

Торайғыров университетінің
ҒЫЛЫМИ ЖУРНАЛЫ

НАУЧНЫЙ ЖУРНАЛ
Торайғыров университета

ТОРАЙҒЫРОВ УНИВЕРСИТЕТІНІҢ ХАБАРШЫСЫ

Экономикалық сериясы
1997 жылдан бастап шығады



ВЕСТНИК ТОРАЙҒЫРОВ УНИВЕРСИТЕТА

Экономическая серия
Издается с 1997 года

ISSN 2710-3552

№ 2 (2025)
Павлодар

НАУЧНЫЙ ЖУРНАЛ
Торайгыров университета

Экономическая серия
выходит 4 раза в год

СВИДЕТЕЛЬСТВО

о постановке на переучет периодического печатного издания,
информационного агентства и сетевого издания
№ KZ93VPY00029686

выдано
Министерством информации и коммуникаций
Республики Казахстан

Тематическая направленность
публикация материалов в области экономики, управления,
финансов, бухгалтерского учета и аудита

Подписной индекс – 76133

<https://doi.org/10.48081/NVZW5116>

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KAZAKHSTAN'S STATE POLICY: DEVELOPING HUMAN CAPITAL FOR SUSTAINABLE GROWTH

The article examines the state policy of the Republic of Kazakhstan in the field of human capital development. Strategic programs covering such areas as education, healthcare, science and innovation are analyzed. Special attention is paid to the consideration of such documents as the Strategy for the Development of Kazakhstan until 2050 and the Strategic Plan for the Development of Kazakhstan until 2025, which define priority areas of government activity.

The study highlights the importance of an integrated approach to the study and development of human capital through improving the quality of education and health system, and supporting scientific research. The influence of state policy on increasing Kazakhstan's competitiveness in the international arena is considered. The evaluation of the results of the implemented programs was carried out.

Various research methods were used, including the analysis of theoretical sources, the study of legal acts and the main strategic documents of the Republic of Kazakhstan, as well as a comparative analysis of international ratings and reports. Statistical analysis methods have been applied to assess the dynamics of key indicators in the field of education, healthcare and the economy. The use of the method of a systematic approach made it possible to comprehensively study all aspects of public policy and identify the relationship between various areas of human capital development.

Keywords: public policy, human capital, economic development, development strategy, international rating.

Introduction

The Republic of Kazakhstan seeks to improve the quality of human capital, which can be seen in a number of programs, such as the Strategy «Kazakhstan-2050» and the Strategic Development Plan for Kazakhstan until 2025. The main goal of the Strategy «Kazakhstan-2050» is to make the country one of the thirty most developed countries in the world by 2050. The Republic of Kazakhstan, along with the whole world, faced the consequences of the COVID-19 pandemic, which had a negative impact on the level of human capital development of the state, leaving behind the achieved results in this area. This conclusion was reached by the experts of the round table organized by the World Bank and the Agency for Strategic Planning and Reforms under the President of the Republic of Kazakhstan, held on April 29, 2021 in Astana. According to international and national experts, the development of human capital will also help Kazakhstan to support and improve the level of economic development in the country. Thus, the relevance of this study is due to the need to create an effective human resource management system that can support the development of the economy and raise the standard of living of the population.

The purpose of this study is to analyze the state policy of Kazakhstan in the field of human capital development and assess its impact on national well-being. The main tasks include studying strategic documents, evaluating the effectiveness of programs, as well as determining the relationship between the development of human capital and the socio-economic indicators of the country.

Materials and methods

The role of human capital has been considered since the dawn of capitalism. William Petty, an English economist, was one of the first to try to measure human capital. By human capital, he understood not only the people themselves, but also their useful qualities. In addition, in his work «Political Arithmetic» (1676) [1]. W. Petty came up with the idea of calculating the value of a person by twenty times the annual income that he brings, and including not only land and capital, but also people in the wealth of the nation.

Scottish economist Adam Smith argued that it is labor that is the main value of all objects, and that all the wealth of the world was obtained in exchange for labor. As part of the main income-generating capital, it included not only equipment and tools, but also the knowledge and skills of people. In his opinion, the cost of training is also part of the capital that contributes to the overall well-being [2].

David Ricardo, an English economist, emphasized the importance of education in creating national wealth. He also studied the main costs of human capital development and pointed out that the differences in the level of economic

development of countries are due to the lack of education of different segments of the population [3].

Currently, a lot of attention has been paid to the study of human capital by domestic and foreign researchers. The influence of human capital on the economic development and growth of competitiveness of Kazakhstan is considered in the works of A.N. Beisembina [4] and A.N. Turekulova [5]. The features of investments in human capital as a tool for sustainable development of the company are disclosed in the works of A. Asanova [6].

The research used methods of analyzing theoretical sources, legal acts, strategic documents and international reports, as well as a systematic approach method for a comprehensive study of the elements of human capital.

Results and discussion

The Republic of Kazakhstan is one of the fastest growing countries in Central Asia. Kazakhstan pays great attention to the development of the country's human capital, since it is human capital that is the basis of socio-economic progress.

Data on human capital development and the country as a whole can be found in various international ratings and reports. One of these ratings is presented by The Social Progress Imperative, a global non-profit organization established in 2014 in Washington, DC, USA.

According to The Social Progress Imperative, Kazakhstan ranks 63rd in the ranking among 170 countries of the world. The 2024 Social Progress Index is based on the social progress of 170 countries for the period from 2011 to 2023. This rating is based on 57 different indicators. Thus, Kazakhstan is ahead of some post-Soviet countries: Russia is in 76th place, China is in 77th, Uzbekistan is in 81st place, Kyrgyzstan and Turkmenistan are in 86th and 104th, respectively [7].

In different years, according to The Social Progress Imperative rating Kazakhstan ranked from 61 to 74 out of 170 with a relatively small difference in the index. Over the 13 years during which the study was conducted, according to the company The Social Progress Imperative, Kazakhstan is in a state of stagnation, that is, its index indicators have changed slightly, which can be seen in Figure 1.

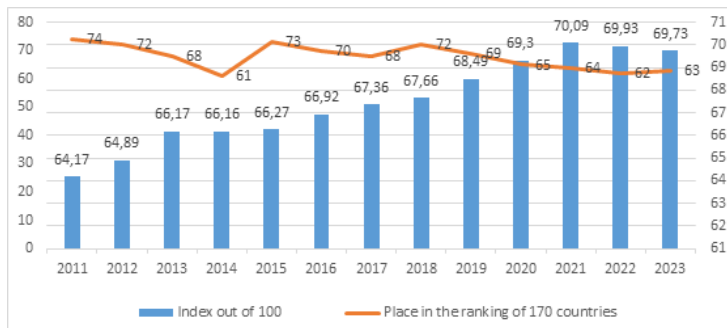


Figure 1 – Kazakhstan's index and place in the ranking from 2011 to 2023
Compiled by the authors based on source [7].

In order to assess the quality of the human capital of the Republic of Kazakhstan at the current stage, it is possible to consider in more detail the indicators of the indicators by which the country was evaluated, such as education, health, environmental quality, which directly affect the quality of human capital.

Thus, according to The Social Progress Imperative rating, the level of basic education in Kazakhstan has a pretty good indicator, raising our country to 42nd place. The health indicator in 80th place, including access to basic medical services, took 40th place, and the mortality and life expectancy rates move Kazakhstan to 107th and 130th places, respectively, from the first places among the countries with the best social development rating over the past 13 years.

Speaking of human capital, it is impossible not to mention the human development index. According to the United Nations Development Program report for 2023–2024, Kazakhstan ranks 67th in the human development index ranking by the end of 2022 with an index of 0.802 (in 2021 – 65th place) and is in the group with a very high level of human development, having only slightly risen from the lower limit [8]. The leading position in this group and in the list as a whole is occupied by Switzerland with an index of 0.967, the United States of America on the 20th line (0.927), the Russian Federation on the 56th place (0.821). Turkmenistan, Uzbekistan and Kyrgyzstan appeared in the table below and took 94, 106 and 111 places, respectively, falling into the group with a high level of human development. Tajikistan ranked 126th in the group with an average level of human development. The following situation is observed in dynamics: the human development index of Kazakhstan in 1990 was 0.672, rising to 0.81 in 2019; starting in 2020. this indicator began to decline and reached the level of 0.802 in 2022.

The human-centered approach can be traced in all relevant strategic plans, projects, and programs of Kazakhstan. Among the key documents of the Republic of Kazakhstan aimed at the development of the economy and national welfare with reference to the human-centered approach, the following can be mentioned: The Strategy «Kazakhstan – 2050» and the Strategic Development Plan of the Republic of Kazakhstan until 2025. The Strategy for the development of Kazakhstan until 2050, being a long-term document, replaced the strategy «Kazakhstan - 2030». In his message, the first President of the Republic of Kazakhstan, N.A. Nazarbayev. He explained this by the fact that the main tasks set out in the strategy «Kazakhstan – 2030» have been achieved and it is time to move forward and set new goals and objectives [9].

The main goal of the Strategic Development Plan of Kazakhstan until 2025 is its entry into the top thirty developed countries of the world. This goal can be achieved through the seven reforms outlined in the strategy. First on the list of reforms is the reform called «New Human Capital». Here we are talking primarily about high-quality and affordable education.

The availability of high-quality higher education is ensured primarily due to the large number of state educational grants allocated. From 2019–2020 to 2023–2024 academic years, the number of students in institutions of higher and (or) postgraduate education studying under state educational orders increased from 180,088 to 233,267 people, i.e. by 30 % [10]. The graph shown in Figure 2 also shows that over the past 5 academic years, the share of students enrolled under the state educational order in the total number of students has increased from 30 % to 39 %.

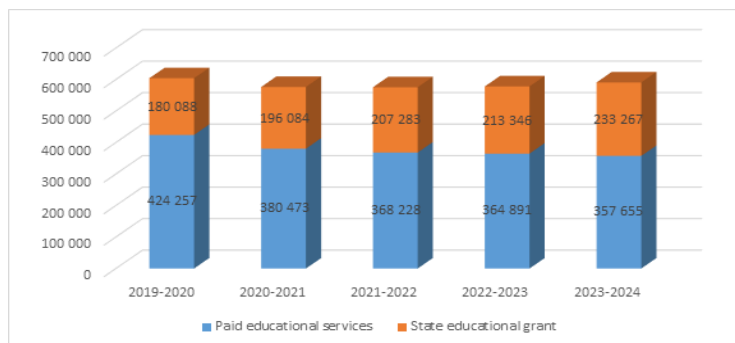


Figure 2 – The number of students in institutions of higher and (or) postgraduate education

Compiled by the authors based on source [10].

The Minister of Science and Higher Education of the Republic of Kazakhstan, Sayasat Nurbek, in his speech at the Forum of Science and Higher Education entitled «Human capital development – the basis of the country's economic growth», noted that the state increased the science budget for 2023–2025 3.5 times for the development of science. Also, according to the Minister, on behalf of the Head of State, measures are being taken to improve the status of scientists, in connection with which the salaries of scientists have been increased [11].

At an expanded meeting of the joint board of the Ministry of Education and the Ministry of Science and Higher Education of the Republic of Kazakhstan on February 14, 2024, which was marked by the theme “From quality education to high-quality human capital”, Minister of Science and Higher Education Sayasat Nurbek stressed the need to continue to ensure equal access to higher education and offer more modern methods to ensure its high quality. The issues of using artificial intelligence were not neglected either. According to the Minister of Science and Higher Education, educational programs are currently being developed to train specialists in the field of artificial intelligence. Three domestic universities with the participation of foreign partners are involved in this project [12]. The Minister also noted that the state is constantly increasing scholarships not only for undergraduate students, but also for undergraduates and doctoral students, in order to increase the number of citizens receiving postgraduate education.

One of the priorities of the Strategic Development Plan of Kazakhstan until 2025 for the creation of new human capital is the “Integration of education into the global environment”. Within the framework of this task, international cooperation with foreign partners is carried out in Kazakh universities, students are exchanged within the framework of student mobility, and foreign teachers are attracted. Also, with the participation of foreign colleagues, joint educational programs are being developed and campuses of the world's leading universities are being opened.

In January 2024, Sayasat Nurbek told about the work carried out towards the establishment of branches of foreign universities, and explained that these events are being held in accordance with the instructions of the President of the Republic of Kazakhstan Kassym-Jomart Tokayev and directly contribute to the development of science and innovation in the country. At the beginning of 2024, 12 foreign universities from Russia, the USA, China, Italy, England, Scotland, Poland, Germany and South Korea have already opened their branches in Kazakhstan. Later, in February, the minister announced that 4 more branches

of foreign universities from Russia, Uzbekistan, China and the United States would open in 2024 [13].

The creation of new human capital is impossible without qualified teaching staff. As noted in the Strategic Development Plan of Kazakhstan until 2025, it is necessary to improve not only the qualifications of teachers, but also their status and motivation. Advanced training of university teachers is achieved, among other things, by attracting experts from abroad. According to the report on the implementation of the Development Plan of the Ministry of Science and Higher Education of the Republic of Kazakhstan for 2023–2027, 200 foreign experts were involved in teaching in 2023, of which 194 were attracted from the national budget, 6 from universities [14].

Based on the tasks set for the development of human capital, the Strategic Development Plan of Kazakhstan until 2025 describes the expected results of the reform number 1 «New human capital». By 2025, it is expected that the assessment of the quality of school education according to the PISA test (Program for International Student Assessment) in mathematics will reach 480 points, in reading – 450 and in science – 490 points. In December 2023, the Organization for Economic Cooperation and Development (OECD) presented a report with the results of the PISA 2022 test [15]. According to the report, the score of students of schools in Kazakhstan in mathematics was 425, in reading – 386, in natural sciences – 423 points. The test results for previous years are shown in Figure 3.

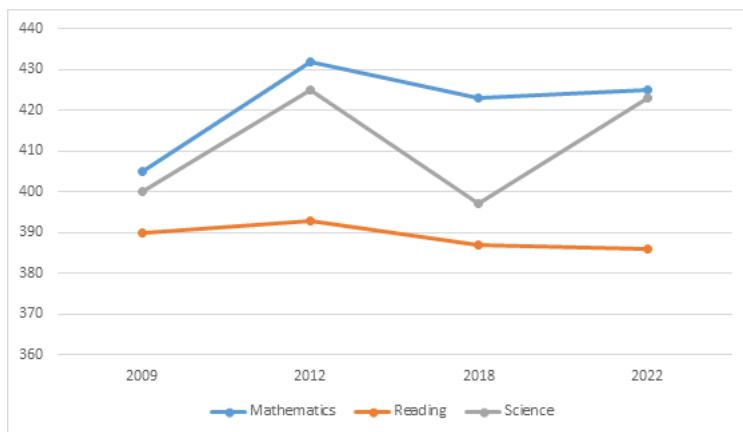


Figure 3 – Kazakhstan's PISA test results from 2009 to 2022
Compiled by the authors based on source [15].

High-quality and affordable healthcare is one of the criteria for assessing the quality of human capital. The state policy of the Republic of Kazakhstan in this area is represented by such documents as the Code of the Republic of Kazakhstan “On the Health of the people and the healthcare system”, the Concept of Healthcare development of the Republic of Kazakhstan until 2026, as well as the pilot national project “Modernization of rural healthcare” for 2023–2025.

According to the article 76 of the Code of the Republic of Kazakhstan dated July 07, 2020 No. 360-VI “On the health of the people and the healthcare system”, the state guarantees equal access to high-quality medical care, safe medicines, as well as the prevention of various diseases and the creation of conditions for a healthy lifestyle [16].

The concept of healthcare development of the Republic of Kazakhstan until 2026 was developed in the implementation of medium- and long-term documents of the Republic of Kazakhstan [17]. Among the target indicators in the Concept are such as life expectancy at birth, satisfaction with the quality and accessibility of medical services, maternal mortality, infant mortality and others.

Life expectancy is an important indicator of the human capital index. The growth of this indicator is influenced by the development of the economy, the social well-being of the population, as well as the development of healthcare. According to the report of the Ministry of Health of the Republic of Kazakhstan on the implementation of the Concept of Healthcare Development of the Republic of Kazakhstan until 2026, life expectancy in 2022 was 74.44 years [18]. The report also shows the dynamics of life expectancy from 2012 to 2022 (Figure 4).

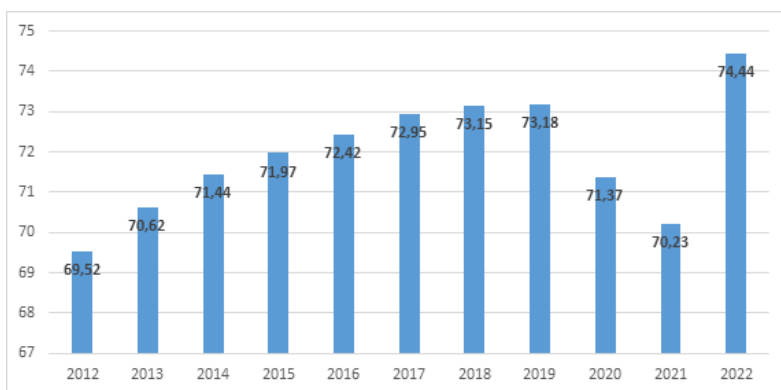


Figure 4 – Life expectancy of the population of the Republic of Kazakhstan from 2012 to 2022, number of years

Compiled by the authors based on source [18].

According to the chart, it can be seen that from 2012 to 2019 there was a steady increase in life expectancy at birth. However, the coronavirus pandemic affected this indicator, reducing it by 1.81 years in the pandemic year 2020 to 71.37 years, followed by a decrease to 70.23 years in 2021. After the crisis period, Kazakhstan managed to raise the life expectancy at birth in 2022 to 74.44 years instead of the planned 72.37 years for this year. According to the strategic development plan of the Republic of Kazakhstan until 2025, the life expectancy at birth for 2025 is projected at 75 years.

According to the Bureau of National Statistics of the Agency for Strategic Planning and Reforms of the Republic of Kazakhstan, 2 hospitals and 104 outpatient clinics were commissioned in 2023, 95 of which are in rural areas. From January to November 2024 – 1 hospital and 36 outpatient clinics, of which 32 were launched in rural areas [19]. Data on the commissioning of health facilities by regions and cities of republican significance from January 2023 to November 2024 are shown in Figure 5.

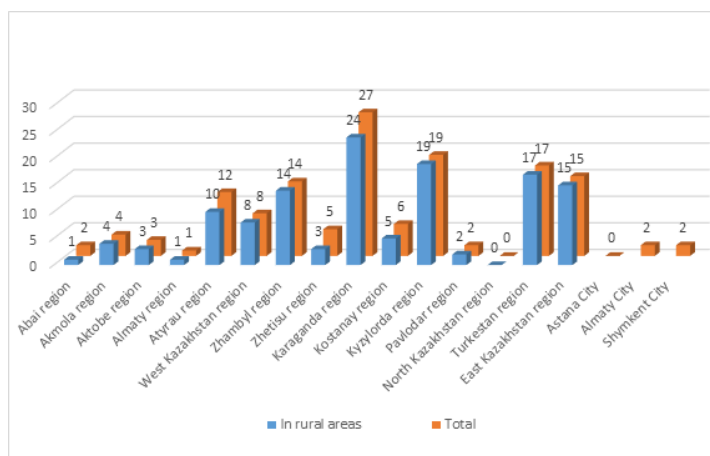


Figure 5 – Commissioning of healthcare facilities from January 2023 to November 2024

Compiled by the authors based on source [19].

In order to provide affordable and high-quality medical care, the Non-profit Joint Stock Company Social Insurance Fund was established by Decree of the Government of the Republic of Kazakhstan dated July 01, 2016 No. 389. The Fund aims to involve as many people as possible in the compulsory social health

insurance system, which will enable all insured to receive free and high-quality medical care, or significantly reduce unforeseen expenses.

In 2022, according to the annual report of the Fund, within the framework of compulsory social health insurance, the provision of the population's need for consulting and diagnostic services increased, namely, high-precision diagnostic methods became more accessible. Thus, the number of CT services increased from 512,300 in 2021 to 1,210,500 in 2022. The number of magnetic resonance imaging services has also increased: 450,071 in 2021 and 604,000 in 2022 [20]. In order to increase the availability of medical services, the Fund has also identified and achieved indicators within the guaranteed volume of free medical care.

Conclusion

The State policy of the Republic of Kazakhstan in the field of human capital development is an important component for sustainable socio-economic growth of the country. The conducted research showed that this policy is aimed at developing the education system, supporting science and innovation, improving and modernizing the health care system, as this is the essence of human capital. However, to this day in the country there is a difference in education and medicine between urban and rural areas, as well as a shortage of qualified personnel. Thanks to the set tasks and specific goals described in the main strategic documents, Kazakhstan continues to strengthen its competitiveness in the international arena, investing resources in the development of new human capital.

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Received 28.03.25.

Received in revised form 22.04.25.

Accepted for publication 13.05.25.

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28.03.25 ж. баспаға түсті.

22.04.25 ж. түзетулерімен түсті.

13.05.25 ж. басып шығаруға қабылданды.

ҚАЗАҚСТАННЫҢ МЕМЛЕКЕТТІК САЯСАТЫ: ТҰРАҚТЫ ӨСУ ҮШІН АДАМИ КАПИТАЛДЫ ДАМУ

Мақалада еліміздің экономикалық және әлеуметтік өсуінің негізі болып табылатын адами капиталды дамыту саласындағы Қазақстан Республикасының мемлекеттік саясаты қарастырылған. Білім, денсаулық сақтау, ғылым және инновация сияқты салаларды қамтитын стратегиялық бағдарламалар талданды. Мемлекеттік қызметтің басым бағыттарын айқындайтын Қазақстанның 2050 жылға дейінгі Даму стратегиясы және Қазақстанның 2025 жылға дейінгі Стратегиялық даму жоспары сияқты маңызды құжаттарды қарауға ерекше назар аударылды.

Зерттеу білім беру сапасын жақсарту, денсаулық сақтау жүйесін жетілдіру және ғылыми зерттеулерді қолдау арқылы адами капиталды зерттеуге және дамытуға кешенді көзқарастың маңыздылығын атап өтті. Мемлекеттік саясаттың Қазақстанның халықаралық аренадағы бәсекеге қабілеттілігін арттыруға әсері қаралды. Іске асырылып жатқан бағдарламалардың нәтижелеріне бағалау жүргізілді.

Мақаланы жазу кезінде зерттеудің әртүрлі әдістері, оның ішінде теориялық дереккөздерді талдау, Қазақстан Республикасының нормативтік-құқықтық актілері мен негізгі стратегиялық құжаттарын зерделеу, сондай-ақ халықаралық рейтингтер мен есептерді салыстырмалы талдау пайдаланылды. Білім беру, денсаулық сақтау және экономика саласындағы негізгі көрсеткіштердің динамикасын бағалау үшін статистикалық талдау әдістері қолданылды. Жүйелік тәсіл әдісін қолдану

мемлекеттік саясаттың барлық аспектілерін жан-жақты зерттеуге және адами капиталды дамытудың әртүрлі бағыттары арасындағы байланысты анықтауға мүмкіндік берді.

Кілтті сөздер: мемлекеттік саясат, адами капитал, экономикалық даму, даму стратегиясы, халықаралық рейтинг.

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Поступило в редакцию 28.03.25.

Поступило с исправлениями 22.04.25.

Принято в печать 13.05.25.

ГОСУДАРСТВЕННАЯ ПОЛИТИКА КАЗАХСТАНА: РАЗВИТИЕ ЧЕЛОВЕЧЕСКОГО КАПИТАЛА ДЛЯ УСТОЙЧИВОГО РОСТА

В статье рассмотрена государственная политика Республики Казахстан в области развития человеческого капитала, являющегося основой экономического и социального роста страны. Проанализированы стратегические программы, охватывающие такие сферы, как образование, здравоохранение, наука и инновации. Особое внимание уделено рассмотрению таких важных документов, как Стратегия развития Казахстана до 2050 года и Стратегический план развития Казахстана до 2025 года, которые определяют приоритетные направления государственной деятельности.

В исследовании подчеркнута значимость комплексного подхода к изучению и развитию человеческого капитала через улучшение качества образования, совершенствование системы здравоохранения и поддержку научных исследований. Рассмотрено влияние государственной политики на повышение конкурентоспособности Казахстана на международной арене. Проведена оценка результатов реализуемых программ.

При написании статьи использовались различные методы исследования, в том числе анализ теоретических источников, изучение нормативно-правовых актов и главных стратегических документов Республики Казахстан, а также сравнительный анализ международных рейтингов и отчетов. Применены

методы статистического анализа для оценки динамики ключевых показателей в сфере образования, здравоохранения и экономики. Использование метода системного подхода позволило всесторонне изучить все аспекты государственной политики и выявить взаимосвязь между различными направлениями развития человеческого капитала.

Ключевые слова: государственная политика, человеческий капитал, экономическое развитие, стратегия развития, международный рейтинг.

Теруге 19.05.2025 ж. жіберілді. Басуға 30.06.2025 ж. қол қойылды.

Электронды баспа

17,1 Mb RAM

Шартты баспа табағы 34,8

Таралымы 300 дана. Бағасы келісім бойынша.

Компьютерде беттеген: А. К. Мыржикова

Корректорлар: А. Р. Омарова, Д. А. Кожас

Тапсырыс № 4407

Сдано в набор 19.05.2025 г. Подписано в печать 30.06.2025 г.

Электронное издание

17,1 Mb RAM

Усл.п.л. 34,8. Тираж 300 экз. Цена договорная.

Компьютерная верстка: А. К. Мыржикова

Корректоры: А. Р. Омарова, Д. А. Кожас

Заказ № 4407

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