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DEVELOPMENT OF THE LABOR MARKET
OF THE REPUBLIC OF KAZAKHSTAN
IN THE CONDITIONS OF INNOVATIVE ECONOMY

Abstract. A key condition for accelerated progress in social and economic development is an effective innovation policy aimed at the introduction of high, "breakthrough" technologies, new forms of organization of labor and management, advanced inventions and the achievements of scientific and technological progress. Within the framework of the adopted State Program on Forced Industrial and Innovative Development of the Republic of Kazakhstan, the main instruments of innovation policy should be aimed at consolidating the efforts of business and the state to develop priority sectors of the economy, as well as the formation of effective institutions and mechanisms for their interaction. The main methods of research are a method of deduction and induction, as well as a comprehensive approach and method of scientific abstraction. The variety of goals, objectives and areas of activity. An assessment of the state and prospects of the Kazakh economy allows us to state that a consistent, unified system of innovative development of Kazakhstani society is not being applied, the basis of which should be an innovative economy. At the same time, the source should be a scientific and technical factor, and the result is new enterprises that produce new products and services that will ensure the growth of well-being and sustainable social and economic development.

Keywords: innovations, competition, efficiency of innovative activity, managerial decisions.

Introduction. In modern conditions, only an innovative economy based on borrowing, adapting to local conditions and developing new technologies, can raise the country's competitiveness, and hence the living standard of the population of the country at a sufficiently high level. The transition of Kazakhstan's economy to an innovative way of development, stimulating the development of science and technology, the formation of institutional conditions, and the construction of interaction in the innovation sphere are becoming increasingly important.

To formulate a scientific and technical policy that meets the main goals of the country's social and economic development is capable only of the state. Of course, China's experience is an example of the most successful transition from a backward to a modern economy with a wider use of innovation. It should be noted that it is based on the unity of political and economic management of economic processes in the interests of not individual clans, but society as a whole.

Methods of research. The main methods of research are a method of deduction and induction, as well as a comprehensive approach and a method of scientific abstraction. The variety of goals, objectives and areas of activity in agriculture predetermines various criteria for assessing the effectiveness of economic entities.

Studying and introduction of foreign experience allows building an effective innovative policy focused on increasing the competitiveness of the national economy. Innovative processes in the republic have not reached the desired pace due to the fact that an effective mechanism for implementing the state's innovation policy has not yet been fully developed.

Results. Innovation potential and innovation activity is not high enough, Kazakhstan is on the 83rd place in the world countries rating on the innovation index. In the Kazakhstani innovation system, the share of higher education institutions that perform research and development remains low. Private universities practically do not conduct scientific research, and public universities pay more attention to the educational function, rather than the scientific one.

One of the main directions of the innovation policy is the creation of new science intensive and high-tech industries in place of existing old and inefficient ones. However, so far no results have been achieved in this direction. Despite available scientific developments and projects, modern science of Kazakhstan is characterized by insufficiently qualified scientific personnel, backward scientific and technical base, and bureaucratization of licensing and patenting processes. The result of the state's innovative policy should be the production of competitive and export-oriented goods, works and services. State funds should be invested in narrowly focused research, for the development and implementation of which there is sufficient scientific and production backlog [3].

Today Kazakhstan faced the need to take a global innovative challenge. For Kazakhstan, which has entered a new stage of building a modernized and diversified economy aimed at providing breakthroughs for accelerated economic development and the introduction of modern social policy, the task in the medium term is to enter the circle of industrially developed countries and become an active part of the postindustrial world.

Obsolete production and management technologies have a negative impact on the productivity of social labor, whose level in Kazakhstan is one and a half times lower than in Russia, and four to five times less than in Western Europe and the United States. This is due, in particular, to insufficient financing of innovation activities. Currently, R & D funding is 0.32 percent of the country's GDP, while in Russia it is 1.18 percent, in the top 15 countries of the European Union it is 1.96 percent.

In order to develop an innovative economy to begin with, it is necessary to identify the causes and factors that are barriers and restrain the innovative activity of enterprises. As the main factors that prevent the increase of innovative activity of enterprises, we can distinguish the following:

– unacceptable conditions for investment and lending;
– insufficient solvency of customers;
– high cost of innovation;
– limited property and financial resources;
– low financial support from the state.
– insufficient awareness
– insufficient qualification of staff.

The maximum informing of entrepreneurs about the opportunities provided should become the foundation in the implementation of the main task - to enter the number of innovative economies of the world by 2020.

In general, it is proposed to eliminate the unfavorable factors and solve the main problems of innovative development:

– create an effective national scientific and innovation system on the basis of a legislative framework that will streamline all relationships between subjects of scientific and innovative activity and stimulate demand for innovation;

– to develop an effective mechanism for the functioning of a technological corridor for the transformation of scientific knowledge into a commercial product: an idea - an innovative proposal - R & D - a prototype - a production - a market;

– provide enterprises that direct their own funds for scientific and technical activities, preferential terms for taxes;

– develop a strategic plan for scientific projects to ensure the link between fundamental, applied research and the processes of commercialization of their results;

– improve the quality of training of scientific and innovative personnel and create favorable conditions for their activities and development;

– create specialized high-tech zones;

– conduct systematic collection and processing of information that can be used to improve the decision-making process of scientific and innovation activities.

Thus, we see that due to the lack of effective and developed tools in the field of law, technology and scientific personnel, the overall state of socio-economic development is difficult to characterize as modernized, despite the opportunities and innovative achievements that Kazakhstan possesses.

Today it becomes evident that the service sector, understood in a broad sense – production services and services to the population, primarily high-tech services, can provide a significant increase in employment, both now and in the future. In France and the UK, it employs two-thirds of all employed, and in the United States, even more. Other developed countries in this indicator are also beginning to approach them. The production of services can become a "locomotive" of economic growth in the sense that they no longer play an additional, auxiliary role in relation to industry. ITT allows increasing the "exchange potential" of services, which in the past has been very limited and, thus, to expand the services market, which in its time occurred with the production of manufacturing industry. Consequently, the service sector (for example, software manufacturing enterprises) today is characterized by indicators similar to those found in traditional industrial production. True, they are more difficult to perceive, because they are associated with the production of intangible products. The service sector is increasingly enriched by new network solutions. Infrastructure is gradually emerging, methods are being developed for the application of new high-speed telecommunications systems capable of transmitting not only numbers and texts, but image and sound (multimedia). This discloses the content of a possible scenario for the next economic development cycle, when consumers will be offered new services, supplier companies will have access to global markets, and additional jobs will be created in the sphere of new activities. The economic development potential of information networks is extremely high, as they cover and change various spheres of human life: entertainment and commerce, finance and the media, education and medicine, postal communication, etc.

It should be noted that not all types of services are equally affected by ITT. It is great in the field of providing new financial and insurance services and services to companies where the "exchange potential" of services has increased substantially and their supply has expanded, and, consequently, employment. In the area of intermediate services (trade, transport and communications), the impact of ITT was more conducive to higher labor productivity than market expansion, and did not increase employment. Finally, in the field of social and personal services, which to a large extent determine the creation of new jobs in the tertiary sector, the possibilities of using ITT have so far been limited. In the future, they are likely to increase, especially in education, culture, science, vocational training and health care.

New jobs and network services. Today, ITT can make a decisive contribution to strengthening the relationship between productivity growth, output, investment and employment. New types of services, spreading through networks, are able to create a lot of jobs, which is confirmed by the practice of recent years.

According to expert estimates, in the US, the contribution of the information sector (information systems and telecommunications, mass media) to GDP will double in the next decade, which will lead to the creation of 3-5 million new jobs mainly in small and medium-sized innovative firms. Only around the Internet there are already about 400 thousand jobs. Japan, in turn, hopes to create 2.5 million jobs in the multimedia sector in the next 15 years, and 6 million to the EU countries.

The US experience refutes the widely held view that innovative processes reduce quality and worsen the content of labor, dividing labor into a "working aristocracy" - "those who know" - and the bulk of low-skilled workers. In fact, in the past decade a significant part of new jobs has been created in the tertiary sector of the economy, where workers perform the functions of managers, specialists, consultants and small entrepreneurs, often working part-time. For example, in enterprises producing software, with a high proportion of specialists in the number of employed in five years, 250 thousand new jobs were created, while in the manufacturing industry their number decreased by 116 thousand. In the financial services sector over the last ten years 80 thousand workplaces connected with rendering of traditional services have been liquidated, but 500 thousand workplaces have appeared in such new areas as management of securities and actives, service of credit cards. In the ITT sector, labor productivity "is not much different from the one that exists in Europe or the US", in the retail sector - 75-80% of the US. Therefore, much depends on the industry. The specificity of the Russian economy is that even within a single sector the productivity of different firms can differ at times. "We already have a lot of companies that work according to international standards, including, unfortunately, there are not so many of them. But we still have many inefficient firms that do not die and pull the rest of the economy down. "

It is necessary to assess the degree of modernization in terms of the depth of institutional transformations. Unemployment may well remain at the current level, but institutionally it will be another economy, with another banking system, with other antimonopoly regulation, and so on.

Therefore, we believe that modernization of the economic institutions of the labor market, increasing their effectiveness, should be one of the directions for modernizing the Russian economy. This applies, among other things, to the work of labor exchanges, bureau and employment services, and so on.

So, the modernization of the labor market is, first of all, the modernization of its main economic institutions, as well as infrastructure:

1. Modernization of workers' wages;
2. Modernization of workplaces of enterprises and firms;
3. Modernization of labor exchanges;
4. Modernization of state institutions of mediation in employment;
5. Modernization of the labor market infrastructure.

Modernization of the labor market includes the need to modernize the labor market infrastructure, which involves the creation of a developed housing market, necessary for migrations of labor, a developed market for educational services, which make it possible to migrate abroad with Russian diplomas, etc. For example, there is still no so-called "Russian" system in Russia. Continuous education, which has long been functioning in developed countries. As a result of this, workers who have reached retirement age can successfully compete with university graduates for their jobs in the event that they preserve their health and readiness to work at such a mature age (60 years or more).

In the modern economy of Russia, various "ancient" ways of adapting to the labor market have spread; they have become a kind of "visiting" card of the Russian labor market. It is part-time work and forced administrative leave, secondary employment and employment in the informal sector, wage delays and shadow wages, in-kind wages and the production of goods and services in the households of the population.

Conclusions. Untimely and hidden wages, incomplete and secondary employment have led to the personalization of labor relations between employees and employers, so that explicit labor contracts can give way to implicit contracts that distinguish informal labor relations.

At present, the process of reproduction of labor resources in the Republic of Kazakhstan has been violated. And this is expressed not only in the reduction of the number of population in the country, low birth rate, but in extremely low wages, which does not give an adequate return for work. But in order to grow healthy literate workers, an age-old tradition is needed. The inability to eat properly, dress, rest, develops, along with technological backwardness, which leads to a drop in productivity, intensity and quality of labor.

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ҚАЗАҚСТАН РЕСПУБЛИКАСЫНЫҢ ЕҢБЕК НАРЫҒЫНЫҢ ИННОВАЦИЯЛЫҚ ЭКОНОМИКА ШАРТТАРЫН ДАМЫТУ

Аннотация. Әлеуметтік-экономикалық дамудағы жедел прогрестің басты шарты жоғары, «серпінді» технологиялар, еңбек және басқаруды ұйымдастырудың жаңа формалары, алдыңғы қатарлы өнертабыстар мен ғылыми-техникалық прогрестің жетістіктеріне бағытталған тиімді инновациялық саясат болып табылады.

Түйін сөздер: инновация, бәсекелестік, инновациялық қызметтің тиімділігі, басқару шешімдері.

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РАЗВИТИЕ РЫНКА ТРУДА РЕСПУБЛИКИ КАЗАХСТАН В УСЛОВИЯХ ИННОВАЦИОННОЙ ЭКОНОМИКИ

Аннотация. Ключевым условием ускоренного прогресса в социально-экономическом развитии является эффективная инновационная политика, направленная на внедрение высоких, «прорывных» технологий, новых форм организации труда и управления, передовых изобретений и достижений научно-технического прогресса.

Ключевые слова: инновации, конкуренция, эффективность инновационная деятельность, управленческие решения.

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