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**LABOR LAW AND DIGITALIZATION: PROBLEMS AND
DEVELOPMENT PROSPECTS**

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Low-salary countries and states such the People's Republic of *China*, India and Bangladesh are yet getting benefits from the superabundance of low-qualified employees, and Western enterprises have outsourced their manufacturing and a few services to these countries and states. In the most upcoming and countries, the

intercalation of (partially) stand-alone systems is not typically to be advantageous at present for economical tasks, once the labor has a value which is not much more elevated than the price for acquisition, elaboration and preservation of the necessary instruments. On the other side, enterprises are also situated in low-salary states and countries have to buy chips into pertinent IT-s in order spheres in order to ameliorate their productiveness and calling in vis-à-vis their counteragents and save emulating in the long-term run.

Over the long haul, notwithstanding, these enterprises will make a decision to fabricate in their countries and states of origin utilizing productional robots and only some employees in the nearest future. In this case the superfluity of low-qualified employees will grow into a curse for upcoming and developing countries. The issue over there is what a way to integrate the enormous number of non-qualified production employees into a partially tough labor market that depends on the requirements of other states and countries. Another issue is that there are no relative social security spheres in the place in the most upcoming and developing countries. A presumable mass non-employment could turn into humanitarian catastrophical problems and a wave of migration.

According to the lack of financial and economical “buying chips” in a lot of developing countries and states, digitalization will initially be mainly centralized on Western developed states and Southeast Asia. One example: More than 80 percent of the robots sold each year are used in Japan, South Korea, the U.S. and Germany [1].

The Ministry of Labor and Social Protection of the Population of the Republic of Kazakhstan created a single repository of electronic labor contracts.

About 16 million sheets of paper or almost 40 million tenge per year will save digitization of labor contracts in Kazakhstan.

"According to our expectations, the total number of paper documents being reduced as part of the digitalization of this area will be about 16 million sheets per year. Currently, the ministry has prepared a package of amendments to the legislation to resolve the legal status of electronic labor contracts and employer's obligations to provide information on labor relationship.

After the transfer to the electronic format of labor contracts, the automation of personnel records, the exception of paper work books and other paper documents will follow.

Thanks to the access to the candidate's electronic personal file, you can get reliable data on the qualifications and other data of your employees.

Accordingly, the selection of personnel will be better. This will allow the state to monitor and control the existence of labor relations with employers, as well as to predict the personnel overflows of citizens and to take measures for their employment in advance.

Now, on the basis of the Ministry of Labor and Social Protection of the Population of the Republic of Kazakhstan, a single repository of electronic labor agreements has been created [2].

The employer enters into a contract with a potential employee and sends information about the concluded contract to a single repository through specially developed web services. In the electronic contracts all data of the paper carrier will be indicated, namely details of the parties, working conditions, rest regime, salary amount, rights and obligations of the employees and the employer. Subscribe will be a digital signature.

Today, the Unified Information System of the Social and Labor Sphere is functioning, which includes 11 information subsystems in all areas of the agency's activities, such as labor, employment, social insurance, pension and social security, social support, special social services and migration.

This system provides personalized accounting for more than 15 million Kazakhstanis from birth itself throughout their lives and provides automated services at all its stages. 17 out of 34 services of the Ministry were automated, 2 services related to childbirth are provided proactively, 3 services are partially automated, and for 7 services information about the assignment can be obtained in electronic form.

Three large-scale projects that the Ministry of Labor and Social Protection of Russia launches this year in the framework of "Digital Kazakhstan".

The first of these is the development of the Unified Information System of the social and labor sphere, the main priority of which will be to improve the quality of the services provided to the population.

The second big project of digitization of the social and labor sphere is the Electronic Labor Exchange. It has already been created and is the first implemented project of the State Program "Digital Kazakhstan". The process of employment of citizens has been translated into electronic format and the largest database of applicants and vacancies has been formed.

According to the Ministry of Labor and Social Protection of the Population, currently 45 private agencies and 5 Internet employment sites are connected to the Exchange. About 141 thousand people visit the Electronic Exchange on a monthly basis, the number of views per month has increased 2.7 times since the beginning of the year and exceeded 3 million.

The Ministry continues to expand the functionality of the Exchange. First, a career guidance service is open and employment recommendations are provided. Secondly, the Electronic Exchange will become a platform for short-term training in the framework of the Program of productive employment. Thirdly, the mobile version of the Exchange based on Android has already been developed, and soon its version

will be developed on the iOS platform. From July 1, users will be provided with full-fledged access to the mobile version with its further connection to the mobile government (MGOV).

The third big project is the introduction of an electronic labor accounting system. For employees, this is a simplification of the employment process: no collection of documents is needed, the personal file of the applicant will be automatically formed. The accounting system for electronic labor contracts will be put into commercial operation in 2019.

All these measures will make it possible to achieve a significant economic effect: due to the optimization of public services, annual expenses of citizens and the state will be reduced by 600 million tenge, due to the introduction of electronic personnel records management, businesses will be able to reduce their costs to 1 billion tenge annually. Thus, the digitization of the social and labor sphere will improve the quality of life of the population by ensuring the transparency and accessibility of social services and employment.

Digitizing workbooks and contracts will lead to a reduction in paper documents, as well as ensure safety and accessibility to archived data. In the future, electronic labor contracts will be used for the appointment of pensions, benefits, which require confirmation of seniority.

The electronic labor exchange is the first product of “Digital Kazakhstan” launched on commission of the Head of State for commercial operation. The success of the project depends not only on the Ministry of Labor, but also on all national companies, holding companies, subordinate organizations of central government agencies, akims in the localities [3].

A higher level of non-employment in a few sectors will not be avoidable, even if the greatest majority of share of jobs will be “moved” to a another field of work, importantly to the serviceable sector where new emerged service forms will be made. When everything is said and done, I would like to issue in expansion and development: employees will also get benefits from loose-limbed solutions according to working timetable and the working place resulted by the introduction.

The digitalization (and automation) of services is a worldwide feature getting influenced on a far-purposeful and multifarious sphere of advising services in the long run and the labor and employment law in special way. It would be sought-after if the nearest future laws were to take the functional and technological elaboration and the grown need for suppleness into account [4].

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