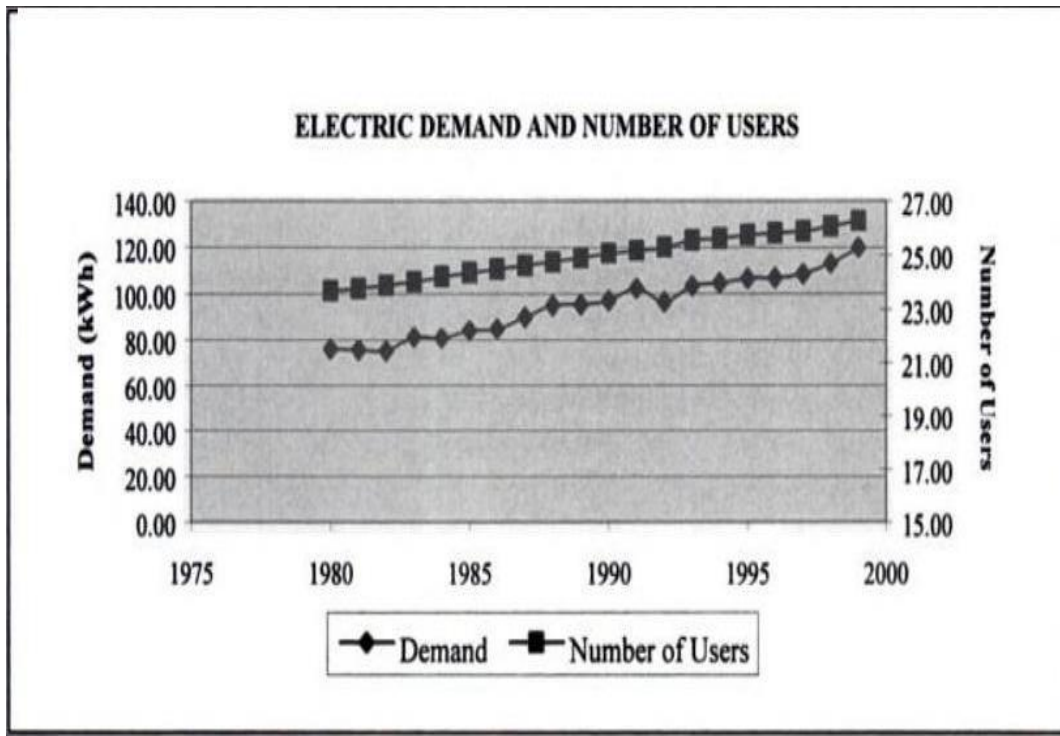




Note: Source is Regression Analysis: Modeling and Forecasting, Authors: George C. S. Wang, Chaman L. Jain, 2003

Summary

These are the most common forecasting methods, all these methods have their own advantages and disadvantages. Methods described in the article are accurate in specific time range and available historical data. So it depends on which criteria these methods are used, for instance, exponential smoothing is good at short-term forecasting, trendline is good at long-term forecasting and regression is good at medium-term forecasting.

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УДК 331.5

CHARACTERISTICS OF THE POLICY OF REGULATION OF THE LABOR MARKET, EMPLOYMENT AND MIGRATION DURING TRANSITIVE TIME IN KAZAKHSTAN

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Özet

Bu makale başlıca kanun ve kuralları ile göç ve işçi konularını göstermektedir. Makaledeki avantajlardan biri de yazarın kronolojik olarak sadece kanunları değil aynı zamanda pozitif ve negatif yönlerinin de göstermiştir.

Резюме

Статья раскрывает законодательные и правовые вопросы занятости и миграции в Республике Казахстан. Достоинством статьи является то, что автор раскрывает их не только в хронологическом порядке, но выделяет их положительные и отрицательные стороны

Annotation

The article describes the main laws and rules which link with migration and employment issues. One of advantage of the paper that the author describes the legislation not only in chronological order but also she describes their positive and negative sides/.

Түйін

Қазіргі уақыт еңбек нарығына жұмыс күшінің ішкі резервін тартудың, еңбек ресурстарының сапасы мен экономикалық белсенділігін арттырудың жаңа тәсілдерін әзірлеуді және іске асыруды талап етеді.

Keywords: Labor law employment and labor migration.

Many normative-legal acts had and have the mediate connection with regulation of labor market and employment of human resources and have some influence on them in the Republic of Kazakhstan. It's need to notice here such legislative acts like The Employment Law in Kazakhstan, The Labor Law in Kazakhstan, The Labor Protection Law, The Team Agreement Law, The Team Discussions and Job Actions Law etc. The same time The Employment Law of the Republic of Kazakhstan has more concrete purposeful influence on the regulation of labor market and employment.

The legislation concerning the regulation of labor market and employment and particularly The Employment Law changed twice during the period of transition in the Republic of Kazakhstan. The regulation of employment realized on the base of The Employment Law of the 15th of December in the Republic of Kazakhstan till 1999. This Law worked out and accepted on the initial step of market reformation in the frame of former USSR copied the similar legislative acts operating in other soviet republics.

We should underline that the policy conducting in the sphere of employment began to break down on passive and active during the transition to the market relations. The active policy of employment is the totality of legal, organizational and economical measures conducting by the state with the aim of decrease of unemployment level. Its behavior was connected with measures about training, retraining and professional development of persons, who find the job, organization of new work places with the help of public works system, precaution of workers dismissal and keeping of work places, active search and selection of work places.

The passive policy conducted in the sphere of benefit payoff to unemployed citizens and giving them the simplest services in selection of work place with the help of employment service.

In compliance with legislation act "The Employment Law" of the 15th of December in 1990 the financial bulwark of active and passive policy of employment, what means different programs of employment, social security of unemployment citizens must realized with the help of special financial-credit agency – "The State Fund of Assistance to Employment in the Republic of Kazakhstan". Its main activity was regulated by this law and appropriate attitude about "The State Fund of Assistance to Employment".

"The Employment Law" of the 15th of December in 1990 was worked out and accepted by the Supreme Council of Kazakh SSR in the beginning of market reforms before the economical breakdown which was in republic after the passage of the Law. As further practice showed many articles of the Law couldn't be realize because of big social-economic reformations appeared after the passage of the Law. The reorganization of many ruling subjects, the bankruptcy of corporations and organizations and economical breakdown connected with the economy transformation in whole gave rise to deficiency of financial benefit and depositions for benefit payoff, conducting of different public works, training and retraining of workers in "The State Fund of Assistance to Employment".

All of these facts and also the appearance of new trends on the labor market and in the sphere of employment (increase of unemployment, its currency etc.) were the reasonable facts for the passage of the new legislative act "The Employment Law" on the 30th of December in 1998.

One of the most important change in the employment and unemployment regulation was financing of employment programs (public works, professional training and retraining of unemployment, their employment assistance, foundation and support of informational data base of the employment questions, unemployment benefit) and began to realize from the state budget.

The government of the Republic of Kazakhstan revoked “The State Fund of Assistance to Employment”, revision commission and employment centers on the 29th of January in 1999.

The employment services were reformed into municipal state corporations.

The financing of different measures of employment assistance, social protection of unemployment were seriously reformed. For example, unemployment benefits were at the rate of about 3,5 size of monthly rated index independently from age, previous experience etc.

The employment benefits began to charge with getting status “unemployment”, with previous experience not less then 12 calendar weeks and taking part in public works and training. The benefit during the professional training period is 3 size of monthly rated index.

The financing of public works based on the principles of temporal state offer with time-limit not a longer time than 6 months. The unemployed citizens who officially recorded in employment body have preference right to take part in public works.

“The Employment Law” on the 30th of December in 1998 has limited the abilities to receive unemployment status, size and time for getting unemployment benefit. After the passage of the Law, the population of the country began to find the job by themselves.

On the 23d of January in 2001 the third new legislative act “The Employment Law” was accepted in the Republic of Kazakhstan. There weren’t such main definitions like worker and employee, vacant office, temporary employment, screw, monthly rated index. The tangible compensation replaced by the state social support for poor citizens in compliance with the Law.

One of the first legislative act connecting with migration problems was “The Immigration Law” accepted by the Supreme Council of the Republic of Kazakhstan on the 26nd of June in 1992. In compliance with this legislation act it’s need to appeal high quality specialists from the foreign countries for the training domestic people in regulation of labor immigration.

The ministries, departments, corporations, offices and organizations couldn’t invite and admit citizens of other countries which hadn’t visa. The foreigner arriving to the Republic as labor immigrant (not for the citizenship change) must have permanent residence outside the Republic of Kazakhstan.

The migration policy was against the background of significant social and economical reforms and also reformation of planned economy into market one. The principal transformation of economy, destruction of integrated economic complex of former USSR were important reasons of emigration dominance under immigration. The new legislation act “The Migration Law” was accepted on the 13th of December in 1997 for decrease of emigration negative influence on decrease of population and increase of immigrants in the Republic.

This new legislative act had more specific migration questions in the Republic of Kazakhstan and included international legal acts in this sphere. This act began to regulate not only immigration questions but also the question about emigration.

Nowadays the regulation of labor migration in the Republic of Kazakhstan realize on the base of “The Migration Law” on the 13th of December in 1997 and “The Employment Law” on the 23d of January in 2001. The citizens of the Republic of Kazakhstan apart from the persons in the army have the right on labor activity abroad.

The particularity of regulation of labor migration is intermediate help its citizens abroad in employment assistance and inviting of foreign labor force to the Republic of Kazakhstan. This help realizes by the private employment agencies on the ground of permit. The main attitude in the regulation of labor migration is quota determined annually by the Government of the Republic of Kazakhstan on the utilization of foreign labor force. The set-up of the quota definition, conditions and the set-up of release issue to employees for the utilization of foreign labor force are determine by the Government of the Republic of Kazakhstan. The main role plays the level of education. Professional level and previous experience of foreign labor force must satisfy qualification demands to professions of workers and posts of administers, specialists and clerks in accordance with qualification hand book of jobs and professions.

It is to note that if in the beginning of economical and political reforms the labor market and employment of human resources were under hard regulation and in further period we can see some flexibility in this direction. But it's need to develop this flexibility in conditions of globalization and integration into economic connections.

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CAREER BARRIERS OF WOMEN MANAGERS: GLASS CEILING

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Annotation

In this article is considered glass ceiling is on obstacle that women who aim to rise senior position in government, educational institution, non profit organizations face in. The definition of glass ceiling is used to specify the uncertainty of the problem.

Аннотация

В этой статье рассматривается вопрос стеклянного потолка, который является серьезным препятствием для женщин в их карьере, когда они ставят перед собой цель подняться выше по должности в правительстве, в учебном заведении и некоммерческих учреждениях. Понятие стеклянного потолка употребляется как специфика обозначения проблемы неопределенности.

Түйін

Бұл мақалада шыны төбе мәселесі әйелдердің өкіметте, оқу орындарында, коммерциялық емес мекемелерде жоғарғы лауазымдарға көтерілу мақсаттары қарастырылған. Шыны төбе түсініктемесі мәселенің белгізідік спецификасы ретінде қолданылған.

Özet

Bu çalışmada kadın yöneticilerin sıkça karşılaştıkları cam tavan sorunu ele alınmaktadır. Günümüzde cam tavan sorunu, kadınların üniversitelerde, sivil toplum örgütlerinde karyer açısından yükselmelerinde ciddi engeller oluşturmaktadır.

Keywords: glass ceiling, women manager, career barriers, perception of glass ceiling