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LABOR MOBILITY IN THE REPUBLIC OF KAZAKHSTAN

Abstract: The relevance of this article lies in the fact that the analysis of indicators of labor resources makes it possible to judge the effectiveness of the state policy in the field of employment regulation, which it is illegal to consider outside economic processes, which are objective prerequisites for the realization of opportunities, both of an individual and of the population countries in general.

The current situation in the labor market is always in the center of attention of the state, business and society as a whole. It affects both the economic development of the country, social policy, the competitiveness of enterprises, and the welfare of the individual. At the same time, the labor market itself is undergoing the strongest influence from demographic, economic, technological and political trends, which makes it unique in each country. This leads to the need for a comprehensive analysis, both at the global and national levels.

The article analyzes the labor market on the basis of official statistical data of the Republic of Kazakhstan, where internal labor migration processes are also actively involved, and where it is necessary to apply measures to increase labor mobility, primarily aimed at encouraging migration from labor-intensive to labor-deficient regions.

When writing the article, general scientific methods of cognition (statistical, normative analysis, synthesis, analogy, generalization), empirical-theoretical (collection, study and comparison of data), as well as methods of scientific knowledge (historical, legal, systemic, comparative legal) were used.). In processing and systematizing the data, grouping and classification methods were used. The information and statistical base of the study was compiled from official periodical and information and analytical publications of the Republic of Kazakhstan.

Keywords: labor market, labor mobility, migration, emigrants, labor-surplus regions, workers, skilled labor resources.

Introduction. In the system of economic relations, labor resources occupy an important place, as labor resources are one of the indicators, the state of which allows to judge about the national well-being, stability and efficiency of social and economic transformations.

The optimal allocation of resources depends on the definition of regional specialization, since, in determining regional specialization, they can find a solution to the problem of creating jobs, which, of course, permanently solves the problems of the self-employed. Currently, cluster initiatives are being launched that will help to understand what specialization a particular region will have.

In the Message of the President of the Republic of Kazakhstan, the Strategy “Kazakhstan-2050” is a new political course of the established state, within the framework of the second challenge of the 21st century. - global demographic imbalance, indicates the need for measures to increase the mobility of labor resources, primarily aimed at stimulating migration from labor-intensive to labor-deficient regions [1].

So, in 2017. in Kazakhstan, at the initiative of the National Chamber of Entrepreneurs and with the support of the Government, the Bastau Business program was launched, which aims to promote productive employment and citizen involvement in entrepreneurship, and to teach the population the basics of business and financial literacy. The project is financed at the expense of the republican budget.

As part of the implementation of the Plan of the Nation “100 Concrete Steps”, the investment climate improves, the competitive environment and innovation activity is stimulated, which also contributes to a more efficient use of the working population, including young people, and will ensure a favorable effect of economic growth [2].

Results of a research—According to the Ministry of National Economy of the Republic of Kazakhstan, since 2002, external migration has largely ceased to be a cause of population decline. From 2001 to 2017, the negative migration balance amounted to a total of 108.2 thousand people. Such

dynamics is explained by the decrease in the number of Kazakh repatriates returning to their historic homeland. The wave of mass return of the Kazakhs to Kazakhstan, which began in the 90s, is replaced by a downward trend. Due to the demographic contribution of the arrived oralmans over the years of independence, it was possible to reduce the negative migration balance by 28%. Most of the returned oralmans chose the cities of Astana and Almaty, and the southern regions, increasing the negative balance of the northern regions (Table 1) [3].

Table 1 - External migration of the population of Kazakhstan in 2010-2017 (thousands of people)

Indicator	2010	2011	2012	2013	2014	2015	2016	2017	2010-2017
Arrived	42,1	38,0	28,3	24,1	16,8	16,6	13,7	16,1	195,7
Drop out	26,5	32,9	29,7	24,4	28,9	30,1	3,9	37,7	25,1
Net	15,6	5,1	-1,4	-0,3	-12,1	-13,5	-21,2	-21,6	-49,4

Note compiled by authors

In the regional context, more than 50% of emigrants leave Karaganda, Kostanay, East Kazakhstan and Pavlodar regions. Basically, the urban population travels outside of Kazakhstan (86% in 2017). Traditionally, the outflow of qualified personnel is in technical (-6.6 thousand people), economic (-3.6 thousand people) and pedagogical (-2.3 thousand people) specialties. At the same time, more immigrants with low qualifications and a focus on rural or home-based work come to Kazakhstan (Table 2) [3].

Table 2 - External migration of the population over 15 years old by occupation in 2017 (people)

Specialty	Drop out	Arrived	Net
Total	20372	5786	-14586
Technical	6587	1328	-5259
Economic	3629	841	-2788
Pedagogic	2334	718	-1616
Medical	1063	491	-572
Legal	870	231	-639
Architectural and construction	715	257	-458
Agricultural	376	156	-220
Others	4798	1764	-3034

Note compiled by authors

Compared with 2010, the number of emigrants increased by 42%. In 2017, 37.7 thousand people left the country, of which 54% are qualified personnel. Such an outflow of labor resources forces enterprises to attract qualified foreign labor capable of performing innovative and technologically complex types of work to increase the productivity of companies.

Since 1993, a quota procedure was introduced to attract foreign workers, which led to the arrival of about 2.1 thousand people in the same year, and in 2017, 41.7 such permits were issued. At the same time, 40% of attracted foreign specialists are technical workers, mainly engineers. Also today, within the framework of the Eurasian Economic Union, there is a regime of free movement of labor resources on the territory of the member states.

Since 2017, new approaches to attracting foreign specialists have been implemented:

- employers pay fees for each employee involved. The rate of fees is differentiated by industry and skill level of workers. The established rates make profitable employers to attract skilled workers, rather than unskilled ones;
- it became possible for qualified personnel to independently reside in Kazakhstan and to be employed themselves if their profession and industry are defined as priorities.

According to the Center for the Development of Labor Resources in the world and Kazakhstan, a characteristic feature of recent years is the intensification of internal migration processes in Kazakhstan. Over the past 8 years, the number of internal migrants in the country has increased from 366 thousand to 603 thousand in 2017, of which 55% is due to inter-regional relocation. The intraregional mobility of the country's population is higher as compared with the interregional. The interregional migration turnover

increased from 139.5 thousand people in 2007 to 328.4 thousand people in 2017, and the intraregional migration turnover increased from 172.2 thousand people to 602.4 thousand people [4].

Two major cities, Astana and Almaty, remain the centers of gravity for internal migration, accounting for almost half of the total influx of internal migrants in 2017 (24% for Astana and 21% for Almaty). With the exception of the Mangystau region, where the accumulated internal migration balance over the same period was a positive value of 7.6 thousand people, no region could compensate for the number of people going to the others by 2017 (Table 3) [3].

Table 3 - Internal migration of the population of Kazakhstan in 2010-2017 (in thousands of people)

Region	2010	2011	2012	2013	2014	2015	2016	2017	2010-2017
Akmola	-5,6	-4,8	-1,6	-0,5	-2,8	3,7	-13,6	1,5	-23,7
Aktobe	2,7	-2,9	-2,7	-1,6	-0,3	-1,6	-2,6	-0,6	-9,6
Almaty	3,9	2,4	5,5	1,3	-5,5	-11,5	-3,7	-6,7	-1,3
Atyrau	-1,6	-0,9	0,1	-0,1	0,4	-0,03	-0,2	-0,05	-2,38
West Kazakhstan	-2,1	-1,1	-0,8	-0,2	-0,9	0,2	-2,5	-1,3	-8,7
Zhambyl	-8,5	-12,2	-7,5	-6,8	-7,8	-8,5	-15,6	-16,4	-83,3
Karaganda	-1,2	-1,9	-2,1	-1,7	0,5	-0,4	-6,9	-6,3	-20
Kostanay	-2,9	-2,7	-1,2	-1,3	-0,5	1,1	-4,0	-2,3	-13,8
Kyzylorda	-3,9	-3,1	-1,7	-2,2	-2,6	-3,2	-6,6	-4,6	-27,9
Mangistau	2,3	3,1	2,3	0,9	1,0	0,7	-2,4	-0,3	7,6
South Kazakhstan	-13,1	-15,9	-11,0	-12,4	-13,6	-14,5	-29,5	-15,4	-125,4
Pavlodar	-1,8	-2,2	-0,6	0,1	-0,3	0,3	-2,9	-3,1	-10,5
North Kazakhstan	-3,1	-3,8	-3,0	-2,8	-2,7	-1,6	-4,7	-2,9	-24,6
East Kazakhstan	-6,7	-7,0	-5,3	-5,0	-5,0	-2	-11,3	-9,8	-54,3
Astana city	33,1	30,7	19,6	16,5	17,5	-2,5	76,9	36,5	228,3
Almaty city	8,5	22,3	10,0	15,8	22,6	1,9	29,6	31,7	182,4
Note compiled by authors									

Thus, since 2013, there is a tendency that the pace of urbanization in Kazakhstan has accelerated. In 2017, as a result of interregional migration, the number of arrivals in the cities and departures from the city is 234.1 thousand and 218.3 thousand, respectively. According to statistical data, the balance of regional migration reached +34 thousand people. In the aggregate, in rural areas, last year the number of villagers due to migration decreased by 49.8 thousand people.

The main donors of labor resources for the last five years are:

- South Kazakhstan region (12.6% of the total number of departures);
- Almaty region (11.2%);
- Almaty (11.3%);
- East Kazakhstan region (9.3%).

At the same time, the largest outflow growth for the period under review was observed in North Kazakhstan (158.7%), South Kazakhstan (151.7%), Aktyubinsk (144.1%) and Almaty (140.1%) regions.

It should be noted that in 2015, for the first time, an integral system for regulating the resettlement of citizens was established by amendments to the Law of the Republic of Kazakhstan [5]. In order to eliminate disproportions in the resettlement of the population, economic incentives were provided for voluntary relocation of the population from labor-surplus regions to regions with high potential for the development of the labor market.

In accordance with the Concept of the Migration Policy of the Republic of Kazakhstan for 2017-2021, the Government defined the resettlement regions (East Kazakhstan, Kostanay, Pavlodar and North Kazakhstan regions) and established regional quotas for migrants. They determine the maximum number of immigrant families arriving for permanent residence in the above regions, provided by measures of state support and employment promotion [6].

In order to level out regional economic and demographic imbalances, measures were announced to increase the mobility of citizens in the framework of the Employment Roadmap 2020 program, as well as to develop the educational infrastructure in the northern and eastern regions of the country. According to the "Business Road Map - 2020" program in 2017, positive results were obtained in increasing the

employment of Kazakhstanis, which is being implemented in four areas:

- support of new business initiatives of entrepreneurs of single-industry towns, small cities and rural settlements;
- sectoral support for entrepreneurs operating in priority sectors of the economy and manufacturing industries;
- reduction of currency risks of entrepreneurs;
- provision of non-financial business support measures.

The results of this program showed that the financing of business entities contributed to the creation of about 70 thousand jobs during the analyzed period, and also allowed more than 90 thousand start-up businessmen to be taught the basics of entrepreneurship [7].

Thus, during the period under review, the number of internal migrants increased from 298.6 to 455 thousand people, which indicates an increase in population mobility. The outflow of the population from the southern regions is explained by an excess of labor resources, leading to an increase in unemployment and, accordingly, forcing people to look for work in other regions. The distribution of labor flows by region looks different.

The majority of internal migrants go to major cities - the city of Almaty (17.2%) and the city of Astana (12.2%). At the same time, the largest increase in inflows is observed in the West Kazakhstan (269.1%), Pavlodar (206.0%) and Mangystau (189.9%) regions. This is due to the industrial growth of these regions, which implies the need to expand capacity, and, accordingly, growth in jobs (especially contract work in the west of the country).

It should be noted that the economically active population is not interested in the North, Central and East regions of Kazakhstan. In order to replenish these regions with labor, the state implements the Serpin-2050 Program, which allows graduates of Almaty, South Kazakhstan, Mangistau, Kyzylorda and Zhambyl regions to obtain a higher, mainly technical, education. As a result, the main donors of labor resources are the following regions:

- South Kazakhstan region (the balance of internal migration is -67,490 people);
- Zhambyl region (-42 805 people);
- East Kazakhstan region (-26 480 people);
- Kyzylorda region (-13 851 people);

The main recipients are:

- Almaty (112,618 people);
- Astana (81,864 people);
- Mangystau region (7994 people).

In the South Kazakhstan, Zhambyl and Almaty regions there is a double negative balance of migration of the population, which indicates the direction of rural residents not to regional centers, but precisely in years. Almaty and Astana.

Geographical proximity plays an important role in determining the destination of internal migrant flows. About 30% of internal migrants arrived in years. Almaty and Astana from neighboring regions; this is also true for 52% of migrants who arrived in Karaganda, and 66% of migrants who arrived in Pavlodar. The reasons for the displacement are, above all, economic reasons. They are attracted by higher wages and various benefits, consisting in the use of certain benefits of economic development in the region.

Thus, internal and external migration processes are actively taking place in Kazakhstan, which, in turn, have an impact on the Kazakhstan labor market [8].

Based on the analysis, it can be said that the Republic of Kazakhstan adheres to the strategy of temporary migration to involve foreign workers, as well as long-term permanent migration towards ethnic repatriates arriving in the Republic of Kazakhstan. At the same time, the designated goals of joining Kazakhstan among the thirty developed countries of the world, as well as existing and expected internal and external challenges, require an expansion of the conceptual framework of migration policy.

Internal calls are:

- an excess of labor with low qualifications and a shortage of qualified personnel in certain sectors of the economy due to the low level of education. They become one of the reasons for the limited innovation potential;
- overpopulation of the largest cities and individual territories. Even today, a high birth rate in the

southern regions, an excess of labor and the resettlement of ethnic migrants in densely populated regions are becoming a hotbed of social tension;

- desertion of border areas and reduction of the population, especially of working age in the northern regions, in the future will lead to difficulties in ensuring their economic growth and generally affect the national security of the country;

- the growth of the burden on the state budget due to the high costs of education, health care for children and the elderly.

External calls include:

- the risk of low-skilled labor growth due to the expected influx of labor migrants from Central Asia, the People's Republic of China and the Republic of Turkey;

- the risk of an increase in the outflow of qualified personnel and talented youth. At the same time, the Russian Federation will become the main recipient in the near future. At present, the Russian Federation is considering the issues of orientation of migration policy towards long-term permanent migration and the implementation of a public program of staff development [9];

- decrease in the volume of foreign investments due to the lack of new initiatives that ensure economic growth.

These challenges require the formation of a new migration policy that supports the strategy:

- 1) temporary migration to attract foreign workers to certain sectors of the economy or specific priority projects. It will be aimed at ensuring a rapid economic effect in the basic sectors of the country's economy;

- 2) long-term migration to attract qualified foreign workers to long-term projects aimed at introducing new innovations, increasing entrepreneurship and developing human capital. It will be aimed at ensuring the competitiveness of the economy in the world arena, creating conditions for the emergence of completely new sectors of the economy, types of production, products [10];

- 3) implementation of a nationwide advanced training program. It will include training and retraining of personnel for the gradual replenishment of the labor market with national personnel and meeting the needs of the economy for qualified personnel.

However, a number of problems remain in the management of labor migration and labor mobility.

1. The system of attracting labor migrants to the Republic of Kazakhstan is not associated with the management of other migration flows.

At present, both internal migration (in terms of resettlement in the direction from labor-surplus regions to regions with a high need for labor resources), and external labor migration, *de jure*, are focused on the development of regional labor markets, ensuring their sufficient labor force (both local and foreign). However, in fact, the migration policy is devoid of consistency and each direction of the migration policy works separately, without an obvious relationship with each other. This leads to an imbalanced use of foreign labor and local labor resources, which affects the imbalance of the national labor market.

2. There is no mechanism for determining the demand for qualified foreign labor in regional labor markets.

At present, the need of the regions for foreign labor is determined by the procedure for establishing quotas. Often the regional quota is not focused on the implementation of plans for the socio-economic development of the region, provided for by the strategic program documents of the republic.

3. The system for recording the movement of labor migrants and determining the effectiveness of its use is not perfect. Currently, there is no methodology for the statistical recording of all flows of foreign labor, both qualified and unskilled, including those coming from the EEU countries[11].

4. There is an outflow of skilled workers from various fields of activity and there is no mechanism for retaining the so-called "talents" in the country. For the past three years, 93.9 thousand people have left Kazakhstan for the purpose of permanent residence, of which 41.6% are young people aged 15 to 34 years. Departure to the Russian Federation prevails - 79.8 thousand people, especially from border regions.

5. Illegal labor migration persists. According to experts, illegal labor migration is several times greater than the number of legal labor migrants. These are mainly citizens of the Republic of Uzbekistan and Tajikistan. As a rule, in relation to illegal labor migrants, the norms of the labor legislation of the Republic of Kazakhstan are not respected. They work without concluding an employment contract and

receive low wages, which creates unhealthy competition in the labor market of Kazakhstan and provokes social tension. It is obvious, therefore, that external labor migration, along with positive consequences, has significant problems that need to be addressed [12].

6. Repatriation of ethnic Kazakhs to their historic homeland. Throughout all the years of independence, the Republic of Kazakhstan has been pursuing a policy of encouraging the ethnic Kazakhs to return voluntarily to the country.

The main countries of origin of ethnic repatriates are the Republic of Uzbekistan (61.6%), the People's Republic of China (12.1%), Mongolia (11.7%), Turkmenistan (7.1%). Taking into account the countries of origin of ethnic repatriates, the largest number of them settled in South Kazakhstan (21.6%), Almaty (16.8%), Mangistau (13%) and Zhambyl (9.3%) regions.

In terms of education, the majority of ethnic repatriates have a general secondary education (61.1%) and secondary special education (20.5%). The greatest activity of resettlement of ethnic repatriates falls on the period from 2004 to 2008, when 43.7% of ethnic repatriates arrived (439,430 people). This is due to the fact that during this period the most favorable social support measures were provided (allocation of funds for the purchase of housing at the expense of the state, subsidies for relocation, etc.). At the same time, an analysis of state support measures for ethnic repatriates indicates a lack of consistency and a lack of consistency in the legal mechanisms used in their provision [13].

7. Regulation of internal migration processes, which every year are gaining momentum the migration mobility of the population within the country. Over the past five years, the number of internal migrants in the country increased from 337.8 thousand people (2013) to 610.7 thousand people in 2017, including: in interregional migration (from one region to another) - 294,0 thousand people; in the regional (within one region) - 316.7 thousand people. People migrate in search of higher wages, better living conditions, etc. The largest share in the migration outflow of the population is occupied by the southern regions of the country. The main regions of the population influx are the Almaty, Astana, Almaty, Mangystau and Karaganda regions [14].

The National Report "Youth of Kazakhstan - 2016" noted that the predominant form in internal migration remains migration from rural regions to cities. On the one hand, it contributes to the process of urbanization of the country. On the other hand, spontaneous relocation to cities is fraught with negative consequences. Qualifications of relocated rural residents are often very low and do not meet the requirements of the labor market, which leads to unemployment or illegal employment. Unsystematic sprawl of cities and their suburbs leads to the aggravation of environmental, transport, housing and social problems. Periodically, within the framework of strategic and program initiatives, steps were taken to stimulate and regulate the resettlement of citizens within the country, but this resettlement was mainly of a narrow-purpose character [9].

For example, in the framework of the "With a diploma to the village!" Project, since 2009, measures have been taken to provide social support to specialists in education, health, social welfare, culture and sports, and the agro-industrial complex who arrived to work and live in rural settlements. For such specialists were provided:

- payment of a one-time lifting allowance in the amount of 70 MCI
- budget loan in the amount of 1,500 MCI for the purchase or construction of housing for a period of 15 years, with an interest rate of 0.01%;
- increase of at least 25% of salaries (tariff rates) to specialists of social institutions located in rural areas [10].

The social project "МігілікелЖастары --оустанияра", the implementation of which began in 2014, is one of the most important tasks voiced by the Head of State N.A. Nazarbayev in the Strategy "Kazakhstan-2050", and due to the need to train qualified personnel.

I would like to note that in 2015, by adopting amendments to the Law of the Republic of Kazakhstan "On Migration of the Population", an integral system was established to regulate the resettlement of citizens. In order to eliminate disproportions in the resettlement of the population, economic incentives were provided for voluntary relocation of the population from labor-surplus regions to regions with high potential for the development of the labor market.

The Government of the Republic of Kazakhstan has identified resettlement regions (East Kazakhstan,

Kostanay, Pavlodar and North Kazakhstan regions), and has established a regional quota for the reception of immigrants, with the provision of state support measures and the provision of employment assistance.

According to the Kazakhstan Labor Market Survey, in 2014-2016, measures were taken to improve the registration of internal migrants, simplify and improve registration procedures. Along with an increase in the mobility of the population (especially spontaneous), some negative trends also emerged:

1) A demographic imbalance has developed and is intensifying. Currently, in the northern regions of the country (North Kazakhstan, Pavlodar, Kostanay regions), the population (about 2.2 million people in total) and the density of its resettlement are much lower compared to the southern regions (South Kazakhstan, Zhambyl, Kyzylorda, Almaty regions).), where 6.8 million people live.

According to the forecast data, by 2050 the population of the northern regions may be reduced by another 0.9 million people, and the southern regions will grow by 5.2 million people. The population density in the southern regions will be almost 4 times higher than the corresponding figure in the northern regions.

In addition, in the northern regions there is a high proportion of senior citizens. The aging index is maximum in North Kazakhstan - 53.1, Kostanay - 51.1 and East Kazakhstan - 46.2 regions, in the south, on the contrary, the number of elderly people is small (in South Kazakhstan region - 12.1, Kyzylorda region - 14.9);

2) There is an economic imbalance. Currently, in the southern regions (excluding the city of Almaty), 38% of the population lives, while their share in the gross regional product (GRP) is only 17%. In the northern regions, 17% of the population accounts for 13% of the GRP (excluding Astana). This contradicts the world practice of advancing economic growth in regions with a high concentration of population;

3) The increase in internal migration flows is accompanied by the desolation of villages, a reduction in the number and aggravation of the problems of productive employment in single-industry towns and small towns [15]. A difficult situation is developing in certain border areas of the Republic of Kazakhstan. The deterioration of the existing infrastructure, and the remoteness of the required services leads to a decrease in economic activity, population outflows into the interior of the country and depopulation of large areas;

4) In some cases, poorly managed migration processes are accompanied by marginalization and criminalization of a part of migrants, cause increased competition in local labor and housing markets and generate hot spots of social tension [16].

To a certain extent, this is due to shortcomings in the system for managing internal migration:

1) There is no clear-cut, state-stimulated system for directing internal migration flows to regional points of economic growth [17].

2) There is no perfect system for recording internal migration [18].

Thus, in the context of globalization and integration, the problems of employment, unemployment and labor mobility in Kazakhstan are becoming increasingly important and are always in the center of attention of the scientific, social, political and economic activities of the relevant departments, organizations and enterprises [19].

Conclusions -At present, registration of internal migrants is carried out only with permanent or temporary registration at the place of residence. At the same time, many citizens prefer not to register, even having housing on the basis of property rights. The introduction of liability for the absence of such registration from January 2017 somewhat improved the situation, however, it turned out to be insufficient to fully account for internal migration.

An analysis of the current situation, along with positive changes, indicates that there are certain problems in both external and internal migration, which increases social risks and creates obstacles to the implementation of the Strategic Program Documents of the Republic of Kazakhstan [20].

In accordance with the Strategic Plan of the Ministry of Labor and Social Protection of the Population of the Republic of Kazakhstan for 2017–2021, mobility contributes to the stable development of the socio-economic situation in the country as one of the main solutions for the optimal use of labor resources in regions with labor shortages by moving them from work-surplus areas [14]. This makes it possible for individuals to get a better job offer, moving to another area within the country, and therefore increasing interregional mobility has been identified as one of the priorities

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ҚАЗАҚСТАН РЕСПУБЛИКАСЫНДАҒЫ ЕҢБЕК РЕСУРСТАРЫНЫҢ ҰТҚЫРЛЫҒЫ

Аннотация. Осы баптың өзектілігі еңбек ресурстарының көрсеткіштерін талдау жеке адамның да, тұтастай ел халқының да мүмкіндіктерін іске асыру үшін объективті алғышарттар болып табылатын экономикалық процестерден тыс заңсыз қарайтын жұмыспен қамтуды реттеу саласындағы мемлекеттің саясатының тиімділігі туралы пайымдауға мүмкіндік береді.

Еңбек нарығындағы қалыптасқан жағдай әрқашан мемлекеттің, бизнестің және жалпы қоғамның назарында. Ол елдің экономикалық дамуына, әлеуметтік саясатқа, кәсіпорындардың бәсекеге қабілеттілігіне де, жеке адамның әл-ауқатына да әсер етеді. Сонымен қатар, еңбек нарығының өзі демографиялық, экономикалық, технологиялық және саяси трендтер тарапынан күшті әсер етеді, бұл оны әрбір елде бірегей етеді. Бұл жаһандық деңгейде де, ұлттық деңгейде де оның жан-жақты талдауын жүргізу қажеттігіне алып келеді.

Мақалада Қазақстан Республикасының ресми статистикалық деректері негізінде еңбек нарығына талдау жүргізілді, онда сондай-ақ ішкі еңбек көші-қоны процестері белсенді қатысады және онда еңбек ресурстарының ұтқырлығын арттыру жөніндегі шараларды қолдану қажет, бірінші кезекте еңбек тапшы өңірлерге еңбек күші мол өңірлерден көші-қонды ынталандыруға бағытталған.

Мақаланы жазу кезінде жалпы ғылыми таным әдістері (статистикалық, нормативтік талдау, жыйнақтау, үйлестік, қорыту), эмпирико-теориялық (деректерді жинау, зерделеу және салыстыру), сондай-ақ ғылыми таным әдістері (тарихи-құқықтық, формальды-логикалық, жүйелі, салыстырмалы-құқықтық) қолданылды. Деректерді өңдеу және жүйелеу кезінде топтау және жіктеу әдістері қолданылды. Зерттеудің ақпараттық-статистикалық базасын Қазақстан Республикасының ресми мерзімді және ақпараттық-талдау басылымдарының деректері құрады.

Түйін сөздер: еңбек нарығы, еңбек ресурстарының ұтқырлығы, көші-қон, эмигранттар, еңбеккүші мол өңірлер, жұмыс кадрлары, білікті еңбек ресурстары.

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МОБИЛЬНОСТЬ ТРУДОВЫХ РЕСУРСОВ В РЕСПУБЛИКЕ КАЗАХСТАН

Аннотация. Актуальность данной статьи заключается в том, что анализ показателей трудовых ресурсов позволяет судить об эффективности политики государства в области регулирования занятости, которое неправомерно рассматривать вне экономических процессов, являющихся объективными предпосылками для реализации возможностей, как отдельного человека, так и населения страны в целом.

Складывающаяся ситуация на рынке труда всегда находится в центре внимания государства, бизнеса и общества в целом. Она влияет как на экономическое развитие страны, социальную политику, конкурентоспособность предприятий, так и на благосостояние отдельного человека. В то же время, сам рынок труда испытывает сильнейшее воздействие со стороны демографических, экономических, технологических и политических трендов, что делает его уникальным в каждой стране. Это приводит к необходимости проведения его всестороннего анализа, как на глобальном, так и на национальном уровнях.

В статье проведен анализ рынка труда на основе официальных статистических данных Республики Казахстан, где также активно участвуют процессы внутренней трудовой миграции, и где необходимо применять меры по повышению мобильности трудовых ресурсов, в первую очередь, направленных на стимулирование миграции из трудоизбыточных в трудодефицитные регионы.

При написании статьи были использованы общенаучные методы познания (статистический, нормативный анализ, синтез, аналогия, обобщение), эмпирико-теоретический (сбор, изучение и сравнение данных), а также методы научного познания (историко-правовой, формальнологический, системный, сравнительно-правовой). При обработке и систематизации данных применялись методы группировок и классификации. Информационно-статистическую базу исследования составили данные официальных периодических и информационно-аналитических изданий Республики Казахстан.

Ключевые слова: рынок труда, мобильность трудовых ресурсов, миграция, эмигранты, трудоизбыточные регионы, рабочие кадры, квалифицированные трудовые ресурсы.

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