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Бийбосунова С.К.

экономика илимдеринин кандидаты, доцент

И. Арабаев атындагы Кыргыз мамлекеттик университети

Бишкек ш.

bibosunovas@gmail.com

Лей Цзянь

магистрант

И. Арабаев атындагы Кыргыз мамлекеттик университети

Бишкек ш.

ljian@gmail.com

Лебуза Р.

магистрант

И. Арабаев атындагы Кыргыз мамлекеттик университети

Бишкек ш.

lebuzaramil17@gmail.com

Жыргалбек кызы Д.

магистрант

И. Арабаев атындагы Кыргыз мамлекеттик университети

Бишкек ш.

jdariha@mail.ru

Абдымамбетова Ж.

И. Арабаев атындагы Кыргыз мамлекеттик университети

Бишкек ш.

ajazgul@mail.ru

ИТ СЕКТОРУНУН ЭМГЕК РЫНОГУНА ТИЙГИЗГЕН ТААСИРИ: ӨЗГӨРҮҮЛӨРДҮ, ТАЛАПТАРДЫ ЖАНА КЕЛЕЧЕКТЕГИ ПЕРСПЕКТИВАЛАРЫН ТАЛДОО

Аннотация. “Бишкек шаарындагы эмгек рыногуна технологиялык өзгөрүүлөрдүн таасиринин анализи” макаласы Кыргызстандын борборундагы эмгек рыногунун динамикасына технологиялык жетишкендиктердин таасирин изилдөөгө арналган. Киришүү дүйнөлүк технология тенденцияларына жана алар Бишкектин өнүккөн ИТ секторунда кандай ойноп жатканына кеңири сереп салат.

Методологиялык бөлүмдө ИТ жумушун, фрилансерлерди, стартаптарды жана ири технологиялык фирмаларды изилдеген изилдөөлөрдүн чоо-жайы берилген. Маалыматтарды талдоо бөлүмү ИТ секторундагы жумуштуулукту билим берүүнүн, сооданын жана медицинанын салттуу секторлору менен салыштырат. Талкуу бөлүмү билим берүү ресурстарынын жеткиликтүүлүгүнө, талап кылынган ИТ көндүмдөрүнө жана кайра даярдоо жана даярдоо зарылдыгына байланыштуу орчундуу маселелерди көтөрөт. Макала ошондой эле технопарктерди өнүктүрүүгө колдоо көрсөтүү жана стартаптарды стимулдаштыруу программалары сыяктуу ИТ саясатын өнүктүрүүнүн потенциалдуу кесепеттерин баса белгилейт. Акырында, макала Кыргызстандын экономикасында ИТтин келечектеги ролун

болжолдоо жана IT-билим берүүнү билим берүү программаларына интеграциялоону жакшыртуу боюнча сунуштар менен аяктайт.

Негизги сөздөр: технологиялык өзгөрүүлөр, эмгек рыногу, IT сектору, маалыматтарды талдоо, сурамжылоонун өзгөчөлүктөрү.

Бийбосунова С. К.

кандидат экономических наук, доцент

Кыргызский государственный университет имени И Арабаев

г. Бишкек

bibosunovas@gmail.com

Лей Цзянь

магистрант

Кыргызский государственный университет имени И Арабаев

г. Бишкек

lijyan@gmail.com

Лебуза Р.

магистрант

Кыргызский государственный университет имени И Арабаев

г. Бишкек

lebuzaramil17@gmail.com

Жыргалбек кызы Дариха

магистрант

Кыргызский государственный университет имени И Арабаев

г. Бишкек

jdariha@mail.ru

Абдымамбетова Ж.

магистрант

Кыргызский государственный университет имени И Арабаев

г. Бишкек

ajazgul@mail.ru

ВЛИЯНИЕ IT СЕКТОРА НА РЫНОК ТРУДА: АНАЛИЗ ИЗМЕНЕНИЙ, ТРЕБОВАНИЙ И БУДУЩИХ ПЕРСПЕКТИВ

Аннотация. Статья "Анализ влияния технологических изменений на рынок труда в Бишкеке" посвящена изучению влияния технологических достижений на динамику рынка труда в столице Кыргызстана. Во введении представлен всеобъемлющий обзор глобальных технологических тенденций и того, как они реализуются в процветающем IT-секторе Бишкека. Методологический раздел содержит подробные сведения об исследованиях, в ходе которых изучались занятость в сфере IT, фрилансеры, стартапы и крупные технологические фирмы.

В разделе анализа данных сравнивается занятость в IT-секторе с традиционными секторами образования, торговли и медицины. В разделе "Обсуждение" поднимаются важнейшие вопросы, касающиеся доступности образовательных ресурсов, требуемых IT-навыков, а также необходимости переподготовки и обучения. В статье также освещаются потенциальные последствия разработки политики в области IT, например, поддержка

развития технопарков и программ стимулирования стартапов. Наконец, в заключении статьи дается прогноз будущей роли ИТ в экономике Кыргызстана и рекомендации по улучшению интеграции ИТ-образования в образовательные программы.

Ключевые слова: технологические изменения, рынок труда, ИТ-сектор, анализ данных, особенности опроса.

Biibosunova S. K.

Candidate of Economic Sciences, Associate Professor
Kyrgyz State University named after I. Arabaeva
Bishkek c.
bibosunovas@gmail.com

Lei Jiyan

master's student
Kyrgyz State University named after I. Arabaev
Bishkek c.
ljiyan@gmail.com

Lebuza R.

master's student
Kyrgyz State University named after I. Arabaev
Bishkek c.
lebuzaramil17@gmail.com

Jyrgalbek kyzy D.

master's student
Kyrgyz State University named after I. Arabaev
Bishkek c.
jdariha@mail.ru

Abdymambetova J.

master's student
Kyrgyz State University named after I. Arabaev
Bishkek c.
ajazgul@mail.ru

IMPACT OF THE IT SECTOR ON THE LABOUR MARKET: ANALYSIS OF CHANGES, REQUIREMENTS AND FUTURE PROSPECTS

Annotation. The article is devoted to the study of the impact of technological advances on the dynamics of the labour market in the capital of Kyrgyzstan. The introduction provides a comprehensive overview of global technological trends and how they are being realised in Bishkek's thriving IT sector.

The methodological section provides details of studies that have examined IT employment, freelancers, start-ups and large technology firms. The data analysis section compares employment in the IT sector with the traditional sectors of education, trade and medicine. The discussion section raises critical questions regarding the availability of educational resources, the IT skills required, and the need for retraining and training. The article also highlights the potential implications of IT policy development, such as supporting the development of technology parks and startup incentive

programmes. Finally, the article concludes with a forecast of the future role of IT in the Kyrgyz economy and recommendations for improving the integration of IT education into educational programmes.

Keywords: technological change, labour market, IT sector, data analysis, survey features.

Introduction

In recent years, the global economy and the labor market have changed. The emergence of digital platforms has transformed traditional work processes and created new job roles.

Bishkek, the capital of Kyrgyzstan, has also embraced these technological changes and witnessed considerable growth in the IT sector—active support for technological innovation and investment in the city's technological infrastructure and the global digitalization trend. The rise of the IT industry in the region poses new challenges for researchers and policymakers in terms of employment structure and changing professional requirements [1].

While the growth of the IT sector opens doors to new job opportunities in software development, system administration, project management, and cybersecurity, it also requires revising educational programs and training personnel to meet current and future market demands. The changing workforce landscape highlights the need to adapt to new realities, where possessing high-level technical skills is essential for success in the labor market.

Methodology

A study was conducted to examine how the IT industry influences the job market in Bishkek. It involved questions, about IT employment, startup work, freelancing and positions in technology companies. The survey focused on identifying job trends income gaps and skills needed across sectors [2, 3].

Different groups were included in the survey based on respondents ages, genders, education levels and regional backgrounds. This provided a look at the workforce structure. Highlighted notable distinctions between traditional economic fields like agriculture, industry, services and the dynamic IT sector.

The analysis of the data revealed that the IT field is attracting professionals with strong technical skills. Many of them are engaged in startups or working as freelancers – a choice among youth due to the rising trend towards flexible employment options.

Furthermore, findings from the survey indicated that despite demanding conditions and skill prerequisites in the IT sector it offers salaries compared to conventional industries. This makes it an appealing career path for individuals. Such insights help shed light on how the IT industry impacts job markets and suggest strategies, for fostering its growth and integration into Kyrgyzstans economy [3, 4].

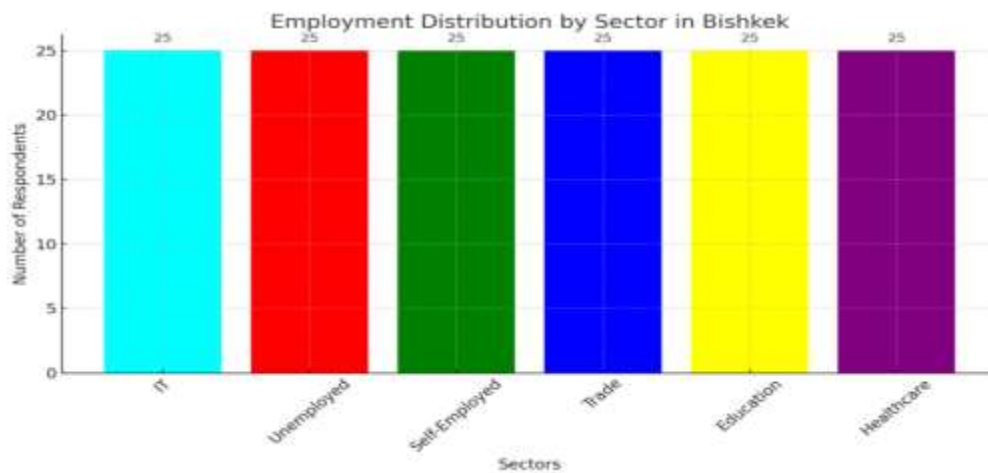


Figure 1. Equal Employment Distribution Across Sectors in Bishkek

```
python
# Data for the histogram
sectors = ['IT', 'Unemployed', 'Self-Employed', 'Trade', 'Other']
counts = [25, 25, 25, 25, 25] # Assuming that each sector has 25 respondents

# Creating a histogram for comparing employment in different sectors
plt.figure(figsize=(10, 6))
plt.bar(sectors, counts, color=['cyan', 'red', 'green', 'blue', 'yellow'])
plt.xlabel('Sectors')
plt.ylabel('Number of Respondents')
plt.title('Employment Distribution by Sector in Bishkek')
plt.xticks(rotation=45)
plt.show()
```

Figure 2. Analysis of Employment Distribution py

An interesting trend has been discovered in Bishkek's labor market—the number of specialists employed in the IT sector is on par with those in established industries such as trade, education, and medicine. This indicates that IT professions are in high demand and are becoming vital to the city's economic structure.

This observation provides a foundation for several strategic initiatives. First, it highlights the need for more significant IT education and training investment to sustain and expand the sector's human capital. Second, the data suggests that the IT industry is comparable to traditional industries, making it a priority for regional economic policy.

In light of this evidence, government and private investors should focus on developing IT parks, incubators, and accelerators to facilitate further growth and integration of the IT sector into the Kyrgyz economic system. Creating favorable conditions for start-ups and attracting external investment in technology companies is also crucial.

Overall, the balance observed between the IT sector and other industries can serve as a basis for optimistic forecasts regarding the sustainable development of the urban economy with the growing role of high-tech enterprises.

Discussion

As we move forward into the future, the rate at which technology advances is unprecedented. This means that the demand for IT skills is increasing steadily. This requirement highlights the importance of improving the quality of educational programs and providing access to learning for all segments of society. Academic institutions must adapt quickly to changing demands by revising and updating curricula and incorporating courses that aim to develop modern IT skills [5].

Moreover, data indicates a high demand for IT specialists in Bishkek, confirming the need for policy reforms to support the IT industry. Key strategic measures include creating technoparks, incentivizing start-ups, and attracting investment in high-tech projects. Technoparks can catalyze innovation by providing infrastructure and resources to develop new products and technologies. At the same time, start-up incentive programs promote entrepreneurship and job creation.

Policymakers and educational leaders must consider the importance of the IT sector and support its development as one of Kyrgyzstan's priority economic and social policy areas. This will contribute to a sustainable economic environment that can respond quickly to global technological change and meet the needs of the future labor market [6].

Conclusion

The IT industry is becoming increasingly crucial in Bishkek's labor market, with a growing demand for IT professionals and expanding jobs. This transformation towards high-tech industries can positively impact the Kyrgyz economy, increasing its competitiveness in the global market. To strengthen the IT industry, support for innovation, modern technological solutions, and R&D activities is recommended to drive economic growth. Further research should be conducted to understand the dynamics and needs of the IT sector and develop strategies to promote IT education and technology entrepreneurship. This will contribute to sustainable socio-economic development and improve the quality of life of the country's residents.

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Рецензент: кандидат технических наук, доцент Кудакеева Г.М.