

ESGscore				0.008***
				(0.001)
ESGscore*DEVEL				0.004**
				(0.002)
DEVEL	0.935***	0.891***	0.946***	0.876***
	(0.122)	(0.122)	(0.120)	(0.121)
Controls	Included	Included	Included	Included
Year FE	Included	Included	Included	Included
Sector FE	Included	Included	Included	Included
Country FE	Included	Included	Included	Included
Observations	34953	34953	34953	34953
Adj. R-squared	0.638	0.639	0.637	0.639

Notes: Robust standard errors are estimated in parentheses. All variables are described in Appendix 1. \*\*\*, \*\*, \* indicate the significance levels at 1%, 5%, and 10%, respectively.

MPHTH 06.77.05

JEL Classification: J21; J24; J28; M14; R11

DOI: <https://doi.org/10.52821/2789-4401-2024-4-110-121>

## THE ROLE OF COMPANIES AND GOVERNMENT PROGRAMS IN THE DEVELOPMENT OF LABOR RESOURCES AND SOCIAL RESPONSIBILITY

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### ABSTRACT

*Purpose.* This research investigates the role of labor resources in the sustainable development of the West Kazakhstan Region (WKR), focusing on the impact of social responsibility initiatives on regional economic stability and growth. The study seeks to elucidate the contributions of major enterprises and state programs to labor market dynamics and regional development.

*Methodology.* The research employs a quantitative approach, analyzing demographic data, labor market statistics, and corporate social responsibility (CSR) initiatives through statistical reports, surveys, interviews from open sources, and document analysis. The study also utilizes data from platforms like hh.kz to assess job vacancies and employment trends within the region.

*Originality / value of the research.* This study offers a comprehensive analysis of the connection between labor resources and social responsibility in fostering regional development in Kazakhstan, a topic less explored in existing literature. By focusing on WKO, the research highlights specific regional challenges and responses, contributing to new insights into the effective management of labor resources in transitional economies.

*The Findings* reveal that WKR exhibits a stable economic condition with a labor force participation rate of 69.8 % and an unemployment rate of 4.9 % despite this stability, the region faces a shortage of qualified specialists. CSR initiatives by major enterprises like North Caspian Operating Company N.V. and KazMunayGas (KMG) subsidiaries have positively impacted social infrastructure and employment rates. The study underscores the necessity of ongoing social projects, enhanced support for young specialists, and improved worker qualifications to sustain economic growth and reduce unemployment in the region.

*Keywords:* labor resources, social responsibility, unemployment, state programs, West Kazakhstan region, investment programs.

*Acknowledgments:* This research is funded by the Committee of Science of the Ministry of Science and Higher Education of the Republic of Kazakhstan (Grant AP19678012) «The Triune Concept of Sustainable Development (ESG): business interests in the context of balanced regional development».

## INTRODUCTION

The Constitution of the Republic of Kazakhstan (1995) establishes that the highest values of the state are the individual, their life, rights, and freedoms. The rights to safe labor and fair remuneration are guaranteed by the Constitution, highlighting the joint responsibility of businesses to their employees. At this stage of legislative development, the Law «On Private Entrepreneurship» implies the social responsibility of business as a voluntary beginning in the implementation of public projects [1].

According to the Social Development Concept of the Republic of Kazakhstan, by 2030, the three social partners in ensuring a better quality of life are the state, the business community, and the citizens themselves. The government encourages society to develop towards a model where businesses take a significant role in providing social benefits to the population, the population increases civic responsibility for their own well-being, and the state provides minimal social guarantees. Are the business circles ready for such a share of responsibility, and what benefits do they gain from it? Are the state and society ready for such a distribution of roles? There is no definitive answer to these questions, but this study will examine the phenomenon of corporate social responsibility (CSR), through which the government of Kazakhstan urges businesses to address social issues. Guided by the values of an open society, this work focuses on one direction of CSR – developing local communities. In light of the Social Development Concept of the Republic of Kazakhstan until 2030, this direction of CSR can be viewed as an example of the activity of three partners: businesses implement social responsibility projects involving local communities, citizens exhibit active civic positions for their own development and promote their interests, and the state provides support in implementing these projects [2].

It is worth noting that research is mainly conducted on large businesses in the oil and gas sector. Among the few works, the analytical review of CSR in the oil sector, prepared by Norwegian and Kazakhstani experts in 2011-2012, is notable [3]. Despite the measures taken to promote CSR, according to experts, it is still underdeveloped in Kazakhstan [4]. One of the factors may be that this initiative, like many other progressive ideas in Kazakhstan, comes «from above» and, due to weak explanatory work, does not receive adequate support «from below».

Social responsibility experts note that in Kazakhstan, an organization that adheres to the standards of social responsibility is a company that fully fulfills its obligations to employees and shows respect for them, which should be a standard obligation of management, not a bonus. Thus, in 2015, the CSR Concept in Kazakhstan was adopted, in which the main pillars are the development of a model, an investment mechanism, the promotion of non-financial reporting and a CSR culture [5].

Corporate social responsibility (CSR) should be viewed as a voluntary commitment of a company to implement significant social programs at its own expense. Implementing CSR brings businesses benefits such as increased productivity, improved reputation, and expanded partnerships with government agencies and local communities. CSR becomes a tool to influence society and ensure sustainable development [6].

**Literature Review.** The problems of corporate social responsibility have been studied for a long time, starting with Aristotle, Plato and Confucius. This was done not only by economists and sociologists, but also by philosophers. The social responsibility of corporations was considered by such scientists as Milton Friedman, Eugene Brigham and Peter Drucker. They believe that social responsibility is an obligatory part of modern corporate management [7]. It covers relations with employees, consumers, competitors, the state and the international community. This is an important factor in the development of a regional public system in a transition economy [8]. Corporate social responsibility increases production efficiency and stimulates innovation [9].

In global practice, and more precisely in the practice of Western countries with developed economies, CSR is perceived by all participants as mutually beneficial activities. However, in Kazakhstan, CSR faces many obstacles on its development path. This study attempts to understand what conditions need to be created within public policy to encourage Kazakhstani businesses to more actively implement CSR, specifically to participate

in solving social problems through the development of local communities [10].

In Kazakhstan, the interaction between business structures and government agencies to ensure sustainable development is becoming increasingly widespread. This interaction is manifested in various forms and methods provided by the corporate strategies of large companies in the field of social responsibility [11]. Public perception and acceptance of CSR depend on understanding its essence. In Kazakhstan, there is no single institutionalized concept of CSR. Some see this as the voluntary participation of companies in improving society and protecting the environment, while others view it as a means of achieving success through adherence to moral values and respect for people and society [12].

The principles of CSR, as outlined in the UN Global Compact, should become the basis for the full implementation of Kazakhstan's sustainable development strategy. The sustainable development strategy, launched in 2012, focuses on diversifying the economy, improving social welfare, and ensuring environmental sustainability. Adoption of the CSR principles outlined in the UN Global Compact and the development of a national corporate social responsibility concept are key elements for promoting CSR in Kazakhstan [13].

The practice of corporate social responsibility in Kazakhstan is at an early stage of development compared to developed countries. Many companies, such as JSC «KEGOC», «Kazakhstan Temir Zholy», and JSC National Company «KazMunayGas», actively implement CSR principles in their development strategies [14]. CSR implementation in Kazakhstan is often carried out through strategic partnerships with regional authorities, which contributes to the socio-economic development of local communities [15].

The primary goal of this research is to determine the extent to which enterprises in Kazakhstan adhere to social responsibility in supporting and developing labor resources. The study focuses on several key tasks: analyzing the demographic characteristics of labor resources across different regions of Kazakhstan; assessing the contributions of companies to regional development through taxes and philanthropy; investigating the social responsibility programs implemented in various regions; studying investment programs in the West Kazakhstan region, including international grants and municipal bonds; and analyzing state programs and national projects that impact sustainable development and social responsibility in the West Kazakhstan region.

The research begins with an introduction that justifies the relevance of the study and provides a review of the existing literature. The main part of the study involves detailed research methods, an analysis of demographic characteristics, an assessment of companies' social responsibility, and a study of both state and investment programs. Finally, the conclusion presents the main findings, discusses the results, and offers recommendations for improving the policy of corporate social responsibility and state support for labor resources.

## MAIN BODY

The research includes both qualitative and quantitative methods of data analysis, data collection through statistical reports, surveys, interviews, and document analysis. Specialized software tools are used for data processing and analysis.

This study analyzes and evaluates labor resources in the regions of Kazakhstan, based on key labor market indicators for 2023. The indicators considered include the size of the labor force, employment and unemployment rates, as well as the socio-demographic characteristics of labor resources.

The population structure of the Republic of Kazakhstan according to enbek.kz statistics as of the fourth quarter of 2023 is as follows: Children under 18 years make up 35.1 %, employed workers constitute 34.0 %, pensioners account for 12.5 %, individual entrepreneurs comprise 8.5 %, students represent 6.2 %, and persons with disabilities make up 3.8 % (refer to Figure 1).

The working-age population totals 10,922,950, with 5,476,147 men and 5,446,803 women. The youth population is 5,365,766, including 2,733,601 men and 2,632,165 women.

There are 5,647,235 active employment contracts, 45,216 active vacancies on the Enbek.kz portal, and 240,395 active resumes on the Enbek.kz portal.

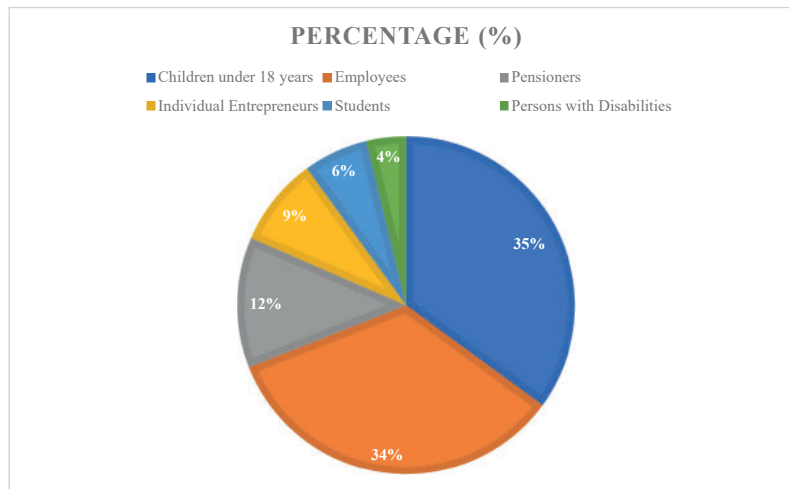


Figure 1 – The population structure of the Republic of Kazakhstan

Note – compiled by the author based on the source [16]

As of 2023, according to stat.gov (2024), the total labor force in Kazakhstan is 9,534,114 people, which accounts for 68.5 % of the total population (Figure 2). Employment stands at 9,081,920 people, of which 6,893,429 are employees and 2,188,491 are self-employed (Table 1).

Table 1 – The structure of labor in Kazakhstan

Year	Labor Force (people)	Employment (people)	Employees (people)	Self-employed (people)	Unemployment Rate (%)	Youth Unemployment Rate (%)
2021	9,250,000	9,000,000	6,700,000	2,300,000	4,8	3,6
2022	9,400,000	9,050,000	6,750,000	2,300,000	4,6	3,5
2023	9,534,114	9,081,920	6,893,429	2,188,491	4,7	3,5

Note – compiled by the authors based on [17]

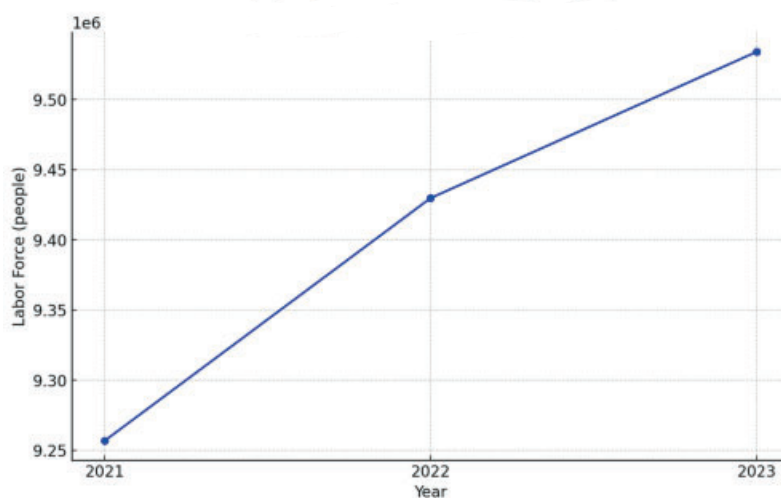


Figure 2 – Labor force dynamics (2021-2023)

Note – compiled by the authors based on [17]

The unemployment rate in the country is 4.7 %, while the youth unemployment rate (ages 15-34) is 3.5 %. (see Figure 3 below)

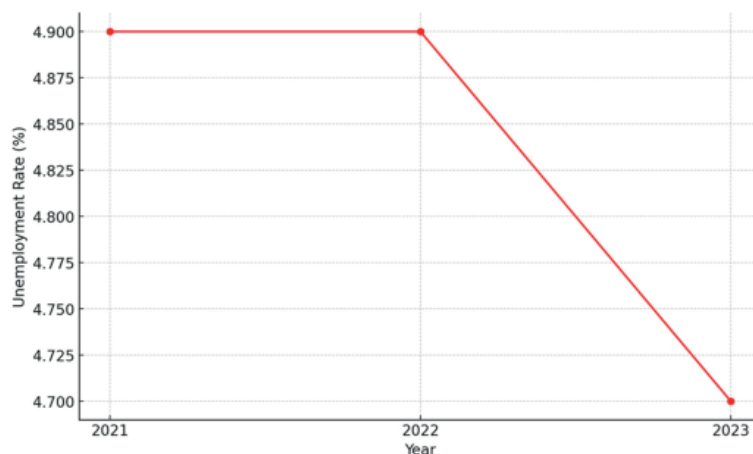


Figure 3 – Unemployment Rate Dynamics (2021-2023)

Note – compiled by the authors based on [17]

Distribution of indicators by regions shows significant differences. In regions such as Abay and Akmola, the labor force share is around 68.4-71.7 %, which is above the national average. The Atyrau region has the highest labor force percentage at 77.1 %, due to a high level of employment in the oil and gas sector. At the same time, the unemployment rate in the region is 4.8 %, and the youth unemployment rate is 2.6 %.

Karaganda region shows one of the lowest unemployment rates in the country at 4.1 %, with a labor force share of 64.7 %. The high employment and low unemployment rates in the region can be attributed to the well-developed industry and coal mining sector.

In Kostanay region 72.2 % of the population is part of the labor force, with an unemployment rate of 4.8 %, which is close to the national average. The youth unemployment rate here is 3.1 %, lower than the national average.

Kyzylorda region has the lowest labor force participation rate at 63.8 %. It has an unemployment rate of 4.9 % and a youth unemployment rate of 3.5 %. The high non-labor force rate of 36.2 % is due to high migration and the region's demographic characteristics.

Mangistau region has one of the highest unemployment rates at 5.0 % and a youth unemployment rate of 4.1%. The labor force participation here is 73.4 %, driven by a large number of employees in the oil and gas sector.

The cities of Astana and Almaty show high employment levels and low unemployment rates, at 4.5 % and 4.8 % respectively. However, the youth unemployment rate in Almaty is 5.2 %, higher than the national average. The labor force share is 71.7 % in Astana and 68.6 % in Almaty.

Overall, the unemployment rate in Kazakhstan is relatively low. It indicates the stable economy, however the youth unemployment rate in some regions requires attention to ensure sustainable development and social well-being.

Thus, the labor market in Kazakhstan for 2022 shows significant changes and trends that are important to consider when analyzing the state of labor resources in various regions. One of the key characteristics of the labor market is employer activity. In 2022, employers posted more than 400 thousand vacancies on the hh.kz website, which is 23 % more compared to 2021 and almost twice as many compared to 2020. The highest activity was noted in September, with about 42,000 vacancies posted, and the lowest in January (about 27,000 vacancies).

Geographically, vacancies are distributed unevenly. Leading positions are held by Almaty (41 % of all vacancies in Kazakhstan) and Astana (20 %). This concentration of business activity in the metropolises stimulates internal migration, which in turn creates the problem of regional disparities. However, there is an increase



in vacancies in other cities: Petropavlovsk (+32 %), Semey (+31 %), Aktobe (+28 %), Pavlodar (+26 %), and Aktau (+25 %).

Salaries have also undergone changes. Despite the global economic crisis and inflation, employers continue to raise salaries to attract highly qualified specialists, who are now in short supply. The arithmetic average offered salary for the year was 246,890 tenge, which is 16.4 % more compared to the previous year. The median salary was 204,578 tenge, which is 12 % more compared to the previous year. The highest salaries (around two million tenge) were offered to specialists in the field of information technology, and the lowest (around 60 thousand tenge) to domestic staff.

In 2022, the competition in Kazakhstan's labor market intensified, with the hh.index because four candidates were competing for each job vacancy. Typically, a ratio of five to six resumes per job offer is considered normal. It highlighted a shortage of qualified personnel among job seekers. Throughout the year, job seekers on hh.kz responded to vacancies around 38 million times, while employers extended about 6 million interview invitations. This implies that for every invitation, a job seeker had to apply to six positions, receiving five rejections in the process.

Job seeker activity surged significantly, with approximately two million residents searching for employment on hh.kz in 2022, reflecting a 70 % increase from the previous year. The highest concentrations of active resumes were recorded in Almaty, Astana, and Shymkent. Common professions among job seekers included sales managers, accountants, programmers, and drivers [18].

The demand for jobs was particularly high in areas like «sales», «accounting, management accounting, corporate finance», «administrative staff», «transport, logistics», and «information technology, internet, telecom». Notably, the professional areas that experienced the most substantial growth in vacancies were «sports clubs, beauty salons» (+176 %), «sales» (+88 %), «domestic staff» (+87 %), «installation and service» (+84 %), «top management» (+82 %), «transport, logistics» (+64 %), and «labor staff» (+60 %).

In the West Kazakhstan region, labor resources show significant regional differences. The total labor force is about 69.8 %, which is above the national average. The unemployment rate in the region is 4.9 %, and the youth unemployment rate is 3.8 %. These indicators point to a stable economic situation in the region, although there are still issues with labor resources, such as a shortage of qualified specialists [17] (Figure 4).

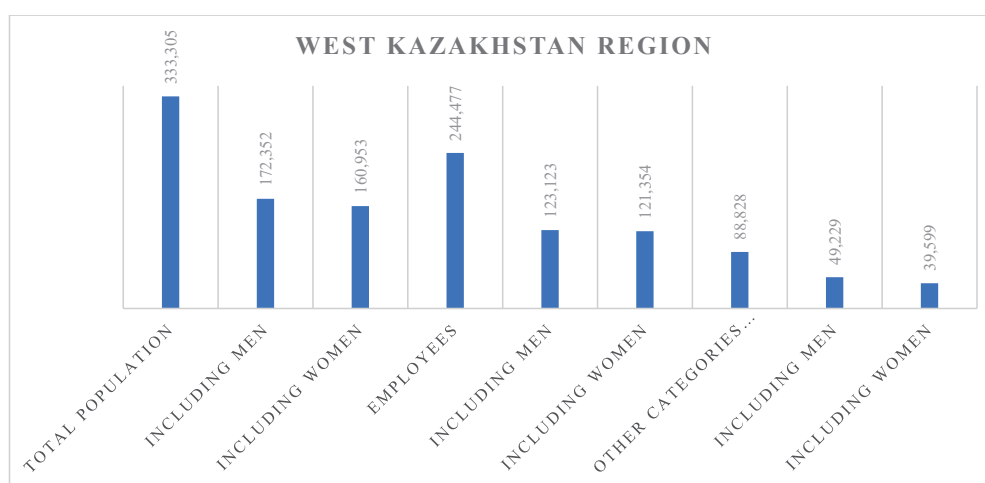


Figure 4 – Employment structure in West Kazakhstan region

Note – compiled by the authors based on [17]

West Kazakhstan Region (WKR) is well-known for the diversity of economic activities. An employment structure reflects this diversity: for example, in 2023, the total employed population across all economic activities in WKR is 333,305 people, of which 244,477 are employees, and 88,828 are engaged in other categories. Men and women are relatively evenly distributed across all types of activities, with a slight predominance of

men among employees. Agriculture, forestry, and fishing in WKR include 46,176 people, of which 15,983 are employees, and 30,193 are in other employment categories. Industry and construction include 59,762 people, of which 50,956 are employees, and 8,806 are in other employment categories. The service sector is the most significant, covering 227,367 people, of which 177,538 are employees, and 49,829 are in other employment categories.

To analyze the sufficiency of labor resources in West Kazakhstan Region, it is important to consider the unemployment rate, labor market activity, and labor supply and demand. The unemployment rate in WKR is 4.9 %, which corresponds to the national average in Kazakhstan. The youth unemployment rate (ages 15-34) is 3.8 %. In 2022, employers in WKR actively posted job vacancies on the hh.kz website. Across Kazakhstan, more than 400,000 vacancies were posted, which is 23 % more compared to 2021. In WKR, the most active areas were the cities of Uralsk and Akzhaik district. In 2022, about two million residents of Kazakhstan sought jobs on hh.kz, which is 70 % more than the previous year. In WKR, the highest number of active resumes is observed in Uralsk, indicating high competition in the labor market.

According to hh.kz data, the labor market in WKR shows an increase in vacancies and job seeker activity. In 2022, the most vacancies were posted in the fields of sales, accounting, management accounting, and information technology. The most common professions among job seekers are sales managers, accountants, programmers, and drivers. The employment graph by economic activities in the West Kazakhstan Region shows that the largest share of the employed population is in the service sector, followed by industry and construction, with the smallest share of employment in agriculture, forestry, and fishing. This employment distribution reflects the region's economic structure and highlights the key sectors providing job opportunities.

In 2021, the West Kazakhstan region, the nation's largest oil-producing area, continued to exhibit positive trends in key socio-economic indicators. Throughout the year, several projects aimed at economic and social development were successfully implemented.

From January to December 2023, the region produced industrial goods valued at 2,795.7 billion tenge, with a physical volume index of 94.5 %. The mining industry recorded a similar physical volume index of 93.4 %, while the manufacturing industry achieved 100.2 %.

Last year, as part of the Industrialization Map, two significant projects were launched, valued at 3.1 billion tenge and creating 170 jobs:

Construction of a furniture factory by LLP «Kvant».

Construction of a brick factory by LLP «134».

However, investments in fixed capital decreased by 15.3 % compared to January-December 2020, totaling 423.7 billion tenge. This decline is attributed to the completion of construction and installation work on the project aimed at removing production constraints on gas at the Karachaganak field.

The region's foreign trade turnover, including transactions with EAEU countries, reached \$6,081.7 million in 2021, representing a 131.3 % increase compared to 2020. Exports amounted to \$5,180.0 million, while imports totaled \$901.7 million, resulting in a positive trade balance of \$4,278.3 million.

Retail trade turnover in the region reached 371.4 billion tenge, with a physical volume index of 100.5 % compared to 2020. The gross agricultural output increased by 4 %, amounting to 232.1 billion tenge.

In terms of housing, 591 thousand square meters were commissioned in 2021, marking an 11.7 % increase from 2020. The volume of construction work also grew by 5.1 %, reaching 192.8 billion tenge.

The state budget collected 357.2 billion tenge in taxes and other mandatory payments, surpassing the forecast by 101.7 %. Of this, 233 billion tenge went to the republican budget (101.9 %) and 124.2 billion tenge to the local budget (101.4 %).

The unemployment rate in the economically active population stood at 2.7 %. During the reporting period, 18,638 jobs were created, and 23,199 people were employed. The average monthly nominal wage for January-December 2021 was 226,352 tenge, representing a 16.3 % increase from 2020.

The overall inflation rate for the year was 108.5 %, with food prices rising by 9.4 %, non-food products by 8 %, and paid services by 7.8 %.

## CONCLUSIONS

The labor resources in the West Kazakhstan Region (WKR) are sufficient to meet the region's needs, with stable employment and unemployment rates. The labor force participation rate in WKR is 69.8 %, higher than the national average in Kazakhstan, while the unemployment rate is 4.9 %, close to the national average. Youth unemployment stands at 3.8 %, indicating a relatively stable economic situation in the region.

The labor market in Kazakhstan, including WKR, shows significant changes and trends, with a notable increase in job vacancies and job seeker activity. Employers posted over 400,000 vacancies on the hh.kz platform in 2022, a 23 % increase from the previous year, with the highest activity in Almaty and Astana. In WKR, cities such as Uralsk demonstrated high activity, with many active resumes indicating high competition in the labor market. The most common professions among job seekers include sales managers, accountants, programmers, and drivers.

Investment programs and state initiatives play a crucial role in the development of labor resources in WKR. Projects like those by North Caspian Operating Company N.V. and KMG contribute significantly to the region's social infrastructure. In 2023, KMG began construction of a multifunctional sports and recreation complex in Uralsk, worth 19.3 billion tenge. In addition, government programs finance the improvement of social infrastructure: schools, kindergartens and outpatient clinics are built using international grants.

Demographic analysis and assessment of labor resources in various regions of Kazakhstan revealed significant regional differences. For example, the Atyrau region has the highest percentage of the labor force – 77.1 %. This is due to the high level of employment in the oil and gas sector. At the same time, the Kyzylorda region has the lowest labor force participation rate – 63.8 %. Here, many people are not involved in labor due to the high level of migration and demographic characteristics.

Government programs and national projects play a key role in ensuring sustainable development and social responsibility. These programs include employment measures, development of mass sports, and improvement of social infrastructure. For example, government measures to ensure the well-being and health of the population include initiatives for employment after short-term professional training and increasing the number of educational grants in scarce specialties.

Despite the overall stable economic situation, issues such as the lack of qualified specialists and regional disparities remain. The increase in job vacancies and employer activity suggests a demand for highly skilled workers, which is essential for the region's continued economic growth.

Subsequently, the author developed a set of recommendations contributed to the further development of social responsibility of municipalities and companies in the region. There is a need to:

1. Continue the implementation of social projects to improve the region's social infrastructure, including building more schools, kindergartens, outpatient clinics, and sports complexes. Focus on developing projects that address the specific needs of local communities, ensuring that the benefits reach all population segments.

2. Develop and implement support programs for young specialists, including mentorship, internships, and career development opportunities. Increase the number of educational grants and scholarships in high-demand and scarce specialties to attract more young professionals to the region.

3. Enhance the qualifications of local workers through short-term professional training and retraining programs. This will help address the shortage of highly skilled workers and meet the demands of the labor market. Collaborate with educational institutions and industries to provide targeted training programs that align with market needs.

4. Encourage employers to participate in state and regional programs aimed at improving labor resources, including providing incentives for companies that invest in employee training and development. Promote corporate social responsibility (CSR) initiatives among businesses to support local community development and social welfare.

5. Intensify cooperation with international organizations to attract additional investments and expertise. This can help bring in innovative practices and technologies that benefit the region's economic and social development. Leverage international grants and funding to support large-scale infrastructure projects and social initiatives.

6. Monitor labor market trends and regional disparities to ensure that policies and programs are effectively addressing the needs of different regions. Implement targeted interventions in regions with higher unemployment rates and lower labor force participation to promote balanced regional development.



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## КОМПАНИЯЛАР МЕН MEMLEKETTIK БАҒДАРЛАМАЛАРДЫҢ ЕҢБЕК РЕСУРСТАРЫН ДАМУДА ЖӘНЕ ӘЛЕУМЕТTIK ЖАУАПКЕРШІЛІКТІҢ РӨЛІ

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### АНДАТПА

*Зерттеу мақсаты.* Зерттеу Батыс Қазақстан облысының (БҚО) тұрақты дамуындағы еңбек ресурстарының рөлін зерттейді, әлеуметтік жауапкершілік бастамаларының аймақтық экономикалық тұрақтылық пен өсуге әсеріне назар аударады. Зерттеу негізгі кәсіпорындар мен мемлекеттік бағдарламалардың еңбек нарығының динамикасына және аймақтық дамуға қосқан үлесін анықтауға бағытталған.

*Әдіснамасы.* Зерттеу сандық әдісті қолданады, демографиялық деректерді, еңбек нарығының статистикасын және КӨЖ бастамаларын статистикалық есептер, ашық көздерден алынған сауалнамалар, сұхбаттар және құжаттарды талдау арқылы талдайды. Зерттеу сондай-ақ hh.kz сияқты платформалардан алынған деректерді пайдаланып, аймақтағы жұмыс орындары мен жұмыспен қамту үрдістерін бағалайды.

*Зерттеудің бірегейлігі / құндылығы.* Бұл зерттеу Қазақстандағы аймақтық дамуды қолдаудағы еңбек ресурстары мен әлеуметтік жауапкершіліктің байланысын жан-жақты талдайды, бұл тақырып қолданыстағы әдебиеттерде аз зерттелген. БҚО-ға назар аудара отырып, зерттеу аймақтың нақты мәселелері мен жауаптарын көрсетеді, өтпелі экономикаларда еңбек ресурстарын тиімді басқару туралы жаңа түсініктер қосады.

*Зерттеу нәтижелері.* БҚО-ның тұрақты экономикалық жағдайын 69,8 % жұмыс күшімен қатысу деңгейімен және 4,9 % жұмыссыздық деңгейімен көрсетеді; бұл тұрақтылыққа қарамастан, аймақта білікті мамандардың жетіспеушілігі байқалады. North Caspian Operating Company N.V. және ҚазМұнайГаз (ҚМГ) еншілес компаниялары сияқты ірі кәсіпорындардың КӨЖ бастамалары әлеуметтік инфрақұрылым мен жұмыспен қамту деңгейіне оң әсерін тигізді. Зерттеу аймақтың экономикалық өсуін қолдау және жұмыссыздықты азайту үшін әлеуметтік жобаларды жалғастырудың, жас мамандарды қолдауды күшейтудің және жұмысшылардың біліктілігін арттырудың қажеттілігін атап көрсетеді.

*Түйін сөздер:* еңбек ресурстары, әлеуметтік жауапкершілік, жұмыссыздық, мемлекеттік бағдарламалар, Батыс Қазақстан облысы, инвестициялық бағдарламалар.

*Алғыс:* Зерттеу Қазақстан Республикасы Ғылым және жоғары білім министрлігі Ғылым комитетінің AP19678012 – «Тұрақты дамудың үштұтас тұжырымдамасы (ESG): теңгерімді аймақтық даму контекстіндегі бизнес мүдделері» гранттық жобасы шеңберінде дайындалды және қаржыландырылды.

## РОЛЬ КОМПАНИЙ И ГОСУДАРСТВЕННЫХ ПРОГРАММ В РАЗВИТИИ ТРУДОВЫХ РЕСУРСОВ И СОЦИАЛЬНОЙ ОТВЕТСТВЕННОСТИ

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### АННОТАЦИЯ

*Цель исследования.* Исследование рассматривает роль трудовых ресурсов в устойчивом развитии Западно-Казахстанской области (ЗКО), с акцентом на влияние инициатив социальной ответственности

на экономическую стабильность и рост региона. Исследование направлено на выяснение вклада крупных предприятий и государственных программ в динамику рынка труда и региональное развитие.

*Методология.* Исследование использует количественный подход, анализируя демографические данные, статистику рынка труда и инициативы корпоративной социальной ответственности (КСО) через статистические отчеты, опросы, интервью из открытых источников и анализ документов. Исследование также использует данные с платформ, таких как hh.kz, для оценки вакансий и тенденций занятости в регионе.

*Оригинальность / ценность исследования.* Исследование предлагает анализ взаимосвязи между трудовыми ресурсами и социальной ответственностью в содействии региональному развитию в Казахстане, тема которого мало изучена в существующей литературе. Сосредоточив внимание на ЗКО, исследование выделяет специфические региональные проблемы и меры реагирования, внося новые сведения в эффективное управление трудовыми ресурсами в переходных экономиках.

*Результаты исследования* показывают, что ЗКО демонстрирует стабильное экономическое состояние с уровнем участия в рабочей силе 69,8 % и уровнем безработицы 4,9 %; несмотря на эту стабильность, регион сталкивается с нехваткой квалифицированных специалистов. Инициативы КСО крупных предприятий, таких как North Caspian Operating Company N.V. и дочерние компании КазМунайГаз (КМГ), положительно повлияли на социальную инфраструктуру и уровень занятости. Исследование подчеркивает необходимость продолжения социальных проектов, усиленной поддержки молодых специалистов и повышения квалификации работников для поддержания экономического роста и снижения безработицы в регионе.

*Ключевые слова:* трудовые ресурсы, социальная ответственность, безработица, государственные программы, Западно-Казахстанская область, инвестиционные программы.

*Благодарности:* Исследование подготовлено и профинансировано в рамках грантового проекта Комитета науки Министерства науки и высшего образования Республики Казахстан AP19678012 – «Триединая концепция устойчивого развития (ESG): интересы бизнеса в контексте сбалансированного регионального развития».

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