/be.2023.v144.i2.02>.
8. Labor Force Definition How It Affects The Economy [Electronic resource]// The Balance money [website]. – 2023. – URL: <https://thebalancemoneyar.pages.dev/posts/labor-force-definition-how-it-affects-the-economy/>
9. Основные индикаторы рынка труда: Рабочая сила [Electronic resource]// Бюро Национальной статистики Агентства по стратегическому планированию и реформам Республики Казахстан [website]. – 2023. – URL: [https://stat.gov.kz/upload/iblock/e0b/t3aorjr66ey5zliierqjpiwa6g63orbс/Основные%20индикаторы%20рынка%20труда%20\(год\).xlsx](https://stat.gov.kz/upload/iblock/e0b/t3aorjr66ey5zliierqjpiwa6g63orbс/Основные%20индикаторы%20рынка%20труда%20(год).xlsx) (Accessed: 30.01.2023)
10. Основные индикаторы рынка труда: Занятое и безработное население [Electronic resource]// Бюро Национальной статистики Агентства по стратегическому планированию и реформам Республики Казахстан [website]. – 2023. – URL: [https://stat.gov.kz/upload/iblock/e0b/t3aorjr66ey5zliierqjpiwa6g63orbс/Основные%20индикаторы%20рынка%20труда%20\(год\).xlsx](https://stat.gov.kz/upload/iblock/e0b/t3aorjr66ey5zliierqjpiwa6g63orbс/Основные%20индикаторы%20рынка%20труда%20(год).xlsx) (Accessed: 31.01.2023)
11. Показатель измерения качества занятости [Electronic resource]// Бюро Национальной статистики Агентства по стратегическому планированию и реформам Республики Казахстан [website]. – 2023. – URL: <https://stat.gov.kz/upload/iblock/333/d1b4xso63b6wt3v9xz9jd2k5o0f7pm0s/Показатели%20измерения%20качества%20занятости%20в%20РК.xlsx> (Accessed: 30.01.2023)
12. О Социальном Кодексе Республики Казахстан [Electronic resource]// Департамент Комитета труда и социальной защиты по городу Алматы [website]. – 2023. – URL: <https://www.gov.kz/memleket/entities/enbek-almaty/press/news/details/577854?lang=ru> (Accessed: 28.01.2023)
13. Какие основные изменения будут с введением Социального кодекса РК в рамках трудового законодательства? [Electronic resource]// Управление государственной инспекции труда Восточно-Казахстанской области [website]. – 2023. – URL: <https://www.gov.kz/memleket/entities/vko-enbek/press/article/details/123527?lang=ru> (Accessed: 27.01.2023)
14. Приказ Министра труда и социальной защиты населения Республики Казахстан от 19 июня 2018 года № 260 «Об утверждении Правил осуществления мониторинга создания рабочих мест центральными и местными исполнительными органами, ответственными за реализацию государственных и правительственных программ, предоставления сведений о создании рабочих мест» [Electronic resource]// Әділет [website]. – 2018. – URL: <https://adilet.zan.kz/rus/docs/V1800017198> (Accessed: 25.01.2023)
15. С. Жакупова подвела итоги 2023 года и поздравила казахстанцев с наступающим Новым годом [Electronic resource]// Министерство труда и социальной защиты населения Республики Казахстан [website]. – 2023. – URL: <https://www.gov.kz/memleket/entities/enbek/press/news/details/680301?lang=ru> (Accessed: 31.01.2023)

## REFERENCES

1. More than a Lifetime Away: World Faces 100-Year Wait for Gender Parity. (2019). World Economic Forum. Retrieved 06 February, 2023, from: <https://www.weforum.org/press/2019/12/gggr2020/>.
2. The Gender Wage Gap: Extent, Trends, and Explanations. (2016). Econstor. Retrieved 30 January, 2023, from: <https://www.econstor.eu/bitstream/10419/130341/1/dp9656.pdf>
3. Heather A. (2000). An examination of cross-country differences in the gender gap in labor force participation rates// *Labour Economics*, №7 (4), 409-426.
4. Avrov A.P., Ismagulova A.A., Musul'mankulova A.A. Gendernye neravenstva v zarabotnoj plate v stranah Evrazijskogo sojuza (2023). *Central Asian Economic Review*. – №2(149), 31-43 (In Russian).
5. Kodeks Respubliki Kazahstan ot 20 aprelja 2023 goda № 224-VII ZRK «Social'nyj Kodeks Respubliki Kazahstan». (2023). Retrieved 30 January, 2023, from: <https://adilet.zan.kz/rus/docs/K2300000224> (In Russian).
6. Measuring Unemployment and Labor Force Participation. (2022). Course sidekick. Retrieved 30 January, 2023, from: <https://www.coursesidekick.com/economics/study-guides/atd-fscj-macroeconomics/measures-of-unemployment>.
7. Kireeva A.A., Kangalakova D.M., Nurgalieva K. (2023). «Kazakstan enbek narygyndagy genderlik tensizdik dengejin taldaу». *The Journal of Economic Research & Business Administration*, №2 (144), 14–24 (In Kazakh).
8. Labor Force Definition How It Affects The Economy. (2023). The Balance money. Retrieved 30 January, 2023, from: <https://thebalancemoneyar.pages.dev/posts/labor-force-definition-how-it-affects-the-economy/>.
9. Osnovnye indikatory rynka truda: Rabochaja sila. (2023). Bjuro Nacional'noj statistiki Agentstva po strategicheskemu planirovaniyu i reformam Respubliki Kazahstan. Retrieved 30 January, 2023, from: [https://stat.gov.kz/upload/iblock/e0b/t3aorjr66ey5zliiepqqjiwa6g63orbc/Osnovnye%20indikatory%20rynka%20truda%20\(god\).xlsx](https://stat.gov.kz/upload/iblock/e0b/t3aorjr66ey5zliiepqqjiwa6g63orbc/Osnovnye%20indikatory%20rynka%20truda%20(god).xlsx) (In Russian).
10. Osnovnye indikatory rynka truda: Zanjatoe i bezrabotnoe naselenie. (2023). Bjuro Nacional'noj statistiki Agentstva po strategicheskemu planirovaniyu i reformam Respubliki Kazahstan. Retrieved 31 January, 2023, from: [https://stat.gov.kz/upload/iblock/e0b/t3aorjr66ey5zliiepqqjiwa6g63orbc/Osnovnye%20indikatory%20rynka%20truda%20\(god\).xlsx](https://stat.gov.kz/upload/iblock/e0b/t3aorjr66ey5zliiepqqjiwa6g63orbc/Osnovnye%20indikatory%20rynka%20truda%20(god).xlsx) (In Russian).
11. Pokazatel' izmerenija kachestva zanjatosti. (2023). Bjuro Nacional'noj statistiki Agentstva po strategicheskemu planirovaniyu i reformam Respubliki Kazahstan Retrieved 30 January, 2023, from: <https://stat.gov.kz/upload/iblock/333/d1b4xso63b6wt3v9xz9jd2k5o0f7pm0s/Pokazateli%20izmerenija%20kachestva%20zanjatosti%20v%20RK.xlsx> (In Russian).
12. O Social'nom Kodekse Respubliki Kazahstan. 2023. Departament Komiteta truda i social'noj zashhity po gorodu Almaty. Retrieved 28 January, 2023, from: <https://www.gov.kz/memleket/entities/enbek-almaty/press/news/details/577854?lang=ru> (In Russian).
13. Kakie osnovnye izmenenija budut s vvedeniem Social'nogo kodeksa RK v ramkah trudovogo zakonodatel'stva?. (2023). Upravlenie gosudarstvennoj inspekcii truda Vostochno-Kazahstanskoj oblasti. Retrieved 27 January, 2023, from: <https://www.gov.kz/memleket/entities/vko-enbek/press/article/details/123527?lang=ru> (In Russian).
14. Ob utverzhdenii Pravil osushhestvlenija monitoringa sozdaniya rabochih mest central'nymi i mestnymi ispolnitel'nymi organami, otvetstvennymi za realizaciju gosudarstvennyh i pravitel'stvennyh programm, predstavlenija svedenij o sozdanii rabochih mest. (2018). Prikaz Ministra truda i social'noj zashhity naselenija Respubliki Kazahstan ot 19 ijunja 2018 goda № 260. Adilet. Retrieved 25 January, 2023, from: [17198https://adilet.zan.kz/rus/docs/V1800017198](https://adilet.zan.kz/rus/docs/V1800017198) (In Russian).
15. S. Zhakupova podvela itogi 2023 goda i pozdravila kazahstancsev s nastupajushhim Novym godom. (2023). Ministerstvo truda i social'noj zashhity naselenija Respubliki Kazahstan. Retrieved 31 January, 2023, from: <https://www.gov.kz/memleket/entities/enbek/press/news/details/680301?lang=ru> (In Russian).



## ҚАЗАҚСТАН РЕСПУБЛИКАСЫНЫҢ ЕҢБЕК НАРЫҒЫНЫҢ НЕГІЗГІ КӨРСЕТКІШТЕРІН ГЕНДЕРЛІК ТАЛДАУ

Е. Е. Мубараков<sup>1</sup>, И. В. Бордияну<sup>1\*</sup>

<sup>1</sup>Қазақстан-Американдық еркін университеті, Өскемен, Қазақстан Республикасы

---

### АНДАТПА

*Зерттеудің мақсаты.* Еңбек нарығындағы ерлер мен әйелдер арасындағы еңбек мүмкіндіктері, жалақы, жұмыспен қамту деңгейі мен мансаптық дамудағы айырмашылықтарды анықтау және бағалау мақсатында еңбек нарығының негізгі көрсеткіштеріне гендерлік талдау жүргізу. Зерттеу гендерлік теңсіздіктерге әсер ететін факторларды анықтауға бағытталған.

*Зерттеу әдістемесі.* Зерттеу барысында еңбек нарығындағы гендерлік аспектілерді түсіну үшін талдау және синтез әдістері, статистикалық және салыстырмалы талдау қолданылды. Гендерлік теңсіздіктерді жою үшін цифрлық инновацияларға назар аударатырып, отандық және шетелдік әдебиеттердегі ғылыми жұмыстарға жүйелі шолу жасалды. Стратегиялық бағдарламалар мен статистикалық деректерді талдау гендерлік теңдік контекстіндегі еңбек нарығындағы жағдайды түсінуді тереңдете түсті.

*Зерттеудің өзіндік ерекшелігі / құндылығы.* Гендерлік факторлардың адами капиталға әсеріне баса назар аударатырып, гендерлік негіздегі еңбек нарығының негізгі индикаторлары талданды. Жұмыспен қамтудың негізгі проблемалары анықталды және алдыңғы қатарлы елдердің нәтижелерімен салыстыру жүргізілді, бұл олардың гендерлік теңдікке әсерін бағалауға мүмкіндік берді.

*Зерттеу нәтижелері.* Қазақстан Республикасындағы еңбек нарығын зерттеуде (2019-2022) негізінен ерлер арасында жұмыспен қамтудың тұрақты өсуімен, бірақ 2022 жылы гендерлік алшақтықтың ұлғаюы байқалады. Көшбасшылық позициялардағы әйелдер үлесінің төмендеуі байқалады. 2023 жылдан бастап жұмысқа орналасудың икемді түрлерін енгізу гендерлік теңсіздіктерді азайтуға көмектеседі. Әлеуметтік кодексті және аймақтық квоталарды қабылдау әлеуметтік әділеттілікке деген ұмтылысты көрсетеді, бірақ толық гендерлік теңдікке жету үшін қосымша күш қажет.

*Түйін сөздер:* еңбек нарығы, ерлер, әйелдер, жұмыспен қамту, индикаторлар, Әлеуметтік кодекс

## ГЕНДЕРНЫЙ АНАЛИЗ ОСНОВНЫХ ПОКАЗАТЕЛЕЙ РЫНКА ТРУДА РЕСПУБЛИКИ КАЗАХСТАН

Е. Е. Мубараков<sup>1</sup>, И. В. Бордияну<sup>1\*</sup>

<sup>1</sup>Казахстанско-Американский свободный университет, Усть-Каменогорск, Республика Казахстан

---

### АННОТАЦИЯ

*Цель исследования.* Провести гендерный анализ основных показателей рынка труда с целью выявления и оценки различий в трудовых возможностях, заработной плате, уровне занятости, и карьерном развитии между мужчинами и женщинами на рынке труда. Исследование направлено на выявление факторов, влияющих на гендерные неравенства.

*Методология исследования.* В ходе исследования применялись методы анализа и синтеза, статистический и сравнительный анализ для понимания гендерных аспектов на рынке труда. Проведен систематический обзор научных работ как в отечественной, так и в зарубежной литературе, с фокусом на цифровые инновации для устранения гендерных неравенств. Анализ стратегических программ и статистических данных углубил понимание ситуации на рынке труда в контексте гендерного равенства.

*Оригинальность / ценность исследования.* Проанализированы ключевые индикаторы рынка труда по гендерному признаку с акцентом на влияние гендерных факторов на человеческий капитал. Выявлены основные проблемы занятости и проведено сравнение с результатами передовых стран, позволившее оценить их влияние на гендерное равенство.

*Результаты исследования.* В исследовании рынка труда в Республике Казахстан (2019–2022) отмечается устойчивый рост занятости, в основном среди мужчин, но с увеличением гендерного разрыва в 2022 году. Наблюдается снижение доли женщин в руководящих позициях. Внедрение гибких форм трудоустройства с 2023 года может помочь уменьшить гендерные неравенства. Принятие Социального Кодекса и региональных квот подчеркивает стремление к социальной справедливости, но требует дополнительных усилий для достижения полного гендерного равенства.

*Ключевые слова:* рынок труда, мужчины, женщины, занятость, индикаторы, Социальный кодекс

#### ABOUT THE AUTHORS

**Mubarakov Yeldar Yerkynuly** – PhD student, Kazakh-American Free University, Ust-Kamenogorsk, Republic of Kazakhstan, email: yeldar.mubarakov@mail.ru, ORCID ID: 0009-0001-3619-9088

**Bordiyana Iлона Vladimirovna** – PhD, professor, Kazakh-American Free University, Ust-Kamenogorsk, Republic of Kazakhstan, email: bordiyanuilona@mail.ru, ORCID ID: 0000-0002-7175-9829\*

МРНТИ 05.11.47

JEL Classification: C10; C13; C19; C51; C52; E20

DOI: <https://doi.org/10.52821/2789-4401-2024-3-68-85>

#### ВЛИЯНИЕ МАКРОЭКОНОМИЧЕСКИХ ФАКТОРОВ НА УРОВЕНЬ РЕАЛЬНЫХ ДОХОДОВ КАК КОМПОНЕНТ КАЧЕСТВА ЖИЗНИ НАСЕЛЕНИЯ

**А. А. Акылбеков<sup>1</sup>, А. М. Сейткадиева<sup>2</sup>, Carlos Martins-Filho<sup>3</sup>**

<sup>1</sup>Университет Нархоз, Алматы, Республика Казахстан

<sup>2</sup>Университет КБТУ, Алматы, Республика Казахстан

<sup>3</sup>University of Colorado Boulder, Боулдер, США

---

#### АННОТАЦИЯ

*Цель исследования:* выявление и анализ макроэкономических факторов (детерминантов), влияющих на уровень реальных доходов населения в контексте качества жизни в Казахстане.

*Методология исследования:* В исследовании используется метод анализа темпов роста различных макроэкономических показателей в динамике, что позволяет оценивать изменения за определенный период. Для более точного прогнозирования детерминантов, влияющих на уровень реальных доходов и качество жизни населения, применяются дезагрегированные методы анализа. В частности, используется модель векторной авторегрессии (VAR) для анализа взаимосвязи между такими факторами, как заработная плата, доходы, расходы и уровень бедности в Казахстане. Рассматриваются краткосрочные экономические показатели, такие как уровень инфляции, безработица и процентные ставки. Анализ этих переменных позволяет понять их влияние на уровень реальных доходов и бедности. Результаты показывают, что рост ВВП, улучшение краткосрочных экономических показателей и повышение заработной платы могут способствовать увеличению реальных доходов населения и снижению уровня бедности.