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The factor of labor relations in the politics of modern societies: the experience of Mongolia and Kazakhstan

The article attempts to summarize the socio-philosophical analysis of the factors influencing the development of labor relations (including labor emigration) in Mongolia and the Republic of Kazakhstan. The focus of the research is on the philosophical and political aspects of labor relations. In a comparative aspect, trends and approaches to the regulation of labor relations are considered in the focus of regional cooperation. Particular attention is paid in the article to the study of topical political and philosophical problems of labor activity (work and freedom, the objectives and uses of labor, the use of working time as the foundation of labor, etc.), trends and problems in the field of regulation of labor relations are shown. The article focuses on the special position of Mongolia in the system of international relations, highlights the determinants of the foreign policy of this country. An analysis of the social consequences of the adoption and implementation of the concept of the “third neighbor” in the policy of the Mongolian and Kazakhstani societies at the present stage of development has been carried out. The conclusion is made about the specifics of the social situation of the Mongolian society in a state of demographic transition, which is characterized by a young age structure of the population, focused on the export of labor resources, labor migration. The article emphasizes the fundamental difference between the Kazakh society as a society in which there is no active migratory donation, in contrast to the Mongolian society. The authors showed the importance of labor migration in the socio-economic development of both countries in the context of this opposition. According to the authors, both countries have developed an approach to understanding labor relations as a factor in the sustainable development of society and the state.

Keywords: society, social policy, philosophy of history, philosophy of politics, migration, multi-vector approach, trends, labor relations, working hours, foreign policy.

Introduction

As J.-F. Lyotard said: “Historical science is a form of consciousness that society has about itself” [1] and therefore, the subject of our analysis are those aspects of social philosophy, philosophy of history and philosophy of politics that are associated with the current state of Kazakhstani and Mongolian societies from the standpoint of such an important factor as of labor relations. Moreover, one of the authors of this publication was directly associated with the implementation of state social policy in the field of organizing and regulating labor relations. In the modern global world, the analysis of any social phenomenon, and in particular, philosophical analysis, is associated with the need for a multi-vector approach, taking into account a sufficient number of factors, and the absence of subject isolation. The socio-philosophical aspects of building the policy of modern societies in Mongolia and Kazakhstan became the subject of the article. Let's try to consider the factors of influence through the prism of a comparative historical and philosophical approach. A common external factor of influence was the collapse in 1991 of the bipolar system and the departure from the

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socialist path of development. Between Russia and China, Mongolia and Kazakhstan there is a unique geographic position. However, if Kazakhstan gains access to a geostrategic resource like the sea, Mongolia will lose this edge. Geographical factors influenced Mongolia's foreign policy significantly over time and continue to do so. For a long period of its history, Mongolia was strategically oriented towards the Soviet state, which, like for Kazakhstan, is a “neighbor state” for Mongolia. It is no coincidence that among the world's political trends, the coexistence and interaction of “neighboring states” is a common phenomenon, as are the concepts of explaining and forecasting such a “neighborhood”: for example, the concept of the “third neighbor”, which is most in demand in the Eurasian space (more on this concept in more detail — later in the article). After the collapse of the socialist system, Mongolia began to develop democratic transformations that determined the new foreign policy of that country. Russia, which dominated Mongolia for almost a century (for many historical and political reasons, one only needs to consider the significance of the Yalta Agreement of the Allies during the Second World War) [2] during that time, dealt with the resolution of internal political and social issues but did not prevent Mongolia from developing an independent foreign policy, choosing international partners and principles on its own terms. A historical phenomenon that can be categorized as a post-socialist change has become as a result. As a result, Mongolia was able to dramatically expand its foreign policy connections and shift from unilateral to a global perspective. Mongolia has fundamentally changed the way it conducts its foreign policy, especially with relation to China, South Korea, and other Southeast Asian countries, and as a result, the idea of a “third neighbor” has evolved. This change can be explained by the aim to establish ties with countries that are not geographical neighbors in order to reduce the influence of the two primary “neighboring states”, represented by Russia and China. Despite being geographically close, Mongolia and Kazakhstan do not share a state border; therefore, the change in Mongolia's foreign policy doctrine has led to the emergence of new political players with whom the country interacts in this new phase of its history. As stated by the authors: “Since 1991, Kazakhstan and Mongolia have signed more than 60 bilateral treaties and agreements, making Kazakhstan a clear “third neighbor” for contemporary Mongolia. The Treaty of Friendship and Cooperation between the Republic of Kazakhstan and Mongolia will be signed 28 years from now, in 2021 [3].

The factor of labor relations, its impact on the foreign and domestic policies of contemporary Mongolian society, as well as its priorities and trends, cannot be considered in isolation. Among these factors, the 2011 Foreign Policy Concept of Mongolia merits research attention [4], in which the fundamental principles of the nation's external positioning were established. The authors believe it is appropriate, in the context of analytical reasoning, to highlight a few significant points in the political history of Mongolia before moving on to a brief study of the content of this Concept. First of all, “The Mongolian People's Republic adopted a new Constitution, where the new name of the state was spelled out — Mongolia” [5]. Secondly, the “withdrawal” from the “patronage” of the Soviet (and later, Russian) inevitably led to the objectification of new “threats” in the form of a rupture of long-term economic ties, the loss of a planned “subsidiary” economy. Secondly, a sharp decline in the population due to a change in the very same foreign policy and openness to migration processes, as a result of which more than 50 thousand citizens left the country [5; 83]. The historical steps we have named allowed Mongolia to proceed to the creation in the early 90s. XX century new concept of foreign policy, which ensured the security of the state and society from external threats. The novelty and originality of the concept lay in the fact that it was built on the multi-support principle, the essence of which “is expressed in the fact that, due to its strong dependence on an external factor, Mongolia decided to oppose the interests of competitive countries to each other, using the main weakness of any empire — the desire to rule the world”. As a result, Russia and China, which were identified as traditional allies in the Concept, became the Concept's main acting partners [6].

The idea of a “third neighbor” was the next new pillar (basic) direction in Mongolian foreign policy, and it will be essential for labor relations and the development of the nation's human capital as a whole. As promised at the start of the article, here's some background on the subject: The concept of a “third neighbor” emerged with the collapse of the Soviet state and owes its emergence to the visit of US Secretary of State J.A. Baker, who backed the first free elections in Mongolia and advocated the US as Mongolia's “third neighbor”. The concept was accepted, and its meaning grew: the “third neighbor” came to be considered as a group of states. The success of this course gave Mongolia an once-in-a-lifetime historical chance to show off the diversity, thoroughness, and openness of its foreign policy, which boosted the allure of the nation's foreign policy and economy. The United States has historically been regarded as a type of “third” (arbitrator) state capable of acting as conditionally independent in Mongolia's disputes with traditional “neighboring states” (Russia and China), despite the fact that in the political and social history of Mongolia, the “third

neighbor” has traditionally been considered the United States. However, in these new conditions of moving away from the bipolar and transition to a multipolar world, such a region as Southeast and East Asia openly demonstrated a course towards rapprochement with Mongolia (for example, China, South Korea, Japan, etc.). Thus, the new concept of “third neighbor” became universal and spread to those states that showed friendly steps towards Mongolia in foreign policy. Kazakhstan also entered this category. Of course, the authors are aware of the application of this idea to the nations of Central Asia, which are less developed economically than those in the Pacific, and, above all, to Japan, which has its own “geopolitical and economic interests in the region... Japan became the pioneer of organized international assistance to Mongolian democracy”. Between 1991 and 2003, Mongolia received 2.4 billion dollars in gratuitous aid [7].

Taking into account the clarifications made, it seems appropriate to consider in more detail the substantive positions of the Foreign Policy Concept of Mongolia. The following is the primary (or “supporting” in the language of the country's present policy):

- upholding the tradition of creating a strategic alliance with China and Russia as well as with the “so-called third neighbor”, i.e., the US, EU countries, Japan, South Korea, India, etc.;
- maintaining non-interventionist principles, which include refusing to join any armed alliances;
- employing political and diplomatic techniques to carry out independent foreign policy without depending on any country. This specifically states that the main goals of the nation's economic activity abroad should be “the creation of favorable conditions for the balanced development of the national economy based on the mining and processing industries, the improvement of infrastructure, and the creation of a competitive investment environment”. Additionally, it is asserted that Mongolia will give economic security for the country top priority. This is crucial for our analysis because it is linked to social policy and societal labor relations [7]. Overall, the research demonstrates that the Concept's primary components are intended to aid in understanding modern Mongolia's foreign policy strategy, namely how internal political processes in the nation and society have shaped and continue to shape foreign policy. Political observers point out that at the present, Mongolia does not clearly favor either China or Russia in bilateral political relations. For the past 20 years, it has been widely accepted that maintaining a balance in ties with neighbors and avoiding forging alliances with them are essential for the country's successful development [8].

All of the above we accept in the subject area of this article, where our main interest is focused on the factor of labor relations, working time, which still remain in the field of view of philosophy in general, and social philosophy in particular. The title and content of the paper, as well as a full historical and political excursus, are founded on the authors' conviction that the political and philosophical study of labor relations “cannot develop without interaction with other scientific areas”. The most important and urgently relevant problematic components of labor activity are a great example of this. As a result, the main objective of the study is to look at the political and philosophical foundations of labor relations and working hours. What may be particularly significant at this time, when market relations are evolving and labor relations are shifting? A new sort of relationship manifests itself as an equal social partnership with reciprocal duties. Concurrently, reforms are being implemented in a number of domestic economic areas [9]. For instance, a new Social Code was adopted in Kazakhstan in April 2023 with the intention of ensuring that all Kazakhs have equal access to the state support system, “anticipating social risks”, “transforming the social service system by increasing the availability of special social services for persons with disabilities”, and “changing the target of the insurance and pension system for citizens” [10].

Research methods

The comparative research method was applied while writing the article. Political, economic, and legal issues were compared in the context of the factor of labor relations and working hours. The use of the complex analytic approach also allows for the employment of formal logical, comparative legal, and functional cognitive tools.

Because it was conducted at a time when the Russian system of labor relations was undergoing reform and the need for new forms of working time and increasing its effectiveness was particularly pressing, the study of the political and philosophical aspects of labor relations and working time within the context of international political mechanisms for regulating working time was unique in terms of science. Therefore, it is imperative that new guidelines for regulating working hours for international political organizations be developed. It is vital to extend the theory and practice of using working time and its various forms in other countries in order to develop labor relations policy and potentially create more flexible working conditions.

To analyze the complex, multidimensional and dynamic social situation in Mongolia and Kazakhstan, the authors of the article took a systematic approach to the consideration of various socio-philosophical concepts and scientific judgments related to the issues of international political and economic interaction, intercultural interaction and related contradictions, analyzed a significant amount of statistical information. Based on the sociological studies conducted in both countries, it was possible to identify the main trends in various aspects of labor relations, their nature and methods of interaction, to assess the attitude of modern society to the change in the political and economic image of countries. Based on the analysis, an attempt was made to make generalized forecasts for the timely identification of new threats and challenges in the social movement of the two countries along the path of social modernization.

The consistent arrangement of a number of events in the process of changing the historical situation in Mongolia and the accompanying political and social events allowed the authors to express their opinion on the causes of contradictions in the organization and regulation of new phenomena in labor relations, working hours, freedom, labor migration, etc.

By drawing conclusions from their examination of the political and philosophical underpinnings of labor relations and working time, which was made possible by the application of the comparative method, the authors of the article can contribute to the exchange of social experience on a global scale in this area of society by taking into account the emergence of new employment structures and formats for working time.

Discussion

The relevance of research interest in labor relations, working hours, and content of labor activity stems from the fact that, in modern Mongolia and Kazakhstan, a unique situation has developed due to, of course, different historical, cultural, and social reasons, in contrast to China and Russia, where almost the entire able-bodied population participates in labor relations. For instance, according to the Bureau of National Statistics of Kazakhstan, which relies in its calculations on a variety of historical, cultural, and social factors (76.7 % of the total number of employed), self-employed — 2.1 million people (23.3 %) of total employment, unemployment rate remains at 4.9 % [11]. In Mongolia, the unemployment rate is about 7.7 % and is characterized by a certain stability in this respect with a wave spread from 8.7 % to 5.1 % [12, 13].

As you know, labor relations are regulated by working time, the regulation and planning of which fills employment with social and personal meaning. One of philosophy's fundamental ideas is time, the perception and comprehension of which are founded on and related to the events and processes happening in the world around us. The formation of a chain of events in the physical world, including psychological awareness, is specifically a property of it known as duration. The authors took the opportunity of bringing up one of the basic concepts of ontology because research emphasis was concentrated primarily on a certain aspect of time, such as time for accounting for periods of labor relations — working time. Work time, which also functions as a complex political and legal entity defining labor, economic, and sociopolitical ties in society, is the cornerstone of labor relations. The political and philosophical analysis of the issue of approaches to comprehending labor activity, the content of working time, and the characteristics of labor in a market economy is essential for comprehending how society regulates working hours, the political and legal content of labor relations, the level of society's productivity, and its economic efficiency, which directly affects the level of social and personal well-being of the population. Given the active development of market relations and the restructuring of many economic sectors in the former communist bloc, it is especially relevant at this time. Political leaders must create a political basis for the creation of a legislative framework in order to permit the full growth of the social and labor sectors and to protect an employee's rights. The variety of labor-related activities that people engage in as a result of exercising their right to work and their individuality demonstrate how important it is to establish the political and philosophical significance of labor in order to defend the financial and legal regulation of certain working hours. Thus, the study of labor and working time is difficult due to the inclusion of philosophical, political, legal, and economic factors [9; 35].

The most pervasive is that there is currently little study available that looks at the political and philosophical underpinnings of labor relations and working hours. A post-industrial society's institutional regulation of working hours is unique in that it takes into account the formation's history, primary applications, development dynamics, essence, problems with political, social, and economic evolution, as well as the different ways that working time is organized, the factors that affect this process, and its various organizational forms. Recently, there was a passing examination of the precise political and philosophical aspects of labor. In essence, labor relations and working hours are studied by economists, sociologists, psychologists, and attorneys. The study of labor relations from a political and philosophical perspective cannot, however, be stud-

ied independently of other scientific fields. An excellent illustration of this can be found in the most important and troublesome parts of labor activity. Recent research on the subject of the precise political and philosophical aspects of labor has been scant. Basically, studies on labor relations and working hours are conducted by economists, sociologists, psychologists, and lawyers. However, the development of the political and philosophical study of labor relations cannot occur independently from that of other scientific fields. This is crystal evident from the example of the most important and challenging components of labor activity [9; 36]. This methodological approach is shared by the authors of the study, therefore the analysis's main goal within the parameters of the essay is to look at the philosophical and political foundations of labor relations, namely the context of working hours. This is dictated by the transformation of labor relations that is taking place in both countries as part of the development of market relations and global historical and political shifts in recent years.

To understand the problem of labor relations in Mongolia, one should refer to the new edition of the “Law on Labor Migration”, developed by the Ministry of Labor and Social Protection of the country and approved by the multi-party parliament, which entered into force in January 2022 and in the development of which one of the authors of the article took part. We particularly point out that the working group for the creation of a new version of the Law included scientists, experts, representatives of ministries, and non-governmental organizations (the latter's presence in Mongolian society is expanding, which is further evidence of the growth of civil society initiatives). The fundamentally novel element that was reflected in the new Law is of research interest. First, the relationships for the provision of services for the employment of Mongolian citizens abroad are regulated in detail. Second, the issue of preventing violation of the mediator's interests, mitigating damage, and compensation is included. Finally, measures are taken for projects and programs to support the resettlement of Mongols working abroad. If we talk about the main achievement of this, in many respects, innovative legal act, then this is the first real thoughtful step towards matching the socio-economic situation and policies, protecting the domestic market and training qualified personnel within the country (for which a certification procedure is provided within the country for Mongolian citizens who have received qualifications abroad).

The problematic field of labor relations in modern Kazakhstan is different than in Mongolia: for example, if Mongolia and Uzbekistan (another “third neighbor” in the Eurasian region) have a match in a number of key indicators, then comparison with our society indicate fundamental differences. What similarities in the field of labor relations in relation to Mongolia and Uzbekistan can we speak with confidence in the context of modern trends and risks? Mongolia and Uzbekistan have very similar socio-economic and demographic conditions of development, in which the age structure of the population is young and, therefore, young people are oriented towards actively seeking employment outside their countries. We can confidently say that Mongolia belongs to the so-called “labor-surplus countries” that are faced with an open social problem of exporting labor resources. In modern terminology, the country refers to active “migration donors”. Given the importance of labor migration in the socio-economic development of both countries (in our example, Mongolia and Uzbekistan), there are quite active steps on the part of the political leadership towards giving the processes of labor emigration an organized and documented character: Uzbekistan promotes the opening of special centers in those countries that accept Uzbek migrants for preparation before leaving for another country, concludes intergovernmental agreements with key countries of labor migration on an organized recruitment of labor force. Mongolia, on the other hand, is more focused today on the organizational and legal issues of bringing labor migration into a documented “channel” (we have already cited the new Mongolian Labor Migration Law and its advantages as an example). The authors observe that both nations have evolved an understanding of labor migration as a factor in the sustainable development of society and the state based on the comparative analysis method. And in this sense, developing solutions for the best regulation of labor migration in the interests of national development is at the core of Mongolia's and Uzbekistan's migration policies. [14].

Nevertheless, it is important to understand that modern Kazakhstan has faced a number of serious challenges that operate systematically and require an adequate solution, both from citizens and from the state. In order to direct the situation in a constructive direction without excessive tightening, it is necessary to intensify information and educational activities, increase the level of education and awareness of the population, reduce the political risks of modernity, discover and use the positive possibilities of religion based on a deep connection between traditional cultures and religious values, intercultural dialogue. And this applies both to the population and to representatives of the official authorities, who should look at the problem from a broad

perspective, focusing not only on the traditional features of Kazakhstan itself, but also on the successful experience of other states in solving such issues.

Conclusion

The study of the political and philosophical aspect of labor and labor relations is influenced by the specific historical stage of the development of society (for example, pre-industrial, industrial, informational). The analysis of the concept of labor and its meaning is another aspect of the study. For instance, do we associate meaning with utility, cost, or values? Do we only think of labor as a productive activity or as a way to reproduce things from the material world?

The analysis of these aspects in relation to Mongolia showed that labor relations, labor, working time are connected in the country with historical, political, economic traditions, on the one hand, and with the new realities of the global world. The problem field in the field of labor relations for Mongolia, unlike Kazakhstan, is mainly labor migration. Since the country belongs to the developing countries of “migration donation”. At the same time, the country is pursuing a consistent legal policy and organizational and institutional measures to manage risks in the field of labor relations: laws are functioning and updated that address issues of external labor migration (the Law on Employment Promotion, the Law on Labor, the Law on the Legal Status of Foreign Citizens). Given the scale of migration from Mongolia, one should also expect an increase in “return (reverse) migration” flows, the problems of which require appropriate research. In this regard, there is a lack of statistical data on external labor migration from Mongolia: the available statistics do not allow us to fully analyze migration flows in their temporal dynamics, socio-demographic structure, and spatial differentiation [13]. Obviously, there is a great need to create a system for collecting information on external labor migration, in particular, information on the goals and objectives of external labor migration, working and living conditions of migrants, their problems and difficulties, and the consequences of migration. These data are necessary for the analysis and development of migration policy measures in the context of social protection and regulation of labor relations, both outside the country and inside.

According to the authors, foreign policy factors are significant factors influencing the state and prospects of labor relations (the authors deliberately did not take into account aspects of internal political relations in Mongolia). Mongolia was compelled to refocus its foreign policy following the fall of the Soviet Union and Russia's objective departure from the sponsorship of the subsidiary economy. China first became Mongolia's principal ally. The establishment of an equal conversation is hampered by a number of unresolved issues in Sino-Mongolian relations, such as attitudes toward the Dalai Lama and Tibet's status. The idea of the “Chinese threat” was also updated among Mongolians as trade and economic ties between these nations expanded and Russia's influence significantly decreased (there is a steady idea of “Chinesophobia” in Mongolian scientific literature). The “third neighbor” concept, which Mongolia sought out in response to the combination of these factors, was a third force that could counterbalance China's sway. China and Russia continue to be Mongolia's top foreign policy priorities at the same time. The concept of “the third neighbor” has an intriguing strategic application, according to Edgar A. Porter. Everyone, including the United States, is sent the message that China and Russia remain the “number one” and “number two” neighbors in the world, respectively. She informs the US that, despite their recent closeness, their ties to two significant historical neighbors are still paramount [15]. The external determining, predominating factor for the state and evolution of labor relations in Mongolia is the juggling act between the execution of a self-sufficient foreign policy based on collaboration with a number of developed states, which can balance Mongolia's two geographical neighbors in the face of China and Russia, and the “third neighbor”, which needs to be studied from the perspective of a scientific political and philosophical approach.

The analysis of the political and philosophical aspects of working time and labor relations may be able to advance with a considerable move away from rigid worker subordination and toward development, more equal interactions, and social partnership. When evaluating these labor relations issues, there are various other political and philosophical issues to take into account. In light of the fact that current technologies directly affect both the structure of the labor market and how the population is employed, it is critical to examine labor from a political and philosophical perspective. It's also essential to comprehend the underlying concepts guiding technological growth as well as the social context in which current technologies emerge. Since the political and philosophical defense of the value of laborer action results in novel technologies being created in and of themselves. The basic causes of other important labor-related concerns can be found in the debates over the definitions of freedom, labor, and work. Analyzing the issues with alienation, technological growth, and the creation of the “I-image” of a modern worker is crucial when considering the relationship between

freedom and labor. There isn't a simple solution to this question. An analysis of the political and philosophical dimensions of labor and working time considers the connection between labor relations, on the one hand, and a person's status in society, which influences how people are seen. While H. Arendt claims that contemporary society is an “economized” society of “loners”, E. Jünger asserts that labor is the new sociality [16]. The question of what work means is related to the question of freedom and work [17]. The authors of the essay concur with the idea that more unconstrained work activity makes more sense. The capacity of labor to contribute meaning to human life or to have a purpose of its own can also be called into doubt. We gain the advantage of being able to answer to questions regarding labor and labor relations from a number of conflicting points of view by studying the political-philosophical side of labor.

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О.Т. Аринова, Ч. Самбуу

Қазіргі қоғамдар саясатындағы еңбек қатынастарының факторы: Моңғолия мен Қазақстан тәжірибесі

Мақалада Моңғолия мен Қазақстан Республикасындағы еңбек қатынастарының (соның ішінде еңбек эмиграциясының) дамуына әсер ететін факторларға жалпылама әлеуметтік-философиялық талдау

жасалған. Зерттеу жұмысында еңбек қатынастарының саяси-философиялық мазмұнына баса назар аударылған. Салыстырмалы аспектіде еңбек қатынастарын реттеудің тенденциялары мен тәсілдері аймақтық ынтымақтастықтың назарында қарастырылады. Авторлар еңбек қызметінің өзекті саяси-философиялық мәселелерін (жұмыспен қамту және бостандық, еңбектің мақсаты, еңбектің негізі ретіндегі жұмыс уақыты және т.б.) зерттеуге ерекше көңіл бөлген, еңбек қатынастарын реттеу саласындағы тенденциялар мен проблемалар жөнінде айтып өткен. Моңғолияның халықаралық қатынастар жүйесіндегі орнының ерекшеліктеріне тоқталған, елдің сыртқы саясатының детерминанттары көрсетілген. Қазіргі екі қоғамның да саясатындағы «үшінші көрші» концепциясын ұстанудың әлеуметтік салдарларына талдау жасалған. Моңғолия қоғамының еңбек ресурстарын экспорттауға дайын, халықтың жас құрылымы бар демографиялық өтпелі қоғам ретіндегі әлеуметтік жағдайының ерекшеліктері туралы қорытынды жасалады. Моңғол қоғамынан айырмашылығы, белсенді көші-қон донорлығына қарсы қоғам ретінде қазақ қоғамының түбегейлі айырмашылығы атап өтілген.

Кілт сөздер: қоғам, әлеуметтік саясат, тарих философиясы, саясат философиясы, көші-қон, көпвекторлы көзқарас, тенденциялар, еңбек қатынастары, жұмыс уақыты, сыртқы саясат.

О.Т. Аринова, Ч. Самбуу

Фактор трудовых отношений в политике современных обществ: опыт Монголии и Казахстана

В статье предпринята попытка обобщенного социально-философского анализа факторов влияния на развитие трудовых отношений (трудоустройству в том числе) в Монголии и Республике Казахстан. Исследовательский акцент сделан на политико-философском содержании трудовых отношений. В сравнительном аспекте рассмотрены тенденции и подходы к регулированию трудовых отношений в фокусе регионального сотрудничества. Особое внимание авторами уделено изучению актуальных политико-философских проблем трудовой деятельности (трудоустройство и свобода, цели и назначение труда, рабочее время как основа труда и др.); показаны тенденции и проблемы в области регулирования трудовых отношений. В статье акцентированы особенности положения Монголии в системе международных отношений, выделены детерминанты внешней политики страны. Дан анализ социальных последствий приверженности концепции «третьего соседа» в политике обоих современных обществ. Сделан вывод о специфике социальной ситуации монгольского общества как социума демографического перехода с молодой возрастной структурой населения, готовой к экспорту трудовых ресурсов. Подчеркнуто принципиальное отличие казахстанского общества как общества, противоположного активному миграционному донорству, в отличие от монгольского общества. Показана значимость трудовой миграции в социально-экономическом развитии обеих стран в контексте указанной противоположности. По мнению авторов, в изучаемых странах сложился подход к пониманию трудовых отношений как фактора устойчивого развития общества и государства.

Ключевые слова: общество, социальная политика, философия истории, философия политики, миграция, многовекторность, тренды, трудовые отношения, рабочее время, внешняя политика.

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