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ВЕСТНИК

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В 2016 году для развития и улучшения качества жизни казахстанцев был создан частный Благотворительный фонд «Халык». За годы своей деятельности на реализацию благотворительных проектов в областях образования и науки, социальной защиты, культуры, здравоохранения и спорта, Фонд выделил более 45 миллиардов тенге.

Особое внимание Благотворительный фонд «Халык» уделяет образовательным программам, считая это направление одним из ключевых в своей деятельности. Оказывая поддержку отечественному образованию, Фонд вносит свой посильный вклад в развитие качественного образования в Казахстане. Тем самым способствуя росту числа людей, способных менять жизнь в стране к лучшему – профессионалов в различных сферах, потенциальных лидеров и «великих умов». Одной из значимых инициатив фонда «Халык» в образовательной сфере стал проект *Ozgeris powered by Halyk Fund* – первый в стране бизнес-инкубатор для учащихся 9-11 классов, который помогает развивать необходимые в современном мире предпринимательские навыки. Так, на содействие малому бизнесу школьников было выделено более 200 грантов. Для поддержки талантливых и мотивированных детей Фонд неоднократно выделял гранты на обучение в Международной школе «Мирас» и в *Astana IT University*, а также помог казахстанским школьникам принять участие в престижном конкурсе «*USTEM Robotics*» в США. Авторские работы в рамках проекта «Тәлімгер», которому Фонд оказал поддержку, легли в основу учебной программы, учебников и учебно-методических книг по предмету «Основы предпринимательства и бизнеса», преподаваемого в 10-11 классах казахстанских школ и колледжей.

Помимо помощи школьникам, учащимся колледжей и студентам Фонд считает важным внести свой вклад в повышение квалификации педагогов, совершенствование их знаний и навыков, поскольку именно они являются проводниками знаний будущих поколений казахстанцев. При поддержке Фонда «Халык» в южной столице был организован ежегодный городской конкурс педагогов «*Almaty Digital Ustaz*».

Важной инициативой стал реализуемый проект по обучению основам финансовой грамотности преподавателей из восьми областей Казахстана, что должно оказать существенное влияние на воспитание финансовой грамотности и предпринимательского мышления у нового поколения граждан страны.

Необходимую помощь Фонд «Халык» оказывает и тем, кто особенно остро в ней нуждается. В рамках социальной защиты населения активно проводится работа по поддержке детей, оставшихся без родителей, детей и взрослых из социально уязвимых слоев населения, людей с ограниченными

возможностями, а также обеспечению нуждающихся социальным жильем, строительству социально важных объектов, таких как детские сады, детские площадки и физкультурно-оздоровительные комплексы.

В копилку добрых дел Фонда «Халык» можно добавить оказание помощи детскому спорту, куда относится поддержка в развитии детского футбола и карате в нашей стране. Жизненно важную помощь Благотворительный фонд «Халык» оказал нашим соотечественникам во время недавней пандемии COVID-19. Тогда, в разгар тяжелой борьбы с коронавирусной инфекцией Фонд выделил свыше 11 миллиардов тенге на приобретение необходимого медицинского оборудования и дорогостоящих медицинских препаратов, автомобилей скорой медицинской помощи и средств защиты, адресную материальную помощь социально уязвимым слоям населения и денежные выплаты медицинским работникам.

В 2023 году наряду с другими проектами, нацеленными на повышение благосостояния казахстанских граждан Фонд решил уделить особое внимание науке, поскольку она является частью общественной культуры, а уровень ее развития определяет уровень развития государства.

Поддержка Фондом выпуска журналов Национальной Академии наук Республики Казахстан, которые входят в международные фонды Scopus и Wos и в которых публикуются статьи отечественных ученых, докторантов и магистрантов, а также научных сотрудников высших учебных заведений и научно-исследовательских институтов нашей страны является не менее значимым вкладом Фонда в развитие казахстанского общества.

С уважением, Благотворительный Фонд «Халык»!

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© **A.S. Ualtayeva**^{1*}, **F.K. Atabayeva**², **M.D. Ualtayev**³, 2023

¹Ch.Ch. Valikhanov Institute of History and Ethnology, Almaty. Kazakhstan;

²Center «Turan» University, Almaty. Kazakhstan;

³Institute of Economics, Almaty, Kazakhstan.

E-mail: altyn.lazzat@mail.ru

NEW FORMS OF EMPLOYMENT IN THE CONTEXT OF ECONOMIC TRANSFORMATION IN THE 1920S AND 2020S.

Ualtayeva Altyn Slamkaidar - Candidate of Historical Sciences, Associate Professor at the Ch.Ch. Valikhanov Institute of History and Ethnology, 050010. Almaty. Kazakhstan,
E-mail: altyn.lazzat@mail.ru, orcid.org/0000-0002-6058-6061;

Atabayeva Farida Kamieвна - Candidate of Pedagogical Sciences Professor of the Linguistic Training Center «Turan» University, 050010. Almaty. Kazakhstan.

E-mail: f.atabayeva@turan-edu.kz, orcid.org/0000-0003-3432-3089;

Ualtayev Mukhtar Dulatovich - PhD of the Institute of Economics CS MES RK, Almaty, Kazakhstan
E-mail: mukhtar_8282@list.ru.

Abstract. The article examines new forms of employment in the 1920s and 2020s in conjunction with the identification of the causes and prerequisites affecting these processes. In the territory of the Kazakh autonomy of the 1920s (until 1924, the Kyrgyz ASSR), forced industrialization, collectivization of agriculture, transformations in the field of culture, education and science were carried out, as well as throughout the Russian Federation. The historically formed not only socio-economic system was broken, but also the spiritual basis of the Kazakh society was destroyed. It was in these conditions that the first wave of terrible famine broke out, which with renewed vigor came to the steppe in the 1930s, taking away almost half of the population of the region. In such harsh conditions, new forms of employment began to form in agrarian Kazakhstan, mainly repurposing for industrial production. In 2020, the whole world and Kazakhstan were overtaken by COVID 19, the consequences of which affected the changes taking place in the socio-economic sphere, especially deepened in the process of overcoming the consequences, the de-standardization of existing forms and types of employment. New forms of employment

of the population in the conditions of the formation of a new technological way are a manifestation of the digital transformation of the economy and the impact of the COVID-19 pandemic.

Keywords: economy, employment, COVID 19, Kazakhstan, digital transformation economy

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¹ Ш.Ш. Уәлиханов атындағы Тарих және этнология институты, Алматы, Қазақстан;

² Тұран Университеті, 050010. Алматы, Қазақстан;

³ ҚР БҒМ ҒК Экономика институты, Алматы, Қазақстан.

1920 ЖӘНЕ 2020 ЖЫЛДАРДАҒЫ ЭКОНОМИКАЛЫҚ ТРАНСФОРМАЦИЯ ЖАҒДАЙЫНДАҒЫ ЖҰМЫСТЫҢ ЖАҢА ФОРМАЛАРЫ

*Уалтаева Алтын Слямқайдаровна - тарих ғылымдарының кандидаты, Ш.Ш. Уәлиханов атындағы Тарих және этнология институтының қауымдастырылған профессоры, 050010. Алматы, Қазақстан, e-mail: altyn.lazzat@mail.ru ORCID 0000-0002-6058-6061;

Атабаева Фарида Камиевна - педагогика ғылымдарының кандидаты, Лингвистикалық дайындық орталығының профессоры «Тұран» Университеті, 050010. Алматы, Қазақстан, e-mail: f.atabayeva@turan-edu.kz ORCID ID: 0000-0003-3432-3089

Уалтаев Мухтар Дулатович - ҚР БҒМ ҒК Экономика институтының PhD докторанты, Алматы, Қазақстан, e-mail: mukhtar_8282@list.ru

Аннотация. Мақалада 1920 және 2020 жылдардағы жұмыспен қамтудың жаңа нысандары осы процестерге әсер ететін себептер мен алғышарттарды анықтаумен салыстыра отырып қарастырылған. 1920 жылдары Қазақ автономиясының аумағында (1924 жылға дейін Қырғыз АСКР-ы), сондай-ақ бүкіл Ресей Федерациясында үдемелі индустрияландыру, ауыл шаруашылығын ұжымдастыру, мәдениет, білім және ғылым салаларында қайта құрулар жүргізілді. Тарихи қалыптасқан әлеуметтік-экономикалық жүйе ғана бұзылып қоймай, қазақ қоғамының рухани іргетасы да жойылды. Дәл осы жағдайда, 1930 жылдары далаға жаңа күшпен келген сұмдық аштықтың бірінші толқыны басталып, облыс халқының жартысына жуығын алып кетті. Осындай ауыр жағдайларда, Аграрлық Қазақстанда негізінен өнеркәсіп өндірісі үшін қайта профильдейтін жұмыспен қамтудың жаңа нысандары қалыптаса бастады.

2020 жылы бүкіл әлемді және Қазақстанды COVID 19 жаулап алды, оның салдары әлеуметтік-экономикалық салада болып жатқан өзгерістерге, әсіресе тереңдетілген салдарын еңсеру процесіне, жұмыспен қамтудың

қолданыстағы нысандары мен түрлерін стандартсыздандыруға әсер етті. Жаңа технологиялық тәртіпті қалыптастыру жағдайында жұмыспен қамтудың жаңа нысандары экономиканың цифрлық трансформациясының және COVID-19 пандемиясының әсерінің көрінісі болып табылады.

Түйін сөздер: экономика, жұмыспен қамту, COVID 19, Қазақстан, цифрлық экономика.

© А.С. Уалтаева^{1*}, Ф.К. Атабаева², М.Д. Уалтаев³

¹Институт истории и этнологии им. Ч.Ч. Валиханова, Алматы, Казахстан;

²Университет «Туран», Казахстан;

³Институт экономики КН МОН РК

НОВЫЕ ФОРМЫ ЗАНЯТОСТИ В КОНТЕКСТЕ ТРАНСФОРМАЦИИ ЭКОНОМИКИ В 1920 -Е И 2020-Е ГОДЫ.

Уалтаева Алтын Слямқайдаровна - кандидат исторических наук, ассоциированный профессор Института истории и этнологии им. Ч.Ч. Валиханова, 050010 Алматы Казахстан, e-mail: altn.lazzat@mail.ru ORCID 0000-0002-6058-6061;

Атабаева Фарида Камиевна - кандидат педагогических наук, профессор Центра лингвистической подготовки университета «Туран», 050010 Алматы Казахстан, e-mail: f.atabayeva@turana-edu.kz ORCID ID: 0000-0003-3432-3089

Уалтаев Мухтар Дулатович - PhD докторант Института экономики КН МОН РК, г. Алматы, Республика Казахстан, e-mail: mukhtar_8282@list.ru

Аннотация. В статье рассматриваются новые формы занятости в 1920-е и 2020-е годы в сопоставлении с выявлением причин и предпосылок влияющих на эти процессы.

На территории Казахской автономии 1920-е годы (до 1924 года Киргизская АССР) проводились, как и по всей Российской Федерации форсированная индустриализация, коллективизация сельского хозяйства, преобразования в области культуры, образования и науки. Ломалась исторически сложившаяся не только социально-экономическая система, но и уничтожалась духовная основа казахского общества. Именно в этих условиях, разразилась первая волна страшного голода, которая с новой силой пришла в степь в 1930-е годы, забрав почти половину населения края. В таких жесточайших условиях в аграрном Казахстане стали формироваться новые формы занятости, в основном перепрофилирующиеся на промышленное производство.

В 2020 годы весь мир и Казахстан настиг COVID 19, последствия которого повлияли на изменения, происходящие в социально-экономической сфере, особенно углубившиеся в процессе преодоления последствий, дестандартизацию имеющихся форм и видов занятости. Новые форм занятости населения в условиях становления нового технологического уклада являются проявлением цифровой трансформации экономики и влиянием пандемии COVID-19.

Ключевые слова: экономика, занятость, COVID 19, Казахстан, цифровая экономика.

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Introduction

A hundred years ago, a newly formed country was at the stage of building a new state, society, economy and culture. Kazakhstan, which became part of this state, has undergone all the changes in the socio-economic and political structure.

The new policy of the totalitarian regime in Kazakhstan accompanied the innovative policy of industrialization with confiscation of farms, collectivization by dispossession and resettlement of wealthy peasants and Kazakh sharua (peasant) simultaneous transition of Kazakhs to settlement, political repression.

These tragic events brought a socio-economic and demographic catastrophe to the people of Kazakhstan.

At the same time, there was a rapid industrial and railway construction, the elimination of illiteracy, which contributed to the need to master new specialties, increase the level of education.

The impetus for professional growth was the beginning of the construction of new industrial enterprises, the development of the richest mineral deposits, roads and especially railways.

Gradually, the demand for new industrial forms of employment forced young people to migrate from rural areas to rapidly developing cities and urban-type settlements. Innovative conditions of interaction in the labor market are formed, the modern problem of the formation of new forms and types of employment, the causes of economic and social prerequisites are investigated. The characteristics of the labor market participants are given and the ways and methods of new comfortable and effective platform types of employment are predicted, which will contribute to the development and progress of the economy in the conditions of today's evidence.

The relevance of the conducted research consists in comparing the socio-economic necessity of the emergence of new forms of employment, forcing people to move away from their usual work and master new professions and their forms that are necessary and demanded by time.

The purpose of the study is to consider the little-studied aspects of new forms of employment in the conditions of changing socio-economic system or global Catholicism, to determine the prospects for their development. It is shown that the spread of new forms of employment of the population in the conditions of the formation of a new technological way is a manifestation of the digital transformation of the economy and at the same time acts as a response to the economic crisis caused by the obsolescence of industries of outgoing ways due to the gradual exhaustion of their effectiveness, and recently also the impact of the COVID-19 pandemic. At

the same time, the introduction of new elements of employment into the system of social and labor relations does not eliminate the contradictions of their participants that arose earlier, but it provides a more dynamic development of the labor market and increases the adaptive potential of employees. In the 20s of the XXI century, as well as a hundred years ago, new forms of employment, but already based on information and communication technologies, are becoming widespread. During the period when the world froze from COVID 19, in the Republic of Kazakhstan, as in all countries, new types of self-employed - freelancers who choose remote work and part-time work (New types of self-employed, 2020: 8).

However, in recent years, special attention in the economy has been paid to platform employment - a new direction of interaction between participants in social and labor relations.

Global catholicisms and causes that are not protected from a person change not only the types and forms of employment, but also contribute to the improvement of education, the development of itellect and change not only the person himself, but also society as a whole, not in a single country, as it was in the Kazakh autonomy, but the world as a whole at the present stage.

Materials and methods

In accordance with the provisions of the European Fund for the Improvement of Living and Working Conditions (Eurofound), platform employment is defined as employment with the introduction of a digital platform that provides participants with full access to the subjects of the platform to achieve the goals set by the platform participants on a gratuitous and paid basis (Bobkov, 2020: 6-15).

A wide range of methods of scientific cognition is used in economic science. Methods such as the method of scientific abstraction, analysis and synthesis, historical and logical, empirical, mathematical and statistical methods, economic experiment, etc. are actively used.

The authors used the method of scientific abstraction in the study of forms of employment, distracting from secondary aspects and phenomena, trying to identify what is essential and repeats in them. Abstract presupposition helped to reveal the reasons for the emergence of new forms of employment, causes, essence, and led to the formation of logical concepts. This formed the basis for understanding the full real economic reality in its development.

In the process of research, scientific categories, forms of awareness of economic phenomena, reflected in concepts, were formed. Such categories are demand, supply on the labor market, wages, and many others.

The method of induction moved to conclusions from particular to general, deduction - reasoning, based on the movement of thought from general provisions to particular definitions.

On the basis of synthesis, methods based on combining the components and restoring a single holistic picture have been studied.

An important place in the study of economic phenomena and processes is occupied by historical and logical methods. The authors consider the forms of the emergence

of new forms of employment in historical retrospect, are not opposed to each other, but are considered in unity, since historically the starting point of the study coincides with the starting point of logical research.

Using the historical method, economic theory explores economic processes and phenomena in the sequence in which they arose, developed and were replaced by one another in life itself. This approach allows you to concretely and clearly present all the features of various economic systems.

The specificity of economics as a social science is also manifested in the fact that, unlike exact disciplines, it is very difficult to conduct an experiment in it that confirms or refutes theoretical constructions. The economic model is based on information about the course of economic processes. By establishing causal relationships, the model makes it possible to explain the observed result.

In historiography, literature is still valuable, which explores the interrelation and interdependence of economic and social processes. Although it is not possible to agree with all the provisions of Soviet literature at the present time, it is also impossible to deny the interdependence of the above processes. As an example of such an approach to the development of the problem, we will name the works of A.Ya. Kvasha (Kvasha, 1974.: 268), T.N. Medvedeva (Medvedeva, 1978: 202), etc.

The monograph of M.H. Assylbekov and A.B. Galiev "Socio-demographic processes in Kazakhstan (1917-1980)" was published from the perspective of a new conceptual approach and modern theoretical and methodological positions of the analysis of demographic processes (Asylbekov, 1991: 185 p).

The authors consider the socio-demographic development of the republic against the background of socio-economic and political changes in the USSR as an integral and multifaceted process.

The study of forms of employment in the early years of Soviet power is contained in the works of historians who studied the socio-economic development of society. A.N. Nussupbekov's research "Formation and development of the Soviet working class in Kazakhstan (1917-1940)" (Nusupbekov, 1966: 241), G.F. Dahshleiger, K.N. Nurpeissof "The History of the peasantry of Soviet Kazakhstan" (Dahshleiger, 1985: 247), M.H. Asylbekov, S.B. Nurmukhamedov, N.G. Pan "The growth of industrial cadres of the working class in Kazakhstan (1945-1965)" (Asylbekov, 1976: 272). Over a long historical period, changes in the number and structure of workers and intellectuals in the republic, by industry, have been traced.

Modern forms of employment are of scientific interest today not only to economists, but also to psychologists, sociologists, mathematicians, IT specialists, etc. The study of economic experiments on the labor market at the micro level is associated with the activities of R. Owen, P.J. Proudhon, F. Taylor, G. Ford, and at the macro level - with the names of J.M. Keynes and M. Friedman (Friedman, 2006).

Research results

The social structure of the population of Kazakhstan in the 1920s reflected the results of forced industrialization, forced collectivization of agriculture and cultural transformations carried out by the Soviet government. The multi-layered economy

was replaced by a planned national economy with a single socialist property. A complex social structure with numerous classes, social strata and groups was replaced by a new, almost homogeneous structure with two classes of workers and collective farm peasants with a layer of intellectuals or employees.

Gradually, new specialties and types of employment in the field of industry increased in the Karaganda, Semipalatinsk, East Kazakhstan regions. In other areas, the proportion of workers was low, especially in Kyzyl-Orda, South Kazakhstan regions.

There was a new type of employed – employees, who mainly concentrated in Almaty and industrially developing regions.

Ordinary peasants and Kazakh sharua mastered a new employment – a collective farmer. The largest number of which were in densely populated regions of Kazakhstan - South Kazakhstan, profiled for agriculture in North Kazakhstan, especially the Kostanay, West Kazakhstan regions. Accordingly, in industrially developing countries, the number of people employed in industry, transport, construction grew, and where land was collectivized extensively, agricultural specialties.

The social structure of Kazakhstan, due to the all-Union, differed from other republics only in the different ratio of the specific weight of two classes: workers and collective farmers, as well as employees.

The distribution of workers, collective farmers and employees by branches of the economy was also predetermined by the situation that had traditionally developed in the Soviet Union: workers prevailed in industrial branches of labor, there were significantly more than half of them employed in some areas of public service, where workers of various professions were required; employees prevailed in state institutions and other areas of public service, and peasants – collective farmers – in agriculture. There were employees in state institutions, party and public organizations, in education, science, art and press, trade and public catering, housing and communal services.

Men predominated among the employed population, the proportion of women was relatively high in healthcare, enlightenment, also in agriculture, in collective farms (Assylbekov, 2001: 15-16).

In due to the coronavirus, there have been dramatic changes in the employment of the world's population. It is impossible to consider these processes in isolation and take only modern Kazakhstan. It is necessary to investigate these processes on a global scale, unlike those that took place within the borders of one country in the 1920s.

Let's analyze a new form of remote employment, which initially involves the identification of factors that determine the formation processes. Experts in this field identify a number of factors that contributed to the formation and development of remote labor relations. These include, in particular, technological, psychological, social factors, intra-organizational capabilities of enterprises and the general state of the country's economy.

In this part, the approach of M.V. Ludanik, who was engaged in the study of

factors and conditions that influenced the formation and spread of a new form of employment, is interesting. She identified and analyzed three main prerequisites that have a direct impact on the dynamic development of remote employment in the labor market, namely: technological, socio-economic, institutional (Ludanik, 2021: 48-167).

The technological prerequisite for the emergence of remote employment is interrelated with such factors as:

- development of communication technologies;
- creation of a global Internet network space;
- development of the electronic labor market.

Each of these factors is an important component in determining the level of development of distance employment and its characteristics and, accordingly, are conditioned by an objective process of technical and technological transformations, since the use of telecommunications within the framework of labor relations can be realized only if there are appropriate technological capabilities.

Special attention has been paid to platform employment - a new direction of interaction between participants in social and labor relations.

In accordance with the provisions of the European Fund for the Improvement of Living and Working Conditions (Eurofound), platform employment is defined as employment with the introduction of a digital platform that provides participants with full access to the subjects of the platform to achieve the goals set by the platform participants on a gratuitous and paid basis (Bobkov, 2020: 6-15).

The following characteristics of these concepts can be distinguished:

- paid work organized through a digital platform;
- the presence of at least three parties: employee, platform, employer;
- the service is available on request;
- monetary remuneration for the service rendered or the work performed;
- the performer independently provides himself with work items and a workplace;
- the platform does not affect the timing and timing of the provision of services.

Access to online platforms is the main component for ensuring the activities of labor digital platforms. These platforms provide interaction between an employee and an employer, respectively, platform employment can be interpreted as the provision of services and works by an employee through a platform from the owner of this platform and under his control (Mirzabalayeva, 2020: 1117-1134).

So why is platform employment a trend in the labor market amid the rapid introduction of digital platforms. The fact is that the development of certain drivers has become widespread in the socio-economic sphere, namely:

1. Ubiquitous digitalization and computerization, the result of which is the acquisition of new knowledge, skills, innovative ways of production and consumption, distribution and logistics, as a result of close interaction of man and technology, as well as the creation of cyber-physical systems, which makes labor productivity effective.

2. An educational revolution that includes the widespread use of ICT in teaching

and allows using the potential of the economy based on current knowledge. The potential of human intelligence equipped with ICT is being enhanced in order to preserve the manageability of socio-natural systems at each of the levels of human activity.

3. An unprecedented increase in the connectivity of labor markets, economies and societies, which make it possible to achieve significant productivity growth with the introduction of ICT and distribute employment from among the widest number of workers compared to the traditional boundaries of the age of the workforce, including among younger and older categories of workers, regardless of their place of residence and ordinary work modes associated with standard employment.

4. Demographic challenges: the aging of citizens, the increase in the number of working women, the premature entry into the labor market of the “digital generation” of children and the younger generation, etc., which determine the need for platform employment.

5. The presence in the states of huge sectors of the shadow economy, encouraging employers and employees to use the opportunities of platform employment in order to legalize their activities.

6. The interest of business and capitalist countries in the use of digital, including platform, technologies to increase profits due to new forms of exploitation of workers - unstable employment, which includes online outsourcing, offshoring, disruption of work, life balance, etc.

Due to the spread of digital platforms, the number of precariates is inevitably growing. The precariat is a rapidly growing class of inhabitants of our planet living in circumstances of insecurity, working under zero-hour contracts, regularly changing their place of work. Couriers, taxi drivers, security guards in the mall, waiters, cleaners – they are all representatives of the precariat, who are deprived of many rights (social, civil, economic, cultural, political). But from year to year there are more and more precariums [Tartakovskaya, 2016: 15-26].

The new growing category is often ignored by politicians and economists. For employers, zero-hour contracts are a great opportunity to outsource responsibility for an employee.

According to international experts, more than 85 million jobs will be automated worldwide in the coming years.

Mobile applications began to replace dispatchers and call center operators, which increased the rate of acceptance/implementation of applications by 10 times. Delivery couriers and taxi drivers have remained quite popular even after quarantine restrictions, and the need for them has not stopped until now. As a result of the closure of office premises in large cities, a huge number of freelancers (IT, journalism, design, etc.) appeared. Physical presence in the office is no longer a prerequisite for doing business.

The increasing importance of the precariat was not spared by the Head of State of Kazakhstan Kassym-Jomart Tokayev in his last Message to the people – “Total digitalization has led to new forms of employment based on Internet platforms.

Taxi drivers, couriers and others are vivid examples of this. This sphere needs the assistance of the state from the point of view of social and medical insurance, pension provision, taxation” Tokayev said (Tokayev, 2023).

Since the independence of Kazakhstan, there has been an incorrect approach to the transformation of the economy, which has led to a decrease in production volumes in almost all sectors and reduced the real incomes of the population.

According to the Statistics Committee of the Ministry of National Economy of the Republic of Kazakhstan, Zhambyl, Turkestan and Mangistau regions have the highest level of poverty. Thus, it can be concluded that wages are lower in agricultural areas. It is difficult to find a job on the periphery, and retraining courses require time and material costs, so they flood megacities.

According to the first National Report on the labor market of Kazakhstan in 2020, 14% of the population of Kazakhstan had informal employment (1,226,565 people).

In the UK, the number of people working under a zero-hours contract increased 5-fold between 2007 and 2020 (World Development Report, 2019: 130).

Employees working in the company depend on their superiors, for example, the former telecommunications giant France Telecom pointed to a sudden surge in suicides among its employees, despite a stable job and income. It turned out that the top management introduced a reform: a policy of irregular movement of employees from one job to another. This creates uncertainty under pressure.

And you can also notice the security in the labor market. Someone may have a reliable job guarantee, but he knows that for workers, in a digital platform, a favorable schedule and payment rate are considered: a taxi driver has the opportunity to accept an application through a service that is comfortable for him, in the case of another customer with higher rates, choose the offer that he decides to provide. Freelancers have the opportunity to build on their preferences, rely on their schedule and wishes. And all this is able with one click in a fraction of a second.

However, there are also pitfalls, which were outlined by the president of the Center for the Development of Human Resources Daulet Argandykov. “The characteristic features of precarial relations, understood in the broad sense of the word, are: lack of stable employment (employment relations can be terminated by the employer at any time), guarantees and security, professional identity, low level and delays in payment of wages, lack of life prospects, rigidity of social elevators, etc. Precarization processes significantly transform social relations in Kazakhstan” Argandykov says (Argandykov, 2021).

Couriers and taxi drivers are dissatisfied with the high level of labor intensity and stress at work, the chaos of working hours and the need to work beyond the established working hours. Most workers are afraid for their health because of work.

Employment on the basis of Internet platforms is a dynamically developing flexible work format that can perform the functions of both the main and additional place of work.

Daulet Argandykov outlined the following advantages of the Internet platform: low entry level, few barriers, freedom of choice of work schedule.

The number of precariums is growing, and will increase in the future. The downside of this flexibility and platform employment, especially when it is considered the only source of income, is the lack of access to traditional guarantees that allow you to protect health and well-being.

Consequently, there are risks, for example: uncertain employment status; cases of non-payment of wages for work performed; increased workload, blurring the line between personal life and work, leading to stress and fatigue; low prospects for professional development; lack of social protection provided for by the legislation on standard employment.

Therefore, there is a question of regulating platform employment, determining its place in the system of labor and civil law legislation, as well as the development of legislation on self-employment.” The world experience is differs here. In America, platforms are not yet regulated and supported. China, on the contrary, has developed a detailed strategy for the development of the digital economy, including the platform. There, the state has even created arbitration courts – special online tools on large platforms to resolve unresolved disputes between the parties. It seems that Kazakhstan needs a middle way. We cannot do without regulation at all, because platforms are something new for us: here we need to create a lot of rules of the game and learn how to follow them. But full adjustment is hardly necessary. Platforms are valuable as market mechanisms and as a kind of job fairs. But there is something to work on and work on.

According to experts, there is currently no functional method for solving precariat issues. To date, there is no universal normative definition of platform employment in international practice. Only some countries (India, Colombia), and then it’s more about judicial decisions. There is another side – technical. It is planned to create a freelance platform, this will go together with regulatory and legal activities.

The increase in the precariat creates instability in society. Its internal divisions lead to accusations against migrants and other vulnerable groups, and some of the precarii are at risk of political extremism.

The 2nd Industrial Revolution gave birth to the proletariat, which multiplied and increasingly signified its importance. However, the proletarians had to travel a long way before they were heard. The 3rd Industrial Revolution has the opportunity to involve the newest class that can change the world.

A secure income, considerable work and social well-being are the foundations on which capitalism stood in the last century. The current desire of people to avoid such things as long-term contracts, imposing loyalty, binding to the workplace, shows that the concept, which is based on basic income, is becoming the main one for many workers.

Thus, the formation of platform employment occurs in difficult economic and social conditions. Labor market participants need to work to ensure that the platform type of employment is comfortable and effective. And the country needs to take into account all the trends and practices of platform employment in order to create such ‘rules of the game’ in the future that would contribute not to slowing down and going ‘into the shadows’, but to the progress of the economy in the conditions of evidence.

Conclusion

Thus, global objective reasons may become factors of the development of new forms of employment. For example, in the 1920s, the consequences of the change of one socio-political system to another, the forcible implementation of reforms that broke the foundations of society as a whole and one person in particular. In the 2020s, the world pandemic, epidemic, coronavirus infection COVID-19, when the world economy froze, but the emergence of new innovative forms of employment based on the scientific progress that humanity has achieved over a hundred years, contributed to the fact that labor activity did not stop.

Since 2020, the remote format of work has been forcibly introduced into the activities of many different enterprises both around the world and in Kazakhstan. External circumstances made it necessary to comply with the self-isolation regime, caused a “forced experiment” to switch to a remote format of work in those industries and organizations where it was possible, as the only solution for functioning in the prevailing conditions. Based on the results of the experience of using remote work during the post-pandemic period, it can be concluded that there is a tendency to increase the number of people employed remotely, as well as the development of the legal field in the field of remote labor relations, which is marked by innovations in labor legislation. The post-pandemic period demonstrates the further development of forms of remote work, including its combined forms, and the expansion of its scope of application.

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