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EVALUATION OF ECONOMIC EFFICIENCY OF PROGRAMS OF THE REPUBLIC OF KAZAKHSTAN (A CASE OF “EMPLOYMENT ROADMAP – 2020” STATE PROGRAM)

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ABSTRACT

By order of the President of the Republic of Kazakhstan N.A. Nazarbayev, the Government approved a completely new Employment program “Employment roadmap – 2020”. It includes three important tasks: creation of the efficient system of training and support in employment; support of business development in villages; increase of labor resources mobility, priority employment in the centers of economic activity of Kazakhstan. One of more important tasks is the employment of the citizens of Kazakhstan. With this regard, the article evaluates economic efficiency of state programs of the Republic of Kazakhstan (at the example of “Employment roadmap – 2020” program) to identify problems of employment of the population.

Purpose – to evaluate economic efficiency of state programs of the Republic of Kazakhstan (at the example of “Employment roadmap – 2020” program) for the purpose of revealing the problems of the population employment and determining possible ways to solve them.

Methodology – synthesis, content-analyze, accommodation, monographic method, factor analysis, economic-statistical research method.

Originality/value – in his Address to the Nation of Kazakhstan “Social and economic modernization is the main vector of development of Kazakhstan” in 2012, the President of the Republic of Kazakhstan N.A. Nazarbayev defined the employment of Kazakh people as the first set of tasks for development of Kazakhstan. At the same time, an important aspect is Evaluation of economic efficiency of state programs of the Republic of Kazakhstan in the labor sphere, which allows to identify problems of population employment and to identify possible solutions to them, which is a vector in the development of the labour market in the country’s regions.

Findings – according to the evaluation, the following target program indicators are considered as the final results of the program: the unemployment rate – 5% in 2015 (the planned value is not more than 5%); poverty level – 2,5% in 2015 (the planned value is not more than 6%); the share of employed people in the total number of self-employed population reached 77,6% in 2015 (the planned value is 64,5%).

The author also calculated relative indicators such as specific weight of participants, who completed training (on professional training direction), specific weight of employed for the permanent workplace, specific costs for employment of one participant of the youth practice for the permanent workplace and other indicators in the article, which are absent in official reports.

Keywords: unemployment rate of the population, labor market, professional education, socio-economic development, economic activity of the population

INTRODUCTION

Modern trends in the development of the world and domestic economy put forward certain requirements for the regulation of the labor market and the promotion of employment and the reduction of unemployment

by the active implementation of the state programs in the field of the population employment in order to maintain the existing workplaces or to create new jobs, to train and to retrain the specialists in the labor market [1, 2]. One of the methods for adapting state regulation to meet these requirements in the Republic of Kazakhstan is the state program of the Republic of Kazakhstan "Employment roadmap – 2020" (hereinafter referred to as the Program), which is a logical continuation of the pilot Roadmaps of Kazakhstan of 2009 and 2010, the Employment Program 2020 and the Employment roadmap 2020 in the Republic of Kazakhstan implemented in 2013–2014. The aim of the program is to promote productive employment of the population through training, subsidizing jobs for target groups (youth and disabled people), providing jobs at infrastructure facilities, micro crediting for doing own business. From the point of view of forms of employment, it can be said that the program is aimed at creating the conditions for the acquisition of permanent employment by the program participants and conclusion of employment contracts for at least one year. Therefore, in the process of implementation of "Employment roadmap – 2020" Program for 2013-2015, it is planned to achieve the following expected results (by 2016):

- unemployment level will not exceed 5%;
- poverty level will not exceed 6%;
- the share of effectively employed in the total number of independently employed population will increase up to 64,5%.

At present, the Program is actualized taking into account the instructions of the Head of the State given at the expanded meeting of the Government of the Republic of Kazakhstan on February 11, 2015. To evaluate the efficiency of this program implementation, the author based on:

1. Methodological support of the activity of the Employment Centers, including the development of the key performance indicators [3].

2. Reports on the implementation of the activities of the current year of the strategic plan of the central government body (Ministry of Health and Social Development) [4, 5].

3. Methods for evaluation of efficiency of management of budgetary funds of the state body of the Republic of Kazakhstan [6].

It should be noted that the application of these techniques is difficult and in the final reports there are no indicators of effectiveness evaluation. Thus, the methodological support of the activity of the Employment Centers, which should include the development of key performance indicators, is only mentioned in the Information and Methodological Provision of the "Employment roadmap 2020" program, but the effectiveness indicators themselves are not presented.

When drawing up the reports on the implementation of the "Employment roadmap – 2020", only absolute indicators are used, for example, indicators of the utilization of funds allocated for the implementation of area of the "Employment roadmap – 2020". Performance indicators are not calculated or analyzed. Also, the existing methodology for assessing the effectiveness of management of budgetary funds of the state body of the Republic of Kazakhstan does not allow to evaluate the effectiveness of the "Employment roadmap – 2020". According to this methodology, the efficiency analysis of the central state/local executive body is carried out according to the following evaluation criteria:

1. Assimilation of allocated funds for the relevant fiscal year.
2. Absence of violations of budgetary and other legislation following the results of inspections of the bodies of state financial control.
3. Measures taken (implemented) to enforce the introduced acts of response of the state financial control authorities.
4. The activities of the internal control services of the state body for managing budget funds and measures to implement their recommendations.
5. The amount of redistributed funds of the administrator of budget programs to the approved amount of expenditures.
- 6 Organizational measures for budget execution.
7. Achievement of direct results of the budget program.
8. Dynamics of the direct result of budget programs.

9. Quality of planning of performance indicators of budget programs.
10. Efficiency of budget program execution.
11. Absence of accounts receivable.
12. Lack of accounts payable.

The proposed criteria do not allow to evaluate the effectiveness of the work of such a body as an employment center, and, accordingly, the effectiveness of the “Employment roadmap – 2020” program.

Criterion No. 10 – “Efficiency of budget program implementation” includes the ratio of the direct result of the budget program to the development of allocated funds for the relevant fiscal year.

In this study, the evaluation of efficiency of “Employment roadmap – 2020” program (hereinafter “ERM–2020”) will include:

1. Evaluation of the dynamics of the main indicators of the labor market of the Republic of Kazakhstan, as a result of the implementation of the directions of the “Employment roadmap – 2020”.

2. Study of the dynamics of the program financing volume and coverage of the employment program of the population.

3. Evaluation of the results of the program “Employment roadmap – 2020”, including comparative characteristics of specific costs per participant in the program areas.

1. Evaluation of the dynamics of the main indicators of the labor market in Kazakhstan. The employment promotion measures implemented under the Roadmap 2020 had a positive impact on the overall labor market situation and a decrease in the number of the unemployed people in the country, as shown in table1.

Table 1 – The main indicators of the labor market in the Republic of Kazakhstan in 2010–2015

№	Indicators	2010	2011	2012	2013	2014	2015	Abs. deviation 2015/2010
1	Economically active population, thousand people	8610,7	8774,6	8981,9	9041,3	8962,0	9074,9	464,2
2	Employed population, thousand people	8114,2	8301,6	8507,1	8570,6	8510,1	8623,8	509,6
3	Employees, thousand people	5409,4	5581,4	5813,7	5949,7	6109,7	6294,9	885,5
4	Self-employed, thousand people	2704,8	2720,2	2693,4	2621,0	2400,4	2328,9	-375,9
5	Unemployed population, thousand people	496,5	473,0	474,8	470,7	451,9	451,1	-45,4
6	Unemployment rate, %	5,8	5,4	5,3	5,2	5,0	5,0	-0,8
7	The level of youth unemployment, % (aged 15-24 years) ¹	5,2	4,6	3,9	3,9	3,8	4,1	-1,1
8	The level of youth unemployment, % (aged 15-28 years) ²	6,6	6,3	5,4	5,5	4,2	4,3	-2,3
9	Long-term unemployment rate, %	2,2	2,1	2,5	2,5	2,4	2,4	0,2
10	Employed under the program ERM_2020 for permanent jobs, people				73 806	151 580	142 264	
11	Ratio of the number of employed to a permanent job after participating in the program ERM-2020 and the number of unemployed, %*	-	-	-	15,6	33,54	31,53	-
Note – Compiled and calculated by the author by source [7]								
* The indicator is calculated as the ratio of values in line 10 and line 5, in percentage.								

Thus, according to the Committee on Statistics of the Republic of Kazakhstan, the number of unemployed in 2015 was 451,1 thousand people, or 5,0% of the economically active population. Compared with 2010, the number of unemployed decreased in absolute terms by 45,4 thousand people. And vice versa, the number of

economically active population in comparison with 2010 increased by 464,2 thousand people, making 9074,9 thousand people in 2015. As for “Employment roadmap – 2020” program, the ratio of the number of people employed in a permanent job after participating in the program and the number of unemployed people shows that the number of unemployed could be more. At the same time, a more accurate impact assessment requires the calculation of other economic indicators, including evaluating the effectiveness of the program.

2. *Dynamics of the program financing volume and coverage of the employment program.* 197,45 billion KZT were allocated from the republican budget in 2013-2015 for implementation of “Employment roadmap – 2020” Program (table 2).

Table 2 – Funding amount and coverage by “Employment roadmap – 2020” program in 2013–2015

№	Indicators	2013	2014	2015	Total for 2013-2015
Amount of funding the program directions					
1	1 st direction “Ensuring employment at the expense of development of the infrastructure and housing and utilities sector”, bn. KZT	52,9	51,9	13,7	118,5
2	2 nd direction “Creation of the workplaces through the development of entrepreneurship and supporting villages”, bn. KZT	24,3	20,89	10,4	55,59
3	3 rd direction “Assistance in employment through training and resettlement within the needs of the employer”, bn. KZT	10,96	9,1	3,3	23,36
Total by the program directions (bn. KZT)		88,16	81,89	27,4	197,45
Coverage by the employment program					
5	Submitted application	107 566	195552	136009	439 127
6	Became participants	106 397	194417	136009	436 823
7	Costs for one participant of the program, thous. KZT	828,6	421,2	201,4	452,01
8	Total employed people, including	134 093*	167 217	155 746	457 056
	for permanent workplaces	73 806	151 580	142 264	367 650
	for infrastructure projects	12 430	12 721	4 490	29 641
	for social workplaces	24 334	18 719	10 431	53 484
	for youth practice	23 523	17 523	10 276	51 322
9	Received microcredit	11 181	9 607	4 385	25 173
10	Passed professional training, including	23 425	22 151	13 323	58 899
	Employment after training	18 661	17 152	10 422	46 235
11	Moved, people	4 579	3 456	1 020	9 055
	Including capable to work	2446	1 586	506	4 538
Note – Compiled and calculated by sources [8, 9, 10, 11, 12]					
* Employed program participants of the last periods are taken into account					

By the data provided in table 2.2, the number of the program participants increased from 2013–2015. Thus, if in 2013 the program participants amounted to 106397 people, then in 2014 – 194417 people, that is by 82,73% greater than the indicator of 2013, in 2015 - 136009 participants, that is by 27,8% greater than the indicator of 2013. It is obvious that in 2015, the funding amounts for all directions were 3,8 times reduced due to the economic crisis by the first direction, by the second – 2,3 times, by the third – 3,3 times. Totally, during the specified period, 436823 people has become the program participants – 452,01 thous. KZT of the budget cost are allocated for each of them.

According to the structure of costs for participants in the Program directions, the most part of the program costs falls on the 1st direction – 60% of all costs (on average over the period). The shares of the participants in the second and third directions were 28% and 12%, respectively.

1. *Evaluation of the process and results of “Employment roadmap – 2020” Program implementation.* In order to evaluate the process and results of implementation of “Employment roadmap – 2020” Program, the author performed separate analysis on each direction.

The first direction: “Ensuring employment due to development of the infrastructure and housing and utility services” is focused on ensuring the population employment by implementing infrastructure projects in rural settlements, with the medium and high potential of socio-economic development in small cities.

By this direction, 4258 projects on rural infrastructure development were implemented in 2013–2015, within this totally 55969 workplaces were created. 29641 program participants are employed to these positions, their specific weigh is 52,9% of the total number of employees at the constructed facility. In average, 7 people are employed to none project. This direction is interdepartmental, as the initiative for implementing infrastructure projects comes from other ministries and allows creating workplaces on construction of infrastructural projects of healthcare, culture, education etc. Evaluation of these costs efficiency is difficult due to the fact that the effect from the construction and launch of these facilities is observed not only in the field of employment but also in other areas (culture, education etc.)

The second direction: “Creation of the workplaces through the development of entrepreneurship and supporting villages” is aimed at increase of the economic activity of the citizens through organization of own business. The Program participants may be the citizens, wishing and having opportunity to organize own business. The priority is given to those who wishes doing business in the village. Supporting measures by this direction include: provision of consulting services, studying the fundamentals of entrepreneurship; provision of microcredits; development and arrangement of missing engineering and communication infrastructure.

Generally, by the republic, the main areas of development of entrepreneurship of the Program are cattle breeding and crop growing (mainly production of meat, growing vegetables and melons), processing of the products of cattle breeding and crop growing, that is over 80% of all issued credits. About 20% of projects are own businesses in the field of services provision (opening of tailor and repair shops, baths, hairdressing salons) and processing (baking, meat and milk processing).

In the context of the effect for employment, expenses for one employed workplace by direction are defined in amount of 2,14 mln. KZT. There is a positive trend of reduction of costs in dynamics for 2013–2015.

Here it should be noted that in the materials of the official report on direction this indicator is not provided, as well as the information demonstrating the following is not provided: specific weight of the people who completed training from the number of those who started and successfully implemented the obtained training in the form of doing own business; share of those who recovered and started planned recovery of credits of the number of end borrowers; number of business projects, functioning for not less than 1 year.

In other words, end results of performed activities and “expenses-benefits” evaluation are not evaluated on this direction.

Third direction: “Assistance in employment through training and movement within the employer’s needs” is aimed at ensuring sustainable and effective employment of citizens by assistance in employment at the place of residence and will cover self-employed, unemployed and financially disadvantaged citizens. Priority opportunities of participation in the Program are provided to the rural youth.

Participants of the third direction “Assistance in employment through training and movement within the employer’s needs” are provided with such types of state support as (sub-direction types):

- 1) direction for free professional training, retraining and development courses – “Coverage by professional training” (1st project);
- 2) provision of subsidies for the transportation to the place of training and accommodation; search of appropriate vacancies and assistance in employment, including social workplaces – “Providing subsidies for the social workplaces (SWP) (2nd project);
- 3) passing youth practice (subsidizing the remuneration of educational organization graduates), subsidizing of movement, provision of standard accommodation for rental – “Subsidizing of the workplaces for youth practice (YP)” (3rd project).

Over 23,3 bn. KZT (table 3) are allocated for organization of professional training (1st project) from the republican budget in 2013–2015. The author calculated the range of indicators on this direction which are not available in the official statements, but should be applied as the program effectiveness and efficiency evaluation indicators.

Table 3 – Economic indicators of the 1st project “Coverage by professional training” within “Employment roadmap – 2020” program in the Republic of Kazakhstan, for 2013–2015

№	Indicators	2013	2014	2015	Total for 2013–2015
1	Expenses on direction, bn. KZT/	10,9	9,1	3,3	23,3
2	Covered by professional training, total, thous. people, including:	48,6	35,7	14,1	98,4
	- Training, thous. people	37,6	27,3	12,5	77,4
	- Retraining, thous. people	8,9	6,6	1,4	16,9
	- Professional development, thous. people	2,1	1,8	0,06	3,96
3	Completed training, thous. people	23,4	22,1	13,3	58,8
4	Employed persons, thous. people	18,7	17,1	10,7	46,5
					In average for the period
5	Expenses for professional training per one participant of the 1 st sub-direction, thous. KZT*	224,28	254,90	234,04	237,74
6	Specific weight of those who completed training, in percentage*	49,1	61,9	94,3	59,8
7	Specific weight of employed people from the number of those who completed training, in percentage*	79,9	77,4	80,5	79,1
8	Specific weight of employed from the total number of people covered by the training, in percentage*	38,48	47,9	75,9	47,3
9	Expenses for professional training of one employed person, thous. KZT*	587,6	532,2	308,4	476,1
Note – Compiled and calculated by the author by the sources [8, 9, 10, 11, 12]					
* Indicators calculated by the author					

By the data of the calculations, over 3 years of the program implementation 58,8 thous. people (59,8%) completed training of the number of people covered by professional training, 79,1% of them or 46,5 thous. people were employed and regarding the participants covered by the program, the employment percentage was 47,3%. Characterizing the dynamics of the relative indicators by years, it can be noted that the indicators of completion of training and employment are improving, and the indicator of specific expenses is decreasing. Certainly, these trends evidence the increase of effectiveness and efficiency of the program. For the period of from 2013–2015, the average indicator of employment of the number of participants covered by the training remains below 50% and the specific weight of participants who completed the training is 59,8%, i.e. 40,2% are dismissed from the program during the training. The reasons (which may be divided into objective and subjective) for exit of 40,2% of participants from the program at the training stage are:

A) Subjective reasons: incompatibility of studies with self-employment and as a result – the loss of the habitual level of revenues from the self-employed participant; low basic level of knowledge of the program participants that restricts retraining.

B) Objective reasons: lack of selection of the educational institution by the program participants (as the selection is performed by the employer based on his interests, that sometimes provides the possibility of agreement between him and the educational institution). Concerning the expenses per one employed person after the professional training, they were 476,1 thous. KZT in average.

It should be noted that after professional training the employment fact is not evaluated from the positions of the type concluded after preparation of the employment contract (temporary/continuous; full/part working time). Post program employment is not monitored. Additional opportunities of temporary employment were created at the expense of opening social workplaces (table 4).

Table 4 – Economic indicators of the 2nd project “Subsidizing of the social workplaces” (SWP) within the “Employment roadmap – 2020” program in the Republic of Kazakhstan for 2013–2015

№	Indicators	2013	2014	2015	Total for 2013–2015
1	Financing the organization of social workplaces, bn. KZT	3,7	2,6	1,3	7,6
2	Number of employed people from the number of unemployed citizens referred to the target groups of the population, thous. people	24,3	18,7	10,4	53,4

3	Number of employed people for permanent workplaces, thous, people	18,5	13,5	7,8	39,8
					Average for the period
4	Specific weight of employed for permanent workplaces, in percentage*	76	72	75	74,4
5	Specific expenses for employment of one participant for SWP, thous. KZT*	152,2	137,8	125,0	138,3
6	Specific costs per one employed for permanent workplaces after SWP, thous. KZT*	200,0	190,9	160,0	183,6
Note – Compiled and calculated by the author by the sources [8, 9, 10, 11, 12]					
* Indicators calculated by the author					

According to the table, the organization of social workplaces under the Program annually allocated funds decreased from KZT 3,7 billion in 2013 to KZT 1.3 billion in 2015. As for the costs per one employed person for permanent jobs after the CPM, in 2013 they amounted to 200 thousand KZT, in 2015 – 160,0 thous. KZT. Total costs on the 1st and the 2nd project of the Program decreased from 787,6 thous. KZT in 2013 to 468,4 thousand KZT per person in 2015. Despite the decrease in specific costs, the amount of funding for employment through vocational training and employment to a permanent workplace after SWP remains significant.

Youth practice: to solve the problems of the graduates of educational organization in obtaining initial experience, the opportunities of youth practice were actively used. In its format, in the last three years 51,3 thous. people were employed (table 5).

Table 5 – Economic indicators of the 3rd project “Subsidizing of the workplaces for the youth practice” (YP) within the “Employment roadmap – 2020” program in the Republic of Kazakhstan for 2013-2015

№	Indicators	2013.	2014	2015	Total for 2013-2015
1	Financing of youth practice, billion KZT	3,1	2,4	1,6	7,1
2	Number of people employed according to the plan, thousand people	17,3	16,8	6,9	41
3	Actual number of employed people, thousand people	23,5	17,5	10,3	51,3
4	Employed for permanent work of the number of employees who completed their participation in youth practice, thousand people	6,4	8,8	6,5	21,7
5	Share of people employed for a permanent job after youth practice (YP), in percentage*	27,2	50,3	63,1	42,3
					Average for the period
6	Specific costs for one employed for the YP, thousand KZT*	131,9	137,2	155,3	138,4
7	Specific costs for one employed for permanent work after the end of the YP, thousand KZT*	484,4	272,7	246,2	334,4
Note – Compiled and calculated by the author by the sources [13, 14]					

7,1 bn. KZT are allocated for youth practice organization in 2013–2015 and 21,7 thous. people were employed. As the percent of the permanent employment after the youth practice is sufficiently low (42,3%), then the specific costs in the actual employment for the permanent job by the program were 484,4 thousand for person in 2013, 246,2 thous. KZT – in 2015. Thus, the final result – the average costs for one employed young man by the program are 334,4 thous. KZT.

Comparing the specific costs for employment for the permanent job in three variants, it can be noted that the major specific costs are created by the 1st and 3rd projects of the Program – the professional training and youth practice program. And the most significant specific costs are caused by the combination of these two types of support, i.e. the combination of the professional training and the youth practice (810,5 thous. KZT).

Thus, the analysis of implementation of “Employment roadmap 2020” program and its previous similar programs allows to make the following conclusions.

According to the terms accepted in the methodology of result-based management [15], the Program produced the following “products”:

- employment for all types of jobs – about 457056 people, 367650 people of which were directed to the permanent jobs;

- more than 20 thous. people were trained on the basics of entrepreneurship;
- over 25 thous. people obtained microcredits and opened over 26,0 thous. additional new workplaces;
- 4258 projects on rural infrastructure development were initiated, in this connection over 55,0 thous. workplaces were created;
- 58899 people passed professional training;
- 51322 people obtained opportunity to get work experience within the youth practice;
- 53484 people obtained opportunity to work at the social workplace.

In addition, within the 3rd direction “Assistance in employment through training and movement within the employer’s needs” of “ERM–2020” Program, over 9 thous. people obtained opportunity to leave economically unfavorable villages and were provided with accommodation at new location.

Performance of the program directions. The ratio of the program directions by its performance, i.e. the ability to pass the participants is provided in the table 6.

Table 6 – Comparison of “Employment roadmap – 2020” program directions and projects in the Republic of Kazakhstan by the specific costs per 1 participant for 2013–2015

№	Indicators	2013	2014	2015	Average for the period
The 1 st direction “Ensuring of employment due to the development of infrastructure and housing and utilities”					
1	Employment through construction of infrastructure and housing and communal services, mln. KZT per 1 participant	4,26	4,08	3,05	4,00
The 2 nd direction “Creation of workplaces through the development of entrepreneurship and support villages”					
2	Employment in the workplaces created by the recipients of microcredits, mln. KZT per 1 participant	2,65	1,95	1,70	2,14
The 3 rd direction “Assistance in employment through the training and movement within the employer’s needs”					
3.1	Coverage by vocational training, thousand KZT per 1 participant	587,6	532,2	308,4	476,1
3.2	Subsidizing of social work places, thousand KZT per 1 participant	200,0	190,9	160,0	183,6
	SWP plus vocational training, thousand KZT per 1 participant	787,6	723,1	468,4	684,7
3.3	Subsidizing of jobs for youth practice, thousand KZT per 1 participant	484,4	272,7	246,2	334,4
Note – Compiled and calculated by the author based on the sources [8, 9, 10, 11, 12]					

High costs for the 1st direction of the Program, as the author specified above, is subject to the fact that the facilities construction is funded within this direction. The 2nd direction – micro crediting also has higher level of costs, as extension or start of own business is undoubtedly capital-intensive, than on the 1st and 2nd projects (subsidizing the salary or professional training) of the 3rd direction.

Efficiency evaluation of the program directions. The third direction projects are more efficient, but the range of problems are identified further in evaluation of their efficiency based on the specific costs. The problems of “Employment roadmap – 2020” program directions identified by the author based on its quantitative evaluations and expert opinions are its following characteristics:

1) By the 3rd direction “Assistance in employment through the training and movement within the employer’s needs”:

- Low specific weight of participants who completed professional training (the 1st project): in average for 2011–2015 is 59,8%, this decreases the level of employment towards the total number of participants involved in the 1st direction “Coverage by professional training”. Thus in 2015, the specific weight of employed persons of the total number of participants covered by the training was 75,9%, in average for the period– 47,3%. As the result, the costs for professional training of one employed participant are 476,1 thousand KZT in in average for the period. The subjective reasons, which cause the exit of participant from the program during the training is low start level of knowledge, that makes it difficult to retrain the participant, and incompatibility of studies with self-employment that defines the loss of the habitual level of revenues for the self-employed participant.

- Specific costs for the social workplaces (2nd project) in average for the period are 183,6 thousand KZT, and for the youth practice (the 3rd project) – 334,4 thousand KZT. Within this, the average sum of these specific costs with the costs for professional training (with the 1st sub-direction) for the period will be 994,1 thous.

KZT. The author has performed the specific costs analysis without taking into account the costs for functioning of the Employment Centers, as the required information is not available. Calculation of complete costs for provision of the state service and their comparison with the alternative costs (for instance, for education at university or college) is the significant part of the program evaluation.

2) By the 2nd direction “Creation of workplaces through the development of entrepreneurship and support villages” (micro crediting), the significant problem is the lack of entrepreneurship capacities at some participants who wish to take a loan, required for the project completion. Also, the information of the reports by this direction does not show: how many people completed the training on the fundamentals of entrepreneurship and successfully implemented the obtained education in the form of doing own business, as well as the share of participants who started to recover the loans of the number of end borrowers; number of projects functioning for at least 1 year.

3) By the 1st direction “Ensuring employment due to development of infrastructure and housing and utilities” (construction of infrastructure facilities), by the author, the problem is the lack of data on employment of participants to the permanent workplaces after the launch of facilities to the functional field, that does not allow to evaluate the sustainability of the results of this direction in the population employment field.

CONCLUSION

In general, following the results of the implementation of “Employment roadmap – 2020” program for 2013–2015, one can note the effectiveness of the program due to the achievement of the following indicators (based on the results of 2015):

- unemployment rate – 5% (planned value – not more than 5%);
- poverty level – 2,5% (planned value – not more than 6%);
- share of people employed in the total number of self-employed people reached 77,6% (planned value – 64,5%).

However, it should be noted that the current evaluation of state programs does not objectively evaluate the effectiveness of the state program of the Republic of Kazakhstan “Employment roadmap – 2020”. Thus, according to the analysis of official reports on the implementation of “Employment roadmap – 2020” Program of the Republic of Kazakhstan for the period under study, it was revealed that end results analysis in the relative form, specific costs (economic efficiency – efficiency evaluation/cost-benefit analysis) and satisfaction of beneficiaries (social efficiency – effectiveness evaluation) was not performed, in addition the obtained results are not provided in official reports. As for another one type of evaluation, that is also absent in the report of the *social impact evaluation*, then it may be performed based on the ration in the results of the temporary and permanent employment program, as the latter is the sustainable result of the program for society.

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РЕЗЮМЕ

В своем Послании народу Казахстана Президент Республики Казахстан Н.А. Назарбаев «Социально-экономическая модернизация – главный вектор развития Казахстана» в 2012 году первым комплексом задач для развития Казахстана определил занятость казахстанцев. При этом немаловажным аспектом является оценка экономической эффективности государственных программ Республики Казахстан в сфере труда, позволяющий выявить проблемы занятости населения и определить возможные пути их решения, что представляет собой вектор в развитии рынка труда в регионах страны.

ТҮЙІН

Қазақстан Республикасының Президенті Н.Ә. Назарбаев өзінің 2012 жылғы «Әлеуметтік-экономикалық жаңғырту – Қазақстан дамуының басты бағыты» атты Қазақстан халқына Жолдауында Қазақстанның дамуына қажетті міндеттердің бірінші кешені – қазақстандықтардың жұмыспен қамтылуы деп атап көрсетеді. Бұл жердегі маңызды аспекті – Қазақстан Республикасындағы халықтың жұмыспен қамтылуы мәселесін анықтауға және оларды шешудің түрлі жолдарын анықтауға мүмкіндік беретін қазіргі заманғы жұмыссыздықтың ерекшеліктерінің талдауы болып табылады, ол ел аймақтарындағы еңбек нарығының дамуының бағыты болып саналмақ.