

ISSN 2224-5294

ҚАЗАҚСТАН РЕСПУБЛИКАСЫ  
ҰЛТТЫҚ ҒЫЛЫМ АКАДЕМИЯСЫНЫҢ

АБАЙ АТЫНДАҒЫ ҚАЗАҚ ҰЛТТЫҚ  
ПЕДАГОГИКАЛЫҚ УНИВЕРСИТЕТІНІҢ

# Х А Б А Р Л А Р Ы

## ИЗВЕСТИЯ

НАЦИОНАЛЬНОЙ АКАДЕМИИ НАУК  
РЕСПУБЛИКИ КАЗАХСТАН

КАЗАХСКИЙ НАЦИОНАЛЬНЫЙ  
ПЕДАГОГИЧЕСКИЙ УНИВЕРСИТЕТ ИМ. АБАЯ

## NEWS

OF THE NATIONAL ACADEMY OF SCIENCES  
OF THE REPUBLIC OF KAZAKHSTAN

ABAY KAZAKH NATIONAL  
PEDAGOGICAL UNIVERSITY

ҚОҒАМДЫҚ ЖӘНЕ ГУМАНИТАРЛЫҚ  
ҒЫЛЫМДАР СЕРИЯСЫ



СЕРИЯ ОБЩЕСТВЕННЫХ  
И ГУМАНИТАРНЫХ НАУК



SERIES OF SOCIAL AND HUMAN SCIENCES

### 3 (319)

МАМЫР – МАУСЫМ 2018 ж.

МАЙ – ИЮНЬ 2018 г.

MAY – JUNE 2018

1962 ЖЫЛДЫҢ ҚАҢТАР АЙЫНАН ШЫҒА БАСТАҒАН  
ИЗДАЕТСЯ С ЯНВАРЯ 1962 ГОДА  
PUBLISHED SINCE JANUARY 1962

ЖЫЛЫНА 6 РЕТ ШЫҒАДЫ  
ВЫХОДИТ 6 РАЗ В ГОД  
PUBLISHED 6 TIMES A YEAR

Б а с р е д а к т о р

ҚР ҰҒА құрметті мүшесі  
**Балықбаев Т.О.**

Р е д а к ц и я а л қ а с ы :

экон. ғ. докторы, проф., ҚР ҰҒА академигі **Баймұратов У.Б.**; тарих ғ. докторы, проф., ҚР ҰҒА академигі **Байпақов К.М.**; филос. ғ. докторы, проф., ҚР ҰҒА академигі **Есім Г.Е.**; фил. ғ. докторы, проф., ҚР ҰҒА академигі **Қирабаев С.С.**; эк. ғ. докторы, проф., ҚР ҰҒА академигі **Қошанов А.К.**; эк. ғ. докторы, проф., ҚР ҰҒА академигі **Нәрібаев К.Н.** (бас редактордың орынбасары); филос. ғ. докторы, проф., ҚР ҰҒА академигі **Нысанбаев А.Н.**; заң ғ. докторы, проф., ҚР ҰҒА академигі **Сәбікенов С.Н.**; заң ғ. докторы, проф., ҚР ҰҒА академигі **Сүлейменов М.К.**; эк. ғ. докторы, проф., ҚР ҰҒА академигі **Сатыбалдин С.С.**; тарих ғ. докторы, проф., ҚР ҰҒА академик **Әбжанов Х.М.**; тарих ғ. докторы, проф., ҚР ҰҒА корр. мүшесі **Әбусейтова М.Х.**; тарих ғ. докторы, проф., ҚР ҰҒА академик **Байтанаев Б.А.**; филол. ғ. докторы, проф., ҚР ҰҒА корр. мүшесі **Жақып Б.А.**; фил. ғ. докторы, проф., академик НАН РК **Қалижанов У.К.**; филол. ғ. докторы, проф., ҚР ҰҒА академик **Қамзабекұлы Д.**; тарих ғ. докторы, проф., ҚР ҰҒА академик **Қожамжарова Д.П.**; тарих ғ. докторы, проф., ҚР ҰҒА академик **Қойгелдиев М.К.**; фил. ғ. докторы, проф., ҚР ҰҒА корр. мүшесі **Құрманбайұлы Ш.**; тарих ғ. докторы, проф., ҚР ҰҒА корр. мүшесі **Таймағанбетов Ж.К.**; социол. ғ. докторы, проф., ҚР ҰҒА корр. мүшесі **Шәукенова З.К.**; фил. ғ. докторы, проф., ҚР ҰҒА корр. мүшесі **Дербісәлі А.**; саяси. ғ. докторы, проф., **Бижанов А.К.**, тарих ғ. докторы, проф., **Кабульдинов З.Е.**; фил. ғ. докторы, проф., ҚР ҰҒА корр. мүшесі **Қажыбек Е.З.**

Р е д а к ц и я к е ң е с і :

Молдова Республикасының ҰҒА академигі **Белостечник Г.** (Молдова); Әзірбайжан ҰҒА академигі **Велиханлы Н.** (Азербайджан); Тәжікстан ҰҒА академигі **Назаров Т.Н.** (Тәжікстан); Молдова Республикасының ҰҒА академигі **Рошка А.** (Молдова); Молдова Республикасының ҰҒА академигі **Руснак Г.** (Молдова); Әзірбайжан ҰҒА корр. мүшесі **Муратов Ш.** (Әзірбайжан); Әзірбайжан ҰҒА корр. мүшесі **Сафарова З.** (Әзірбайжан); э. ғ. д., проф. **Василенко В.Н.** (Украина); заң ғ. докт., проф. **Устименко В.А.** (Украина)

**«Қазақстан Республикасы Ұлттық ғылым академиясының Хабарлары. Қоғамдық және гуманитарлық ғылымдар сериясы». ISSN 2224-5294**

Меншіктенуші: «Қазақстан Республикасының Ұлттық ғылым академиясы» РҚБ (Алматы қ.)

Қазақстан республикасының Мәдениет пен ақпарат министрлігінің Ақпарат және мұрағат комитетінде 30.04.2010 ж. берілген № **10894-Ж** мерзімдік басылым тіркеуіне қойылу туралы куәлік

Мерзімділігі: жылына 6 рет.

Тиражы: 500 дана.

Редакцияның мекенжайы: 050010, Алматы қ., Шевченко көш., 28, 219 бөл., 220, тел.: 272-13-19, 272-13-18, <http://nauka-nanrk.kz>, [social-human.kz](http://social-human.kz)

---

© Қазақстан Республикасының Ұлттық ғылым академиясы, 2018

Типографияның мекенжайы: «Аруна» ЖК, Алматы қ., Муратбаева көш., 75.

Главный редактор

Почетный член НАН РК

**Т.О. Балыкбаев**

Редакционная коллегия:

докт. экон. н., проф., академик НАН РК **У.Б. Баймуратов**; докт. ист. н., проф., академик НАН РК **К.М. Байпаков**; докт. филос. н., проф., академик НАН РК **Г.Е. Есим**; докт. фил. н., проф., академик НАН РК **С.С. Кирабаев**; докт. экон. н., проф., академик НАН РК **А.К. Кошанов**; докт. экон. н., проф., академик НАН РК **К.Н. Нармбаев** (заместитель главного редактора); докт. филос. н., проф., академик НАН РК **А.Н. Нысанбаев**; докт. юр. н., проф., академик НАН РК **С.Н. Сабиткенов**; докт. юр. н., проф., академик НАН РК **М.К. Сулейменов**; докт. экон. н., проф., академик НАН РК **С.С. Сатубалдин**; докт. ист. н., проф., академик НАН РК **Х.М. Абжанов**; докт. ист. н., проф., чл.-корр. НАН РК **М.Х. Абусейтова**; докт. ист. н., проф., академик НАН РК **Б.А. Байтанаев**; докт. фил. н., проф., чл.-корр. НАН РК **Б.А. Жакып**; докт. фиол. н., проф., академик НАН РК **У.К. Калижанов**; докт. фил. н., проф., академик НАН РК **Д. Камзабекулы**; докт. ист. н., проф., академик НАН РК **Д.П. Кожамжарова**; докт. ист. н., проф., академик НАН РК **М.К. Койгельдиев**; докт. фил. н., проф., чл.-корр. НАН РК **Ш. Курманбайулы**; докт. ист. н., проф., чл.-корр. НАН РК **Ж.К. Таймаганбетов**; докт. социол. н., проф., чл.-корр. НАН РК **З.К. Шаукенова**; д. фил. н., проф., чл.-корр. НАН РК **А. Дербисали**; доктор политических наук, проф., **Бижанов А.К.**; доктор ист. наук, проф., **Кабульдинов З.Е.**; доктор фил. н., проф., член-корр. НАН РК **Қажыбек Е.З.**

Редакционный совет

академик НАН Республики Молдова **Г. Белостечник** (Молдова); академик НАН Азербайджанской Республики **Н. Велиханлы** (Азербайджан); академик НАН Республики Таджикистан **Т.Н. Назаров** (Таджикистан); академик НАН Республики Молдова **А. Рошка** (Молдова); академик НАН Республики Молдова **Г. Руснак** (Молдова); чл.-корр. НАН Азербайджанской Республики **Ш. Мурадов** (Азербайджан), член-корр. НАН Азербайджанской Республики **З.Сафарова** (Азербайджан); д. э. н., проф. **В.Н. Василенко** (Украина); д.ю.н., проф. **В.А. Устименко** (Украина)

**Известия Национальной академии наук Республики Казахстан. Серия общественных и гуманитарных наук. ISSN 2224-5294**

Собственник: РОО «Национальная академия наук Республики Казахстан» (г. Алматы)

Свидетельство о постановке на учет периодического печатного издания в Комитете информации и архивов

Министерства культуры и информации Республики Казахстан № 10894-Ж, выданное 30.04.2010 г.

Периодичность 6 раз в год

Тираж: 500 экземпляров

Адрес редакции: 050010, г. Алматы, ул. Шевченко, 28, ком. 219, 220, тел. 272-13-19, 272-13-18,

[www.nauka-nanrk.kz](http://www.nauka-nanrk.kz) / [social-human.kz](http://social-human.kz)

---

© Национальная академия наук Республики Казахстан, 2018 г.

Адрес типографии: ИП «Аруна», г. Алматы, ул. Муратбаева, 75

Chief Editor

Honorary member of NAS RK  
**Balykbayev T.O**

Editorial board:

Doctor of economics, prof, academician of NAS RK **Baimuratov U.B.**; doctor of history, prof, academician of NAS RK **Baipakov K.M.**; doctor of philosophy, prof, academician of NAS RK **Esim G.E.**; doctor of philology, prof, academician of NAS RK **Kirabayev S.S.**; doctor of economics, prof, academician of NAS RK **Koshanov A.K.**; doctor of economics, prof, academician of NAS RK **Naribayev K.N.** (deputy editor-in-chief); doctor of philosophy, prof, academician of NAS RK **Nyssanbayev A.N.**; doctor of law, prof, academician of NAS RK **Sabikenov S.N.**; doctor of law, prof, academician of NAS RK **Suleymenov M.K.**; doctor of economy, prof, academician of NAS RK **Satybaldin S.S.**; doctor of history, prof, academician of NAS RK **Abzhanov H.M.**; doctor of history, prof, corresponding member of NAS RK **Abuseitova M.H.**; doctor of history, prof, academician of NAS RK **Baitanaev B.A.**; doctor of philology, prof, corresponding member of NAS RK **Zhakyp B.A.**; doctor of philology, prof, academician of NAS RK **Kalizhanov U.K.**; doctor of philology, prof, academician of NAS RK **Hamzabekuly D.**; doctor of history, prof, academician of NAS RK **Kozhamzharova D.P.**; doctor of history, prof, academician of NAS RK **Koigeldiev M.K.**; doctor of philology, prof, corresponding member of NAS RK **Kurmanbaiuly Sh.**; doctor of history, prof, academician of NAS RK **Taimaganbetov J.K.**; doctor of sociology, prof, corresponding member of NAS RK **Shaukenova Z.K.**; doctor of philology, prof, corresponding member of NAS RK **Derbisali A.**; doctor of political science, prof **Bizhanov A.K.**; doctor of History, prof **Kabuldinov Z.E.**; doctor of philology, prof, corresponding member of NAS RK **Kazhybek E.Z.**

Editorial staff:

Academician NAS Republic of Moldova **Belostechnik.G** (Moldova); Academician NAS Republic of Azerbaijan **Velikhanli N.** (Azerbaijan); Academician NAS Republic of Tajikistan **Nazarov T.N.** (Tajikistan); Academician NAS Republic of Moldova **Roshka A.** (Moldova) Academician NAS Republic of Moldova **Rusnak G.** (Moldova); Corresponding member of the NAS Republic of Azerbaijan **Muradov Sh.** (Azerbaijan); Corresponding member of the NAS Republic of Azerbaijan **Safarova Z.** (Azerbaijan); Associate professor of Economics **Vasilenko V.N.** (Ukraine), Associate professor of Law **Ustimenko V.A.** (Ukraine)

**News of the National Academy of Sciences of the Republic of Kazakhstan. Series of Social and Humanities. ISSN 2224-5294**

Owner: RPA "National Academy of Sciences of the Republic of Kazakhstan" (Almaty)

The certificate of registration of a periodic printed publication in the Committee of information and archives of the Ministry of culture and information of the Republic of Kazakhstan N **10894-Ж**, issued 30.04.2010

Periodicity: 6 times a year

Circulation: 500 copies

Editorial address: 28, Shevchenko str., of. 219, 220, Almaty, 050010, tel. 272-13-19, 272-13-18,  
[www:nauka-nanrk.kz](http://www.nauka-nanrk.kz) / [social-human.kz](http://social-human.kz)

---

© National Academy of Sciences of the Republic of Kazakhstan, 2018

Address of printing house: ST "Aruna", 75, Muratbayev str, Almaty

**NEWS**

OF THE NATIONAL ACADEMY OF SCIENCES OF THE REPUBLIC OF KAZAKHSTAN

**SERIES OF SOCIAL AND HUMAN SCIENCES**

ISSN 2224-5294

Volume 3, Number 319 (2018), 29 – 35

UDK 331.1

**Z.K. Chulanova**Institute of Economics, Almaty, Kazakhstan  
zaure.ch@mail.ru**ROAD MAP OF FORMATION OF AN EFFECTIVE MODEL  
OF SOCIAL AND LABOR RELATIONS**

**Abstract.** The article discusses the formation of an effective model of social and labor relations, which is developing at the present stage of development of society. Taking into account the interrelation and interaction of all constituent factors and labor market participants, proposals were developed on improving organizational and legal support for the long-term model of social and labor relations in the Republic of Kazakhstan. The most effective forms and organizational and legal mechanisms that facilitate resolution of contradictions in the sphere of labor relations are substantiated. The main principles and stages of the implementation of the Roadmap for the formation of the model of social and labor relations are defined, with the definition as its conceptual framework the development and implementation of professional standards that are the key mechanism for self-regulation of the labor market. In the course of the research, methods of scientific classification and systematization, statistical and comparative analysis, sociological research, taking into account the context of global factors, expert assessments were used. In view of its interdisciplinarity, the research was carried out on the basis of a holistic (holistic) approach, proceeding from the unity of the economic, social, cultural spheres in which an economic agent lives and operates.

**Keywords:** social and labor relations, social partnership, labor legislation, model, organizational, economic and institutional mechanisms.

**Introduction**

The modern evolution of the world economy along the path of innovative development is accompanied by the modernization of the economy and the social sphere. The global trend is for the emergence of new enterprises and high-tech jobs, with which development the content and nature of labor change. This inevitably generates problematic issues in the development of the labor sphere and requires an appropriate modernization of the systems of payment and labor incentives; the development of new professional standards and the formation of a modern system of labor protection. Simultaneously, both the system of social partnership and the role of the main partners are being transformed. The ongoing processes go beyond the existing models of social and labor relations and accordingly set new tasks for the scientific (economic) community in the need to comprehend a whole range of theoretical and practical directions of development (institutional, legal, organizational, psychological) that are interdisciplinary.

Deep sociocultural changes occurring in the global economy are undoubtedly transforming the essential characteristics of labor activity. Naturally, the state of social and labor relations largely depends on the social and psychological connection between individuals. In this case, it is necessary to emphasize the importance of the psychological aspect of the ongoing modernization.

It should be noted that such factors as a new incentivization to work, responsibility not only personal but also collective, coherent interaction of social partners, a sense of ownership and collectivism, have not yet been properly developed in the practice of Kazakhstan. Of course, these parameters are necessary to solve the problem of training employees for work activity in the new model.

**Main part****Methods**

The creation of an effective model of social and labor relations should proceed from the multifaceted nature of their manifestation. The formation of social and labor relations takes place on the basis of the

interaction of a whole set of factors, including the historical, economic and political conditions of a particular country.

Speaking about approaches to the formation of social and labor relations, the author shares the opinion of the American professor F. Herzberg that the field of studying social and labor relations, less than any other field of research, contains a universal model that would be suitable for all situations and would provide a reliable explanation and reliable solution. This is evident from an analysis showing the dependence of any model on various factors, in particular, market economy, globalization, etc. [1].

At the same time, an important role belongs to socio-cultural factors determined by national traditions and labor values [2]. Reflecting the basic principles of people's lives in the social and labor sphere, they further form the criteria, rules of behavior and stereotypes of labor morality. This means that the theoretical and methodological basis for their formation should be a comprehensive approach to solving the problems of transformation and interaction, not only of the social and economic components but in this case, it is necessary to emphasize the importance of the psychological aspect of modernization.

In the model of social and labor relations developed by Harvard University Professor G. Dunlop, the key participants - the workers (their trade unions representatives), the enterprise management (employers) and the state cannot act autonomously or independently. Moreover, their relationships are determined by the existing market, the technological environment and the political context [3]. In this environment, participants interact with each other, negotiate, use economic and/or political power in the process of determining labor rules that constitute the output of social and labor relations.

In view of its interdisciplinarity, the research of social relations and their actors was carried out on the basis of a holistic approach, proceeding from the unity of the economic, social, cultural spheres in which an economic agent lives and operates. According to this approach, each subject of social and labor relations is investigated in close relationship with the environment and other factors that influence its behavior.

## Results

In the context of globalization, trends in the global economy go beyond the prevailing models. Modern innovative development coupled with ongoing economic, technological and social evolution with the emergence of new enterprises, changes in the content and nature of the work invariably brings to the fore current issues. Crucially giving social diagnostics companies, determining the well-being and quality of life of the population.

The formation of labor relations between employers and employees begins with the negotiation and establishment of agreements about the workplace in which the employee must perform certain functions. In order to occupy this place, the employee, on the one hand, must have professional qualifications and competence, personal qualities necessary to carry out this work. At the same time, in the process of labor, it will be interconnected with the means and tools of production, which provided by the employer, must be safe and comfortable for the implementation of the labor process. The work of an employee and work performed by him must appropriately be paid.

For workplace and its compliance with all the requirements influenced by three major actors of social and labor relations, setting regulatory rules and conditions of interaction (figure 1).

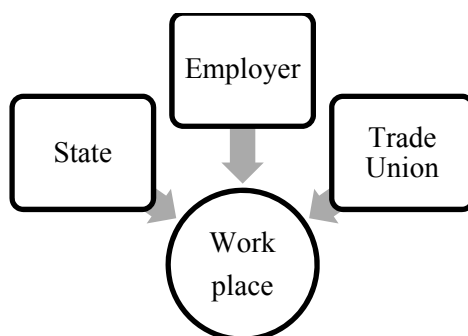


Figure 1 - Subjects of social and labor relations affecting the workplace

Modernization as a process of change of system properties of a society presupposes the transformation of its most important areas and institutions. One of the important institutional mechanisms contributing to the formation of social and labor relations is *the social partnership*, which is a system of relations in society between representatives of workers, employers and public authorities. This system aimed at harmonizing interests of the parties of the employment contract on the regulation of labor relations, establishing a higher level of social guarantees for workers. Thus, the main principles of interaction of the parties are voluntariness, equality, responsibility, self-restraint and mutual concessions during the negotiations in the framework of existing laws and agreed rules.

Today's Kazakhstan practice shows that the level of development of partner relations of different social groups depends largely on the ability of the state to regulate the process of formation of a system of social partnership. In the context of Kazakhstan in the process of development of market relations, it is necessary the stimulation of the social activity of legal entities for the development of production and branch infrastructure, awareness among the citizens of the need to meet their legal and social needs that determine the success in implementing democratic reforms in the Republic. In connection with this trend, the need arises in the collective associations of citizens.

Today, the most important collective entity, allowing many problems in the labor market, is the collective work associations - professional unions (Trade Union). This component of the political system of a society enables employees to build a harmonious partnership with the employer based on interaction in the framework of signing of the collective agreement (contract).

We identified four main functions of collective agreement in the harmonization of relations between the employer and the employee, in the person of its representative. This includes, collective agreement – the main instrument of implementation of protective function of trade unions and the efficiency of work of the union; sets out the rights and guarantees, improving position of workers in comparison with the legislation; provides an effective mechanism for the regulation of social, labor and relevant economic relations; collective agreement can be developed specific mechanism for the implementation of the legitimate rights of the trade union to facilitate the activities of organization. The study allowed to identify the structural features of social partnership, presented in table 1.

Table 1 - Structure of social partnership

Participants in the social partnership	Mechanism for regulating labor relations	The range of critical issues	Indicators for the development of social partnership
Employers (employers' representatives) Employees (representatives of employees) State (including local government)	Collective agreement Industry tariff agreements Regional agreements General Agreements	Remuneration of labor, allowances and rewards Working time and rest time Special benefits, guarantees and compensations Guarantees of employment Occupational Safety and Health	Quantitative indicators Expert-reference Information-analytical

From January 1, 2016, it was introduced a new Labor Code of the Republic of Kazakhstan [4], aimed at forming, in fact, a new model of social-labor relations based on the support of entrepreneurship taking into account the interests of employees, social responsibility of the state, employers and employees. Analysis of the innovations shows that the Labor code, defining the boundaries of state intervention, minimum standards of labor relations and basic guarantees for employees, aimed at liberalization of labor relations. At first glance, the impression, as repeatedly discussed in the discussion of the new Labor code in media, while minimizing the rights of the employee expanded the power of the employer. Indeed, some facilitation of recruitment, personnel transfer, dismissal, etc., on the one hand, facilitate opportunities employer. However, on the other hand, the document provides for the possibility of extensions provides for the basic labor guarantees and rights of workers through negotiated individual and collective contracts, agreements, and negotiations. This means that under the new code, the labor relations of employers and employees should base on the principle of self-regulation, in which an important role was given to collective contractual relations.

The positive aspect of the development of the Labor Code is the use of the elements of the Anglo-Saxon model, regulating methods and standards of social partnership to ensure the rights of both workers and employers. Implementing them is promising, because in essence and in content, they fit in with the tasks Kazakhstan is facing, that is of democratization and improvement of legal regulation of labor relations. Analysis of provisions shows that the effectiveness of the implementation of social and labor relations in the big degree will depend on the activity of trade unions and their ability to defend the interests of the employees before the employer, to take collective action in case of violations, in accordance with the powers defined in the Law “On trade unions”.

However, as practice shows, in the conditions of transformation and establishment of a new order, the state should not confine the role of passive observer for the state and development of relations between the employer and the employee. Giving flexibility to employers in determining conditions of employment and dismissal the labor force and the corresponding extension of private funds by reducing the volume of means of state control requires the formation of effective mechanisms of protection of labor rights at the institutional level. Organization and legal support workers should take the form of trade unions and other public organizations. The function of the state is to get a clear definition of the extent of social and economic power of the employer over its employees in all its manifestations.

In these conditions, the most important task is the development of an effective institution of social partnership at the enterprises of the republic. According to a sociological survey, two-thirds of the interviewed workers (64.3%) note a slow but growing influence of workers on social and labor relations. However, it is also noted inefficient work of trade unions, which is 51.2% explain the personal qualities of the Union and of Union members, such as passivity, lack of initiative and weak responsibility, lack of competence and qualification. The remaining 48.8% believe that the ineffectiveness of the trade union is linked to the factors affecting their activity, such as the dependence of the chairman of the trade union on the employer, his ignoring the suggestions and opinions of trade union members and the lack of support for the actions of the trade union committee [5].

Among main priorities of trade union, respondents noted such areas of labor relations regulation: solution of issues of decent wages for employees; control over observance of labor legislation; addressing issues of improving working conditions, monitoring compliance with labor protection requirements; organization of cultural and mass, physical and health work, promotion of sanatorium and cultural treatment and recreation of members of the trade union and others. Despite the fact that a collective agreement is concluded only in half of the considered companies, the workers noted the importance of collective agreements to solve problems such as: social security, labor laws, wages, improvement of conditions and labour protection [5]. This demonstrates the importance and urgent need of civilized social and labour relations in enterprises, based on negotiations and consideration of the interests of all their members, and which should facilitate the adoption of new Labour Code.

For these purposes, it is extremely important the involvement of the whole complex of institutional, organizational, economic and other activities, optimizing the relationship between employers and employees directly at the production level, provide a balance of their interests, contributing to solving disputes and preventing conflict situations.

Study and analysis of a large spectrum of institutional and organizational mechanisms of regulation of social and labor relations that are used in a socially oriented market economy, allowed to divide them *in normative and legal, administrative and organization mechanisms of regulation* used in the relevant industrial and social problems

Among the mechanisms aimed at preventing labor conflicts and settling them without social shocks, one can distinguish between *conciliatory and arbitration, mediation, and conciliation* mechanisms. In our opinion, the most important aspect in this regard belongs to the *contractual mechanisms* for consultations, negotiations between social partners and the conclusion of a system of agreements and contracts at various levels of social and labor relations, and is the basis for the functioning of social partnership. The experience of developed countries shows that the positive results on the formation of a social dialogue between employees and employers in a market economy achieved only under the condition that the social partners, as stakeholders, take upon themselves and bear equal responsibility for the formulation and execution of mutually acceptable decisions and maintaining social harmony.



In the context of establishing civilized relations in the country, it is extremely important to operating within the Kazakhstan laws, in particular, “On collective agreements”, “On trade unions”, “About collective labor disputes and strikes” adopted as a single package. At the same time, they must be conceptually and procedurally interrelated.

In addition, as social and labor relations closely interconnected with the relations of the frontier sectors, modernization of organization and legal provision of labor relations, in order to be successful, requires parallel implementation of the necessary changes in related areas of legislation: vocational education, tax, pension, legal provision of HCS, and health care.

Modern concepts of the organization of personnel management in developed countries attach great importance to enhance the personal factor of the worker. In this way, conditions created for the democratization of the interaction of workers and employers, in the social and labor sectors, filling them with new content. This is all the more relevant for Kazakhstan, as this process is aimed at improving social and labor relations, which elements are priority for the formation of a conceptual Kazakhstan model of the Society of universal Labor.

For these purposes, it seems advisable, by *participatory mechanisms*, to develop the modern forms of participation of employees in the management of production through the adoption and implementation of organizational and managerial innovations. In this context, of great practical interest for Kazakhstan is the experience of developed countries. In particular, the USA, where the system of workers' participation in production management and product quality is carried out through the creation of working councils or joint committees of workers and managers; the development of systems for participation in profits, the involvement of employees in the boards of directors. In Germany - includes the joint participation of representatives of capital and wage labor in the Supervisory boards of the firms are assigned a “working Director” for a production boards of the company. In UK and Italy, the participation of workers in enterprise management implemented through collective agreements. In this case, the collective agreements in Italy include quite a wide range of issues, including the participation of workers in formulating the strategy and tactics of production management [6].

As an effective tool for the formation of an effective model of social and labor relations, it seems advisable to use the Roadmap, which is a "soft" instrument of state management of social and economic development. Priority in its development should be labor law regulations implemented within the framework of individual and collective agreements. These exert influence on participants in social and labor relations with the help of legal means, in order to ensure conditions most favorable for economic, labor and related types of people's activities. The means of organizational and legal regulation should be differentiated into certain types: by categories of employees, their labor conditions, economic sectors, geographical areas of employment, gender and age characteristics. The proposed roadmap is built on the principle of the phased implementation of tasks.

The conceptual basis of the Roadmap for the formation of the effective model of social-labor relations defines the development and implementation of professional standards, as a key mechanism for self-regulation of the labor market. They contain the basic information and requirements for the content of work at a specific workplace, the level of qualifications and accordingly, the process and results of education.

At *the first stage* of the Roadmap, a multifunctional normative document is being developed that is established within the framework of a specific type (sphere) of professional activity: requirements for content and quality of work; requirements for working conditions; skill level of the employee; requirements for vocational education and training necessary to meet this qualification. At *the second stage*, in accordance with the specific labor functions described in the trade standards and the corresponding labor actions, the conditions necessary for organizing comfortable and efficient work at each workplace, are determined. At *the third stage*, after determining all the characteristics of this workplace, the necessary costs for its maintenance, etc. for each branch and sphere of activity, then wages for the employee are determined in accordance with their qualifications. The formation mechanism of the model is presented at figure 2.

Participants in the Roadmap are employers, employees represented by trade unions, the state an instrument for its implementation - collective agreements.

Subjects, for the advancement that aims of the event are employees of different professions and having different skills qualification; graduates of professional educational institutions, self-employed, unemployed.

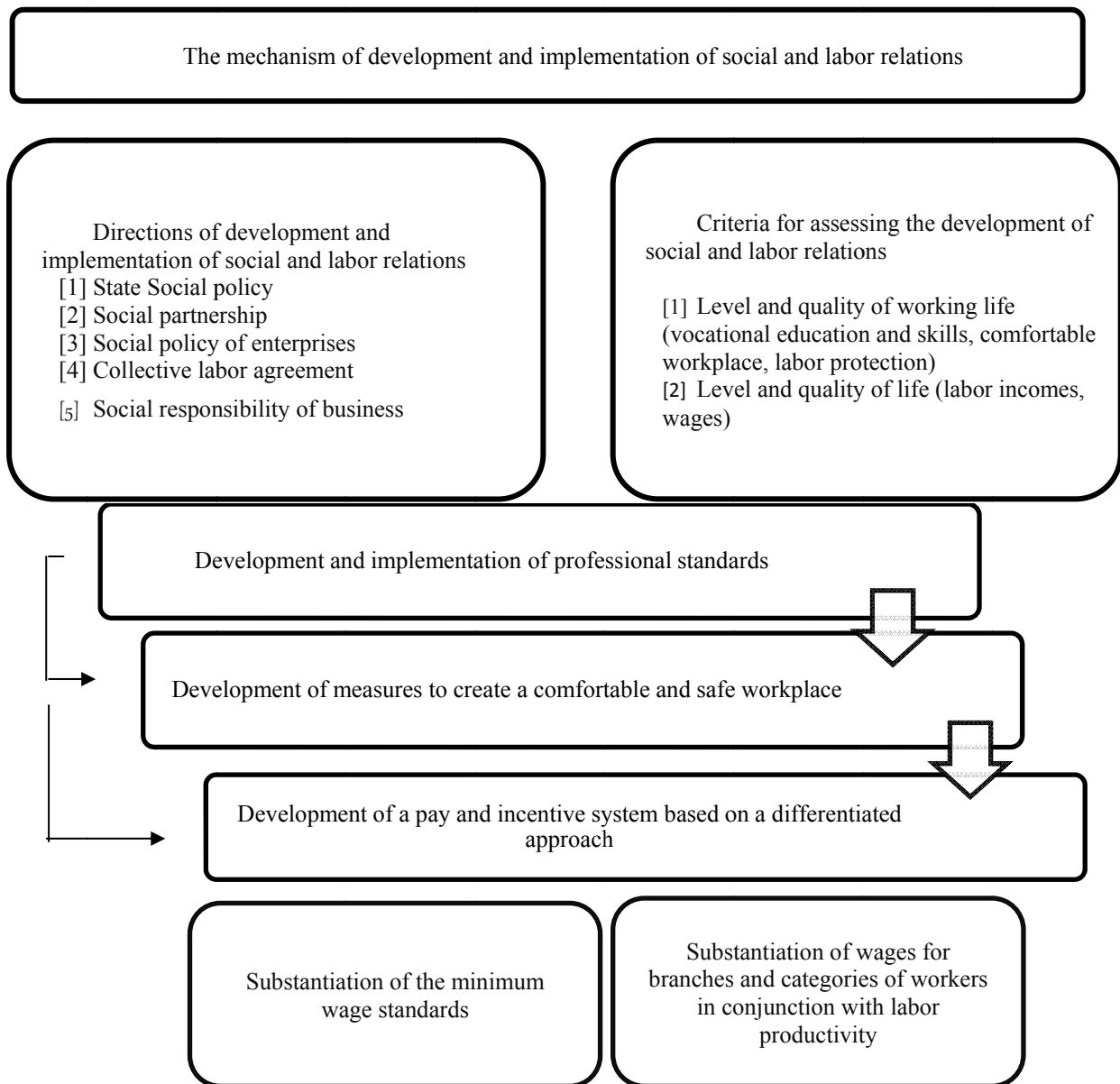


Figure 2 - Roadmap for the formation of the model of social and labor relations

The goal of implementing “Road map” is improving system of social and labor relations, providing decent jobs and wages for different groups of workers taking into account specifics of Kazakhstan market of labor and labor values; the creation of favorable working conditions, including legislation on labor protection; transition to partner interaction of all subjects of labor relations with the state.

Priority for the development of Roadmap of the Universal Labor Society should be labor and legal regulation implemented within the framework of individual and collective agreements that exert influence on participants in social and labor relations through legal means to ensure conditions most favorable for economic, labor and related with it the types of life of people. It should be designed to achieve certain positive effects in social and economic spheres of the state and society as a whole in the region, location in a particular organization or group of employees, the parties of the employment contract, etc.

## CONCLUSION

The most important results of the implementation of the roadmap will be:

*Economic effect*, consisting in improving the system of social and labor relations; ensuring full employment; introduction of new incentives to the labor activities; formation of the qualifications system connects the educational and the professional sphere; reduction of unemployment, including the youth; increase of professional competence of employees in terms of matching their skills to the job, increasing productivity; increasing responsibility as an individual worker and the business for the products, reduction of industrial injuries and, ultimately, improving the welfare of the population.

*Social effect* as an element of social modernization of society, including: changing relationship of man to labor; raising the prestige of real labor; formation of business culture in enterprises; implementation of a social partnership and a contractual relationship, which would correspond to modern standards of social and labor relations, characteristic for developed countries to ensure genuine guarantees of the rights and opportunities of citizens to participate in the resolution of labor conflicts. It is expected that the state will gradually give way to market forces with an emphasis on civil society in many areas of production, promotion and sale of goods and services. Giving more confidence to the private sector the private sector will contribute to the development of public-private partnership in Kazakhstan.

## REFERENCES

- [1] Herzberg, F. (1968). "One More Time: How Do You Motivate Employees?" Harvard Business Review. 46 (1): 53–62. OCLC 219963337.
- [2] Hebert, G. (1992). Traité de négociation collective Date de parution: octobre 1992. Éditeur: Morin & Associes, Gaetan. Pages: 1242. ISBN: 9782891054331 (2891054334).
- [3] Dunlop, J.T. (1958) Industrial Relations System. New York: Holt Rinehart and Winston.
- [4] Labor Code of the Republic of Kazakhstan (2016). Electronic resource. Access: <http://www.mikosoft.kz/trudovoy-codex-2016.html>
- [5] Scientific project "Kazakhstan Model of Universal Labor Society Creation: Methodological Basis, Institutes, Mechanisms, Road Map" (2016), realized in Institute of Economics, Almaty, Kazakhstan (In Russ).
- [6] La participation des travailleurs au sein des entreprises. (2016) Collection « Études & Dossiers», 58pp.

**З.К. Чуланова**

Институт экономики КН МОН РК, Алматы

## ДОРОЖНАЯ КАРТА ФОРМИРОВАНИЯ ЭФФЕКТИВНОЙ МОДЕЛИ СОЦИАЛЬНО-ТРУДОВЫХ ОТНОШЕНИЙ

**Аннотация.** В статье рассматриваются вопросы формирования эффективной модели социально-трудовых отношений, складывающейся на современном этапе развития общества. С учетом взаимосвязи и взаимодействия всех составляющих факторов и участников рынка труда обоснованы предложения по совершенствованию организационно-правового обеспечения перспективной модели социально-трудовых отношений в РК; наиболее эффективные формы и организационно-правовые механизмы, способствующие решению противоречий в сфере трудовых отношений; определены основные принципы и этапы реализации Дорожной карты формирования эффективной модели социально-трудовых отношений с определением в качестве ее концептуальной основы разработки и внедрения профессиональных стандартов. В ходе выполнения исследования использовались методы научной классификации и систематизации, статистического и сравнительного анализа, социологического исследования, учета контекста глобальных факторов, экспертных оценок. С учетом его междисциплинарности исследование осуществлено на основе холистического (целостного) подхода, исходящего из единства экономической, социальной, культурной сфер, в которых живет и действует экономический агент.

**Ключевые слова:** социально-трудовые отношения, социальное партнерство, трудовое законодательство, модель, организационно-экономические и институциональные механизмы.

---

**МАЗМҰНЫ**

<i>Есенбекова Ә. Б., Роберт Алан.</i> Қазақстан республикасының экономикасын тұрақты дамытудың жаңа векторлары мәселесіне (ағылшын тілінде).....	5
<i>Бенберин В.В., Ахетов А.А., Вощенко Т.А., Шаназаров Н.А., Ермаханова Г.А.</i> Қазақстан республикасында ғылыми саясат: ғылымды қажетсіну экономикасын құруға бейімделу (ағылшын тілінде).....	11
<i>Дуламбаева Р.Т., Темірбекова А.Б., Бодаубаева Г.А.</i> Ұлттық экономиканың инновациялық дамуының Ерекшеліктері (ағылшын тілінде).....	16
<i>Панзабекова А.Ж., Мұсаева Д.М.</i> Экономиканы цифрландыруды талдаудың әдіснамалық аспектілері (ағылшын тілінде).....	22
<i>Чуланова З.К.</i> Әлеуметтік-еңбек қатынастарының тиімді моделін қалыптастырудың жол картасы (ағылшын тілінде).....	29
<i>Ыдырыс С.С., Мунасипова М.Е., Ыдырыс М.С.</i> АҚШ-тағы Қайырымдылыққа берілген қаражатты эконометриялық талдау (ағылшын тілінде).....	36
<i>Дәйсер Ю., Эханулла Рахматулла.</i> Республикадағы ақпараттық-коммуникациялық технологияларды дамытуды мемлекеттік қолдау аясында Қазақстан экономикасында имитациялық модельдеуді қолдану (ағылшын тілінде).....	44
<i>Интықбаева С.Ж., Белгібаев А.А.</i> Кәсіпорынның капиталының динамикасы мен құрылымын талдау (ағылшын тілінде).....	53
<i>Дюсембина Ж. К., Халелова С.</i> Оқушыларға экологиялық сауаттылықты қалыптастырудағы және тәрбиелеудегі пәнаралық тәсілдің құзыреті (ағылшын тілінде).....	57
<i>Бегембетова Г.З.</i> Қазақстан вокалдық орындаушылығы: заманауи мәдениет контекстіндегі тарихи құндылықтар мәселесі (ағылшын тілінде).....	61
<i>Малғараева Ж.К., Дарменова А.С.</i> Көлік жүйесінің тұрақты дамуының негізгі концепциялары және көрсеткіштері Алматы қаласының қоғамдық көлігі мысалында (ағылшын тілінде).....	67
<i>Нысанбаева А.М.</i> Қазақстанда мемлекеттік әлеуметтік тапсырысты жүзеге асыруға үкіметтік емес ұйымдары қатысуының әлеуметтік тиімділік деңгейінің нақты аспектілері (ағылшын тілінде).....	74
<i>Қыдырова Ж.Ш., Онласынов Е.З., Абишова А.У., Уразбаева Г.Ж.</i> Оңтүстік қазақстан облысы сүт өнімдері нарығында тұтынушылардың қалауын бағалау (ағылшын тілінде).....	80
<i>Айкенова Р.А., Айтказинова Б.Т.</i> Батыс елдері ғалымдарының психологиялық-педагогикалық зерттеулерінде дарынды балалармен жұмыс жасаудың мәселесі (ағылшын тілінде).....	87
<i>Байнеева П.Т., Тулеметова А.С., Абишова А.У.</i> Оңтүстік Қазақстан облысының әлеуметтік даму талдау (ағылшын тілінде).....	93
<i>Дулатбекова Ж., Тұрсымбаева М., Қапышева С. Күшенова М., Қапанова Ш.</i> Қазақстан республикасының ауыл шаруашылығын дамытуда салық салуды жетілдіру (ағылшын тілінде).....	100
<i>Ермекбаева Б.Ж., Мусабекова А.Н.</i> Қазақстан республикасындағы салық менеджментін жетілдіру жолдары (Ресей тәжірибесі) (ағылшын тілінде).....	107
<i>Жаримбетова Р.Н., Артықова Е.О.</i> Білімді бағалаудағы тест пайдаланудың тиімділігі (ағылшын тілінде).....	114
<i>Исмагулова Р.С., Жұмабаева А.Е., Ожикенова А.К.</i> Жаңа оқу бағдарламасындағы оқыту үдерісін ұйымдастырудағы ерекшеліктер мен жаңа педагогикалық тәсілдер (ағылшын тілінде).....	119
<i>Мухамбетқалиева Г.М.</i> Қазақстан және Германия: XX-XXI ғғ. аясындағы мәдени-гуманитарлық ынтымақтастық тәжірибесі (ағылшын тілінде).....	124
<i>Нурғалиева А.М., Буханцева А.А., Санчилов Р.И., Есембекова А.Е.</i> Екінші деңгейдегі банктерде несиелік жоғалтуларды жабуға провизиялардың (резервтердің) құрылу қажеттілігі және есебі (ағылшын тілінде).....	131
<i>Нүсіпова А.С.</i> Қазақстан композиторлары шығармашылығындағы симфониялық суреттеменің тұрпаттамасы (ағылшын тілінде).....	136
<i>Каирденев С. С., Бартоломью Дейя Тортелла.</i> Ислам банкі жүйесінің теориялық алғышарттары және қаржы қызметтер нарығында жұмыс істеу принциптері (ағылшын тілінде).....	142
<i>Абдрахманова Р.С., Рей И.Ю., Саябаев К.М.</i> Ауыл туризміндегі жасыл экономика (ағылшын тілінде).....	147
<i>Қусаинова А. А., Козловски В.</i> Жапония мен Қытайдағы әлеуметтік сақтандыру мәселелеріне (ағылшын тілінде).....	152
<i>Аюпова З.К., Құсайынов Д.Ө.</i> Қазақстан республикасының ата заң басталуы қалыптасу туралы (ағылшын тілінде).....	158
<i>Баймульдина Г.Б., Абдрахманова Н.Б., Захарова Е.</i> Ауыл шаруашылығындағы инвестициялық қызметті мемлекеттік реттеудің негізгі мәселелері мен агрофранчайзингті қолдану мүмкіндігі (ағылшын тілінде).....	163
<i>Бекенова Л.М.</i> Қазіргі жағдайдағы қазақстанның инновациялық саясаты (ағылшын тілінде).....	173
<i>Қушенова М.Ш., Джрауова К.С., Бекешева Д.А., Досқалиева Б.Б.</i> Қазақстанның тәуелсіздік жылдардағы экономикалық дамуы (ағылшын тілінде).....	181
<i>Мынбатырова Н.К.</i> Сыбайлас жемқорлыққа қарсы құқықтық сананы қалыптастыру мәселесі (ағылшын тілінде).....	187
<i>Насырова А.М., Исаева Б.К., Кемалова А.С., Тажигулова А.Ж.</i> Қазақстанда ауыл шаруашылығының даму перспективасы (ағылшын тілінде).....	192
<i>Омарханова Ж.М., Мухамбетова З.С., Матаева Б.Т.</i> Экономика және туризм өндірістік аспектілері (ағылшын тілінде).....	196
<i>Өміржанов Е. Т., Жармұхаметова А. Е.</i> Қазақстандық балаларды шетелдіктердің асырап алуының халықаралық құқықтық негіздері (ағылшын тілінде).....	200
<i>Оспанова Д. А.</i> Жол жүрісі саласындағы әкімшілік құқық бұзушылық үшін жауаптылық (ағылшын тілінде).....	209
<i>Райымбеков Ж.С., Сыздықбаева Б.У., Әмірбекұлы Е., Жұматаева Б.А., Рыскулова Ж.О.</i> Ақша-кредит саясатының құралдарын Қазақстан экономикасының өсуіне әсер етуін модельдеу және бағалау (ағылшын тілінде).....	212

<i>Сабирова Р.К., Карамулдина А.А., Кадисова А.К.</i> Қазақстан республикасы ауыл шаруашылығы экономиканың тиімділігін арттырудағы логистика рөлі (ағылшын тілінде).....	222
<i>Садыханова Г.А., Иляшова Г.К., Сақыпбек М.А.</i> Қазақстан республикасында өзін-өзі жұмыспен қамтудың пайда болуының алғы шарттары және даму тенденциялары (ағылшын тілінде).....	226
<i>Аскеров А.А.</i> Академиялық кәсіпкерлік Қазақстан ЖОО-ларында ғылыми-зерттеу жұмыстарын коммерцияландыру механизмі ретінде(ағылшын тілінде).....	234
<i>Сыздықбаева Б.У., Райымбеков Ж.С., Әмірбекұлы Е., Жұматаева Б.А., Рысқұлова Ж.О.</i> Қазақстанның экономикалық өсуіне ақша-несие саясатының құралдары мен нақты экономика секторының әсерін макроэкономикалық талдау (ағылшын тілінде).....	239
<i>Турмаханбетова Г.А.</i> Қазақстан республикасындағы қаржылық жүйелердің функциясының техникасының жетістігі (ағылшын тілінде).....	245
<i>Шаукерова З.М., Булашева А.А., Нурпеисова Д.М.</i> Лизинг операцияларының тиімділігін талдау (ағылшын тілінде).....	249

\* \* \*

<i>Бенберин В.В., Ахетов А.А., Вощенко Т.А., Шаназаров Н.А., Ермаханова Г.А.</i> Қазақстан республикасында ғылыми саясат: ғылымды қажетсіну экономикасын құруға бейімделу (орыс тілінде).....	253
<i>Дайсер Ю., Эханулла Рахматулла.</i> Республикадағы ақпараттық-коммуникациялық технологияларды дамытуды мемлекеттік қолдау аясында Қазақстан экономикасында имитациялық модельдеуді қолдану (орыс тілінде).....	259
<i>Бегембетова Г.З.</i> Қазақстан вокалдық орындаушылығы: заманауи мәдениет контекстіндегі тарихи құндылықтар мәселесі (орыс тілінде).....	269
<i>Малғараева Ж.К., Дарменова А.С.</i> Көлік жүйесінің тұрақты дамуының негізгі концепциялары және көрсеткіштері Алматы қаласының қоғамдық көлігі мысалында (орыс тілінде).....	276
<i>Нысанбаева А.М.</i> Қазақстанда мемлекеттік әлеуметтік тапсырысты жүзеге асыруға үкіметтік емес ұйымдары қатысуының әлеуметтік тиімділік деңгейінің нақты аспектілері (орыс тілінде).....	285

## СОДЕРЖАНИЕ

<i>Есенбекова А.Б., Роберт Алан.</i> К вопросу о новых векторах устойчивого развития экономики республики Казахстан (на английском языке).....	5
<i>Бенберин В.В., Ахетов А.А., Воценоква Т.А., Шаназаров Н.А., Ермаханова Г.А.</i> Научная политика в республике Казахстан: ориентация на построение наукоемкой экономики (на английском языке).....	11
<i>Дуламбаева Р.Т., Темирбекова А.Б., Бодаубаева Г.А.</i> Особенности инновационного развития национальной экономики (на английском языке).....	16
<i>Панзабекова А.Ж., Мусаева Д.М.</i> Методологические аспекты анализа цифровизации экономики (на английском языке).....	22
<i>Чуланова З.К.</i> Дорожная карта формирования эффективной модели социально-трудовых отношений (на английском языке).....	29
<i>Ыдырыс С. С., Мунасилова М. Е., Ыдырыс М.С.</i> Эконометрический анализ благотворительных пожертвований в США (на английском языке).....	36
<i>Дайстер Ю.С., Эханулла Рахматулла.</i> Применение имитационного моделирования в экономике Казахстана в контексте государственной поддержки развития информационно-коммуникационных технологий в Республике (на английском языке).....	44
<i>Интыкбаева С.Ж., Бельгибаев А.А.</i> Анализ динамики и структуры капитала предприятия (на английском языке).....	53
<i>Дюсембина Ж. К., Халелова С.</i> Междисциплинарный подход в экологическом образовании и воспитании учащихся (на английском языке).....	57
<i>Бегембетова Г.З.</i> Вокальное исполнительское искусство Казахстана: к проблеме исторической ценности в контексте современной культуры (на английском языке).....	61
<i>Малгараева Ж.К., Дарменова А.С.</i> Основные понятия и индикаторы устойчивого развития транспортной системы на примере общественного транспорта города Алматы (на английском языке).....	67
<i>Нысанбаева А.М.</i> Актуальные аспекты уровня социальной эффективности участия неправительственных организаций в реализации государственного социального заказа в Казахстане (на английском языке).....	74
<i>Кыдырова Ж.Ш., Онласынов Е.З., Абишова А.У., Уразбаева Г.Ж.</i> Оценка потребительских предпочтений на рынке молочной продукции южно-казахстанской области (на английском языке).....	80
<i>Айкенова Р.А., Айтказинова Б.Т.</i> Проблема работы с одаренными детьми в психолого-педагогических исследованиях ученых западных стран (на английском языке).....	87
<i>Байнеева П.Т., Тулеметова А.С., Абишова А.У.</i> Анализ социального развития южно – казахстанской области (на английском языке).....	93
<i>Дулатбекова Ж., Турсумбаева М., Капышева С., Кушенова М., Капанова Ш.</i> Совершенствование налогообложения в развитии сельского хозяйства республики Казахстан (на английском языке).....	100
<i>Ермекбаева Б.Ж., Мусабекова А.Н.</i> Пути совершенствования налогового менеджмента в республике Казахстан (опыт России) (на английском языке).....	107
<i>Жаримбетова Р.Н., Артыкова Е.О.</i> Эффективность использования тестов в оценке знаний (на английском языке).....	114
<i>Исмагулова Р.С., Жумабаева А.Е., Ожикенова А.К.</i> Особенности и новые педагогические подходы в организации процесса исследования в новой учебной программе (на английском языке).....	119
<i>Мухамбеткалиева Г.М.</i> Казахстан и Германия: опыт культурно-гуманитарного сотрудничества на рубеже XX-XXI вв. (на английском языке).....	124
<i>Нурғалиева А.М., Буханцева А.А., Санчилов Р.И., Есембекова А.Е.</i> Необходимость создания и учет резервов (резерва) для покрытия кредитных потерь в банках второго уровня (на английском языке).....	131
<i>Нусупова А. С.</i> К проблеме типологии симфонической картины в творчестве композиторов Казахстана (на английском языке).....	136
<i>Каурденов С.С., BartoloméDeyáTortella.</i> Теоретические предпосылки исламской банковской системы и принципы функционирования на рынке финансовых услуг (на английском языке).....	142
<i>Абдрахманова Р.С., Рей И.Ю., Саябаев К.М.</i> Зеленая экономика в сельском туризме (на английском языке).....	147
<i>Кусаинова А.А., Козловски В.</i> К вопросу о социальном страховании в Японии и Китае (на английском языке).....	152
<i>Аюпова З.К., Кусаинов Д.У.</i> Об истоках становления конституции республики Казахстан (на английском языке).....	158
<i>Баймульдина Г.Б., Абдрахманова Н.Б., Захарова Е.</i> Основные проблемы государственного регулирования инвестиционной деятельности в сельском хозяйстве и возможности применения агрфранчайзинга (на английском языке).....	163
<i>Бекенова Л.М.</i> Инновационная политика Казахстана в современных условиях (на английском языке).....	173
<i>Кушенова М.Ш., Джрауова К.С., Бекешева Д.А., Доскалиева Б.Б.</i> Экономическое развитие Казахстана за годы независимости (на английском языке).....	181
<i>Мынбатырова Н.К.</i> Проблемы формирования антикоррупционного правосознания (на английском языке).....	187
<i>Насырова А.М., Исаева Б.К., Кемалова А.С., Тажигулова А.Ж.</i> Перспективы развития сельского хозяйства в Казахстане (на английском языке).....	192
<i>Омарханова Ж.М., Мухамбетова З.С., Матаева Б.Т.</i> Прикладные аспекты развитие экономики и туризма (на английском языке).....	196
<i>Омиржанов Е. Т., Жармухаметова А. Е.</i> Международно-правовые аспекты усыновления казахстанских детей	

иностранцами (на английском языке).....	200
<i>Оспанова Д.А.</i> К вопросу административной ответственности за правонарушения в сфере дорожного движения (на английском языке).....	209
<i>Раимбеков Ж.С., Сыздыкбаева Б.У., Амирбекулы Е., Жуматаева Б.А., Рыскулова Ж.О.</i> Моделирование и оценка влияния инструментов денежно-кредитной политики на экономический рост Казахстана (на английском языке).....	212
<i>Сабирова Р.К., Карамулдина А.А., Кадисова А.К.</i> Роль логистики в повышении эффективности экономики сельского хозяйства республики Казахстан (на английском языке).....	222
<i>Садыханова Г.А., Иляшова Г.К., Сақытбек М.А.</i> Предпосылки возникновения самозанятости и тенденции ее развития в РК (на английском языке).....	226
<i>Аскеров А.А.</i> Академическое предпринимательство как механизм формирования комерциализаций научно-исследовательских работ в вузах Казахстана.....	234
<i>Сыздыкбаева Б.У., Раимбеков Ж.С., Амирбекулы Е., Жуматаева Б.А., Рыскулова Ж.О.</i> Макроэкономический анализ влияния реального сектора экономики и инструментов денежно-кредитной политики на экономический рост Казахстана (на английском языке).....	239
<i>Турмаханбетова Г.А.</i> Совершенствование механизма функционирования финансовой системы в республике Казахстан (на английском языке).....	245
<i>Шаужерова З.М., Булашева А.А., Нурпеисова Д.М.</i> Анализ эффективности лизинговых операций (на английском языке).....	249

\* \* \*

<i>Бенберин В.В., Ахетов А.А., Воценкова Т.А., Шаназаров Н.А., Ермаханова Г.А.</i> Научная политика в республике Казахстан: ориентация на построение наукоемкой экономики (на русском языке).....	253
<i>Дайстер Ю.С., Эханулла Рахматулла.</i> Применение имитационного моделирования в экономике Казахстана в контексте государственной поддержки развития информационно-коммуникационных технологий в Республике (на русском языке).....	259
<i>Бегембетова Г.З.</i> Вокальное исполнительское искусство Казахстана: к проблеме исторической ценности в контексте современной культуры (на орыс языке).....	269
<i>Малгараева Ж.К., Дарменова А.С.</i> Основные понятия и индикаторы устойчивого развития транспортной системы на примере общественного транспорта города Алматы (на русском языке).....	276
<i>Нысанбаева А.М.</i> Актуальные аспекты уровня социальной эффективности участия неправительственных организаций в реализации государственного социального заказа в Казахстане (на русском языке).....	285

## CONTENTS

<i>Esenbekova A.B., Robert Alan.</i> To the question of new vectors of sustainable development of the economy of the republic of Kazakhstan (in English).....	5
<i>Benberin V.V., Akhetov A.A., Vochshenkova T.A., Shanazarov N.A., Yermakhanova G.A.</i> Scientific policy in the republic of Kazakhstan: the orientation on the construction of a knowledge-based economy (in English).....	11
<i>Dulambayeva R.T., Temirbekova A.B., Bodaubayeva G.A.</i> Features of innovative development of the national economy (in English).....	16
<i>Panzabekova A.Zh., Mussayeva D.M.</i> Methodological aspects of the economy digitalization analysis (in English).....	22
<i>Chulanova Z.K.</i> Road map of formation of an effective model of social and labor relations (in English).....	29
<i>Ydyrys S.S., Munassipova M.E., Ydyrys M.S.</i> Econometric analysis on charity donations in the USA (in English).....	36
<i>Deister Yu., Ehsanullah Rahmatullah.</i> Using Simulation Modeling in Economy of Kazakhstan in the Context of State Support for Development of Information and Communication Technologies in the Republic (in English).....	44
<i>Intykbaeva S.Zh., Belgibayev A.A.</i> Analysis of dynamics and structure of the enterprise capital (in English).....	53
<i>Dyusembina Zh. K., Halelova S.</i> Ecologization of education as a basis for the formation of ecological competence in students (in English).....	57
<i>Begembetova G.Z.</i> Vocal performance art of Kazakhstan: addressing the challenge of historical significance within the framework of contemporary culture (in English).....	61
<i>Malgaraeva Zh.K., Darmenova A.S.</i> Principal definitions and indicators for sustainable development of transportation system: preliminary application for Almaty city public transport (in English).....	67
<i>Nyissanbayeva A.M.</i> Actual aspects of assessing the level of social effectiveness of ngo participation in realization of the state social order in Kazakhstan (in English).....	74
<i>Kydyrova Zh.Sh., Onlasynov E.Z., Abishova A.U., Urazbaeva G.Zh.</i> Assessment of consumer preferences in the market of dairy products of the south Kazakhstan area (in English).....	80
<i>Aikenova R.A., Aitkazinova B.T.</i> The challenge of working with gifted children in psychological and pedagogical studies of researchers in western europe countries (in English).....	87
<i>Baineeva P.T., Tulemetova A.S., Abishova A.U.</i> Analysis of social development in southern – Kazakhstan area (in English).....	93
<i>Dulatbekova Zh., Tursumbayeva M., Kapysheva S., Kushenova M.Sh., Kapanova Sh.A.</i> Improvement of taxation in development of agriculture of the republic of Kazakhstan (in English).....	100
<i>Ermekbaeva B.Zh., Mussabekova A.N.</i> Ways to improve tax management system in the republic of Kazakhstan (experience of Russia) (in English).....	107
<i>Zharymbetova R.N., Artykova E.O.</i> The effectiveness of using tests in assessment (in English).....	114
<i>Ismagulova R.S., Zhumabaeva A.E., Ozhikenova A.K.</i> Specifics and new pedagogical approaches in organization of the process of study in new curriculum (in English).....	119
<i>Mukhambetkaliyeva G.M.</i> Kazakhstan and Germany: experience of cultural-humanitarian cooperation at the end of XX-XXI centuries (in English).....	124
<i>Nurgaliyeva A.M., Buhanceva A.A., Sanchirov R.L., Yessembekova A.Y.</i> Necessity of creation and accounting of provisions (reserve) for covering credit losses in banks (in English).....	131
<i>Nussupova A.S.</i> Concerning the problems of typology of symphonic picture in the Kazakhstan composers' creativity (in English).....	136
<i>Kairdenov S.S., Bartolomé Deyá Tortella.</i> Theoretical prerequisites of the islamic banking system and the principles of functioning in the market of financial services (in English).....	142
<i>Abdrakhmanova R.S., Rey I.Yu., Sayabayev K.M.</i> Green economy in rural tourism (English).....	147
<i>Kussainova A.A., Kozlowski W.</i> To the question of social insurance in Japan and China (English).....	152
<i>Ayupova Z.K., Kussainov D.U.</i> About the basis of the creation of the constitution of the republic of Kazakhstan(English)..	158
<i>Baimuldina G., Abdrakhmanova N., Zakharova E.</i> The main problems of state regulation of investment activity in agriculture and the possibility of applying agrifranchising (English).....	163
<i>Bekenova L.M.</i> Innovation policy of Kazakhstan under contemporary conditions (English).....	173
<i>Kushenova M. Sh., Jrauova K.S., Bekesheva D.A., Doskalievaba B.B.</i> Economic development of Kazakhstan for the years of independence (English).....	181
<i>Mynbatyrova N.K.</i> Problems of formation anticorruption legal awareness (English).....	187
<i>Nassyrova A.M., Issayeva B.K., Kemalova A.S., Tazhigulova A.Zh.</i> Development prospects of agriculture in Kazakhstan (English).....	192
<i>Omarhanova Zh.M., Mukhambetova Z.S., Mataeva B.T.</i> Applied aspects development of economics and tourism (English).....	196
<i>Omirezhanov Y., Zharmukhametova A. E.</i> International legal aspects of adoption OF Kazakhstan children by foreigners (English).....	200
<i>Ospanova D. A.</i> To the question of the administrative responsibility for offences in the sphere of traffic (English).....	209
<i>Raimbekov Zh.S., Syzdykbayeva B.U., Amirbekuly E., Zhumatayeva B.A., Ryskulova J.O.</i> Modeling and assessment of the impact of monetary policy instruments on the economic growth of Kazakhstan (English).....	212
<i>Sabirova R.K., Karamuldina A.A., Kaducova A.K.</i> The role of logistics in improving the efficiency of the economy of the agriculture of the republic of Kazakhstan (English).....	222
<i>Sadykhanova G.A., Ilyashova G.K., Sakypbek M.A.</i> Background for self-employment and its development trends in the republic of Kazakhstan (English).....	226



<i>Askerov A.A.</i> Academic entrepreneurship as a mechanism forming the commercializations of scientific research works in the higher school of Kazakhstan (English).....	234
<i>Syzdykbayeva B.U., Raimbekov Zh.S., Amirkbekuly E., Zhumatayeva B.A., Ryskulova J.O.</i> Macroeconomic analysis of the impact of the real sector of the economy and monetary policy instruments on the economic growth of Kazakhstan (English).....	239
<i>Turmakhanbetova G.A.</i> Improvement of the mechanism of the functioning of the financial system in the republic of Kazakhstan (English).....	245
<i>Shaukerova Z.M., Bulasheva A.A., Nurpeisova D.M.</i> Analysis of efficiency of leasing operations (English).....	249

\* \* \*

<i>Benberin V.V., Akhetov A.A., Vochshenkova T.A., Shanazarov N.A., Yermakhanova G.A.</i> Scientific policy in the republic of Kazakhstan: the orientation on the construction of a knowledge-based economy (in Russian).....	523
<i>Deister Yu., Ehsanullah Rahmatullah.</i> Using Simulation Modeling in Economy of Kazakhstan in the Context of State Support for Development of Information and Communication Technologies in the Republic (in Russian).....	259
<i>Begembetova G.Z.</i> Vocal performance art of Kazakhstan: addressing the challenge of historical significance within the framework of contemporary culture (in Russian).....	269
<i>Malgaraeva Zh.K., Darmenova A.S.</i> Principal definitions and indicators for sustainable development of transportation system: preliminary application for Almaty city public transport (in Russian).....	276
<i>Nyissanbayeva A.M.</i> Actual aspects of assessing the level of social effectiveness of ngo participation in realization of the state social order in Kazakhstan (in English).....	285

---

**PUBLICATION ETHICS AND PUBLICATION MALPRACTICE  
IN THE JOURNALS OF THE NATIONAL ACADEMY OF SCIENCES  
OF THE REPUBLIC OF KAZAKHSTAN**

For information on Ethics in publishing and Ethical guidelines for journal publication see <http://www.elsevier.com/publishingethics> and <http://www.elsevier.com/journal-authors/ethics>.

Submission of an article to the National Academy of Sciences of the Republic of Kazakhstan implies that the work described has not been published previously (except in the form of an abstract or as part of a published lecture or academic thesis or as an electronic preprint, see <http://www.elsevier.com/postingpolicy>), that it is not under consideration for publication elsewhere, that its publication is approved by all authors and tacitly or explicitly by the responsible authorities where the work was carried out, and that, if accepted, it will not be published elsewhere in the same form, in English or in any other language, including electronically without the written consent of the copyright-holder. In particular, translations into English of papers already published in another language are not accepted.

No other forms of scientific misconduct are allowed, such as plagiarism, falsification, fraudulent data, incorrect interpretation of other works, incorrect citations, etc. The National Academy of Sciences of the Republic of Kazakhstan follows the Code of Conduct of the Committee on Publication Ethics (COPE), and follows the COPE Flowcharts for Resolving Cases of Suspected Misconduct ([http://publicationethics.org/files/u2/New\\_Code.pdf](http://publicationethics.org/files/u2/New_Code.pdf)). To verify originality, your article may be checked by the originality detection service Cross Check <http://www.elsevier.com/editors/plagdetect>.

The authors are obliged to participate in peer review process and be ready to provide corrections, clarifications, retractions and apologies when needed. All authors of a paper should have significantly contributed to the research.

The reviewers should provide objective judgments and should point out relevant published works which are not yet cited. Reviewed articles should be treated confidentially. The reviewers will be chosen in such a way that there is no conflict of interests with respect to the research, the authors and/or the research funders.

The editors have complete responsibility and authority to reject or accept a paper, and they will only accept a paper when reasonably certain. They will preserve anonymity of reviewers and promote publication of corrections, clarifications, retractions and apologies when needed. The acceptance of a paper automatically implies the copyright transfer to the National Academy of sciences of the Republic of Kazakhstan.

The Editorial Board of the National Academy of sciences of the Republic of Kazakhstan will monitor and safeguard publishing ethics.

Правила оформления статьи для публикации в журнале смотреть на сайте:

[www:nauka-nanrk.kz](http://www:nauka-nanrk.kz)

[social-human.kz](http://social-human.kz)

Редакторы *М.С. Ахметова, Т.А. Апендиев, Д.С. Аленов*  
Верстка на компьютере *А.М. Кульгинбаевой*

Подписано в печать 10.06.2018  
Формат 60x881/8. Бумага офсетная. Печать – ризограф.  
18,6 п.л. Тираж 500. Заказ 3.