

HUMAN CAPITAL IN AGRICULTURE OF KAZAKHSTAN: PRESENT DAY SITUATION

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Improving the agriculture competitiveness in modern conditions takes for Kazakhstan very important and essential because the agricultural sector is traditionally the main industry not only ensuring the country's food security and the sustainability of economic development, but which is one of the most important sources of human resources growth for all economic sectors: the share of rural population in the country is 45% [1].

Modern trends of economic development reflect the transformation the person role who is not only the goal of social production, but also an important resource for social and economic progress. Person becomes a significant factor and driving force of production, because it has the unique ability not only to play, but the "add new value" due to its physical and intellectual potential. If we turn to the experience of technologically developed countries, the transition to the knowledge economy is based primarily on a person's ability to innovate, saving traditional resources and reaping huge profits. In fact, competition in the global economy turns into a competition of new knowledge, the bearer of which is the man. This understanding of its role is growing worldwide and there is a gradual reversal policy towards the world strengthening and increasing human capacity through increasing investment in its quality.

Thus, human capital becomes the core axis around which revolve most of the other business transformation factors[2].

In the economic literature can find many definitions of the term "human capital". Let us consider the most common:

- Human capital is formed in as the investments result and accumulated human knowledge, skills, motivations, abilities and health, which contributes to higher productivity and income of this population (T. Schultz and G. Becker);
- Human capital (HC) - universal, independent component of the "production process", which provides additional value of the product and includes:
 - biological aspects (saving HC: demographics + health + activity);
 - the social aspect (the development of the CH: education + skills + social organization + initiative);
 - economic aspects (capitalization CH: systems of production and social institutions + infrastructure) (C. S. Efimov) [3].
- Human capital - intensive productive and social factor that accumulates experience by investing in intellectual property, information, equipment, labour and livelihoods, education, training, knowledge, innovation and institutional capacities, economic freedom, entrepreneurial

ability and entrepreneurial climate, science, culture and art, the safety and health of the population (Y. A. Korchagin) [4].

Thus, human capital appears as any other factor of production, require systematic investment, however, unlike other resources, are able to more added value. In the presented definitions of human capital acts as the economic development objective, and as the primary productive resource without which it is impossible for any reasonable activity in general.

The researchers also noted that it is necessary to distinguish such concepts as "human capital" and "labor". Labor resources - people, educated and uneducated, defining skilled and unskilled labor. Human capital - the concept is broader, as it includes in addition to labor resources accumulated investments (including their depreciation) in education, science, health, security, quality of life, in the tools of intellectual labor and the environment for effective functioning of the human capital.

At the present stage the dynamics of human capital development in the agrarian sector can be characterized as follows:

- there was an increase in the rural population on 421,73 thousand in 2013 compared to 2008, while the total population of Kazakhstan during the same period increased by 1589,29 thousand people (table 1);

- increased employment of the rural population in Kazakhstan on 100,30 thousand in 2013 compared to 2008, but at the same time led to a decline in the working population in agriculture, forestry and fisheries on 296,14 thousand people. These data suggest that the rural population is not engaged in traditional occupations, preferring other areas: trade, transport services, travel into the city for work (table 1). [5]

Table 1 - Indicators of human capital development in the agrarian sector of Kazakhstan (thousand tenge)

	2008	2009	2010	2011	2012	2013	The absolute increase in 2013 to 2008
The employed rural population	3 800,40	3 790,90	3 873,80	3 892,30	3 896,40	3 900,70	100,30
Employed population in agriculture, forestry and fisheries	2 369,70	2 326,40	2 294,90	2 196,10	2 174,10	2 073,56	-296,14
The rural population	7 305,57	7 319,45	7 383,66	7 466,70	7 545,97	7 727,30	421,73

The total population in Kazakhstan	15 572	15 982	16 203	16 440	16 673	17 161	1 589,29
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Source: compiled by the author based on [5]

The reduction of the employed population in the agricultural sector is influenced not only by the seasonality of agricultural work and difficult working conditions, but also unpredictable weather conditions that determine productivity and, ultimately, the farming profitability and its ability to extend the state of new employees.

Several other aspects of human capital development in agriculture in our country shows analysis of the data in the table 2, where you can observe during the study period the following trends:

- increase in the share of employees in agriculture (hunting and forestry) is 18.40 thousand people. This reflects the trend of increasing wage labour in the agricultural sector, which is the most rational decision in terms of inherent agriculture seasonality of work.
- reduction of the employed population in the peasant farms on 47,00 thousand people in Kazakhstan;
- reduction in self-employment in agriculture, forestry and fisheries on 281,20 thousand people;
- reduce the number of unemployed in agriculture, forestry and fisheries on 39,00 thousand people.

These changes are explained by the influence of such factors as a reduction in the farms number whose income is unstable and depends on climatic conditions, as well as their financial failure in updating technology and machinery. Ultimately, these reasons lead to an outflow of entrepreneurs and the workforce in general, from agriculture to other sectors of the economy where you can get a more stable income. In fact, we can talk about beginning the consolidation process of agricultural units, which allows them, on the basis on the concentration and centralization capital, to demonstrate greater efficiency and competitiveness. Hence the increase in the number of employees in the agricultural sector in the country.

Table 2 - Quantitative indicators of human capital development in the agrarian sector in Kazakhstan (thousand people)

							The absolute increase in 2013 to 2008	Relative growth 2013 to 2008
	2008	2009	2010	2011	2012	2013		
Employees in	676,	644	618	604	653,	694,4	18,40	1,0272

agriculture (hunting and forestry)	0	,2	,1	,8	2			2
Employed population in the peasant (farm)	387,3	325,0	322,2	328,6	347,4	340,3	-47,00	0,87865
Self-employed in agriculture (hunting and forestry)	1660,3	1649,1	1676,8	1591,3	1519,5	1379,10	-281,20	0,83063
Unemployed population by the last place of employment and categories in agriculture (hunting and forestry)	131,5	117,0	146,5	123,3	102	92,5	-39,00	0,70342

Source: compiled by the author based on [5]

The most important indicator, which characterizes economic development of human capital in agriculture, is remains wages. Based on statistical data source [5], we can see that there is a growth in the average nominal wage in agriculture over the last three years, with 44 986 tenge in 2011 to 58 304 tenge in 2013, that is, the absolute increase was 13 318 tenge. However, when compared with wages in other sectors of the economy, the agricultural sector remains the low-wage sector, which consequently leads to increased outflow of able-bodied population in the villages and the human capital flow in other economy sectors - construction, wholesale and retail trade, transportation and so on.

If we consider such forced urbanization of the rural population as a natural process inherent in many countries, Kazakhstan, in addition to the overpopulation problem in the cities, there is the problem of providing agricultural production highly qualified personnel. This is due to the fact that the agricultural sector remains a priority, not only tradition, but also due to global challenges such as food insecurity, growing social instability and other.

Thus, Kazakhstan raises the chance to take their unique food niche in the world market, placing the agricultural sector on the intensive type of reproduction through the development of cost-effective and resource-saving technologies, the modern equipment acquisition, soil fertility improvement. In turn, the modernization in the agricultural sector increases the degree of complexity and labour qualification in the agricultural organizations, thereby substantially increasing quality demands on human capital. In fact, with the transition to new technologies and technical equipment upgrading of agricultural production, on the one hand, will reduce the share low-skilled labor, on the other hand, will increase the demand for versatile development

In order to ensure a high level of human capital in the agricultural sector, in our view, it is necessary to develop and implement a comprehensive program covering all of its constituent elements: economic, cultural, moral, social, educational and other potentials. Priority should be economic resource, aimed to increase the farmer productivity by increasing motivation and incentives (wage tax and social benefits), including for farmers-entrepreneurs. Another important aspect

of the program should be forecast plan for the rural areas development of all regions in the country with regard to their natural potential and new economic realities of Kazakhstan's accession to the Eurasian Union, and in the future - the world trade organization. Supplemented these measures should improve the education quality of specialists for the agricultural sector.

References

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