

ISSUES OF INTERNAL MIGRATION AND EMPLOYMENT
IN AGRICULTURAL SECTOR OF THE REPUBLIC OF KAZAKHSTAN

ҚАЗАҚСТАН РЕСПУБЛИКАСЫНЫҢ АГРАРЛЫҚ СЕКТОРЫНДАҒЫ
ІШКІ КӨШІ-ҚОН ЖӘНЕ ЖҰМЫСПЕН ҚАМТУ МӘСЕЛЕЛЕРІ

ПРОБЛЕМЫ ВНУТРЕННЕЙ МИГРАЦИИ И ЗАНЯТОСТИ
В АГРАРНОМ СЕКТОРЕ РЕСПУБЛИКИ КАЗАХСТАН

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Abstract. Internal migration processes in the country have been explored. The main aspects of the impact of migration on employment in agricultural sector have been considered. The principles of State migration policy, some issues of regulatory regulation have been outlined. Relevant issues of employment of the rural population have been justified. Internal migration is the main direction of migration flows in Kazakhstan which is characterized by intensive migration of economically active population from rural areas and environmentally disadvantaged regions to the regions with a more favorable economic situation. Measures of State regulation and support of employment in agricultural sector of Kazakhstan, issues of labor market within the framework of the State programs and strategies, in particular, in the light of the implementation of the “Enbek” program have been presented. The indicators of internal migration of the population, indicators of employment and unemployment in the agricultural sector of the country have been analyzed. A regional study of the quantitative and qualitative characteristics of modern migration flows oriented to rural areas has been carried out. Internal migration processes have been studied, an analysis of the scales and factors determining them have been presented. Various aspects of the impact of migration on the development of agriculture, the adaptation of immigrants in the villages, the relationship of internal migration with employment in the agricultural sector have been considered.

Аңдатпа. Республикадағы ішкі көші-қон процестері зерттелген. Аграрлық сектордағы жұмыспен қамтуға көші-қонның әсер етуінің негізгі аспектілері қарастырылған. Мемлекеттің көші-қон саясатының қағидаттары, нормативтік-құқықтық реттеудің кейбір мәселелері белгілен-

the reproductive process of the labor potential of the village. In this regard, the study of internal migration processes, the analysis of the scale and factors that determine them, the rationale for the relationship of internal migration with employment in the agrarian sector is very relevant.

Material and methods of research. The authors are investigated in the regional study of quantitative and qualitative characteristics of modern migration flows, oriented to rural areas, the processes of labor adaptation of immigrants in rural areas, as well as the impact of migrants on the labor market, emerging in the agrarian sector. In the investigation there is used a sociological and behavioral approach, which focused on issues related to the adaptation and motivational nature of migration. The social investigation based on this approach and the theory of behavioral economics, which also studies the influence of social, cognitive and emotional factors on the economic decision-making of individuals, helped to reveal that migration is considered as a way to meet a number of social needs, including self-affirmation by settlers. Factors affecting employment in the agrarian sector might be of the same nature for both migrants and the indigenous population. An empirical analysis of primary research data revealed the following main factors affecting employment in the AIC. An econometric analysis showed that the main factors explaining the employment of internal migrants in agriculture are: place of residence, level of education, age, satisfaction with life in the countryside. For a more in-depth study of the relationship between regional economies and migration, a scientific literature review was conducted, which showed that economic development and migration do not have a linear correlation. Therefore, it is advisable to consider migration in the context of economic development, both throughout the republic and its individual regions, as well as taking into account the prevailing demographic trends.

Results and their discussion. President Nursultan Nazarbayev in the next Missive to the people of Kazakhstan «Growing Kazakhstan Welfare: rising income and quality of Life» dated October 5, 2018, noted that it is important to radically reorient the entire agro-industrial complex to a cardinal increase in labor productivity and export growth of processed agricultural products. In the Missive, the President instructed to increase labor productivity in the AIC and the export of recycled rewritten agricultural products at least 2.5 times over the course of five years. The agro-industrial complex

represents a set of branches of the national economy engaged in the production of agricultural products, its storage, processing and delivery to the consumer. The development of agrarian production, the improvement of the sectorial and territorial structure of the agro-industrial complex contribute to a more rational allocation of production in general, to the comprehensive and efficient use of resources, to improve the final results of the functioning of the agrarian sector and to the country's food security. The increase in the living standards of the population and the development of domestic production of food products largely depend on the scale of the agro-industrial complex, the development and improvement of its structure and the efficiency of its functioning.

The Concept of the migration policy of Kazakhstan designed for 2017-2021 adopted by the Decree of the Government of the Republic of Kazakhstan from September 29, 2017 (hereafter the Concept) determines the strategic goals, objectives and directions of the migration policy of the Republic of Kazakhstan in connection with the expected prospects for economic, social and demographic development of the Republic of Kazakhstan, integration processes within the framework of the Eurasian Economic Union and global trends of globalization. The Concept was developed in accordance with the Constitution of the Republic of Kazakhstan, international law and international obligations of the Republic of Kazakhstan in the field of migration, as well as with the goals of sustainable development for the period until 2030, adopted in the resolution of the United Nations General Assembly in September 2015, and the Message from the President of Kazakhstan «Strategy «Kazakhstan – 2050»: the new political course of the established state» [2].

Currently, the agro-industrial complex (AIC) of Kazakhstan is one of the most important, strategic and developing sectors of the national economy. The state is taking all necessary steps to ensure a favorable investment climate in the agrarian sector, support agricultural producers, create conditions for increasing the competitiveness of agricultural products, improve the financial condition of agrarian entities, as well as develop land relations and improve the social sphere of rural areas. However, a major obstacle to the implementation of the accommodation function of the labor market and increasing in the number of rural residents is the low level of social

infrastructure development, the partial absence of the housing market, poor working conditions in agriculture and its poor motivation. In general, the study shows that the formation of labor resources in agriculture is becoming more difficult in market conditions, and employment in agriculture is connected not only with demographic and migration processes, but also with the level of employment in agricultural enterprises. If the motives for the resettlement of ethnic migrants to their historic homeland are very unambiguous, then the motives for the employment of ethnic migrants in the AIC are not so obvious and require further study.

In the modern world, the problem of migration has a special place and requires constant attention of researchers. Scientists and Specialists Different branches of knowledge are actively developing a regulation model migration processes, which includes the entire diverse spectrum this global problem. Migration policy is a system of legal, financial, administrative and organizational measures of the state and non-state regulatory authorities of migration processes from the perspective of migration priorities, the quantitative and qualitative composition of migration flows, their social, demographic and economic structure [3].

Kazakhstan as a dynamically developing country, which actively implements the forced industrial-innovative policy, today is also subject to urbanization and emigration. The territorial concentration of production, capital and human resources in the highly urbanized zones of the republic, on which the policy of territorial and spatial development of the country is oriented, largely depends on migration processes. In our country, as in other countries of the world, there is a certain difference between the living standards of rural and urban residents, which tends to increase.

In the Republic of Kazakhstan, significant attention is paid to migration issues. To neutralize the negative consequences and enhance the positive effect resulting from the labor migration, a wide system of national and interstate regulation of this process has been created. However, based on the in-depth analysis, we found out that the mechanisms for the resettlement of ethnic migrants from the southern regions to the northern regions and, in general, migration processes need to be improved both at the regional and the national level. If the motives for the resettlement of ethnic migrants to their historic homeland are very unambiguous, then the motives for the employment of ethnic migrants

in the AIC are not so obvious and require further study.

Internal migration is one of the means to solve social and economic problems. At present, the strategy of stimulating internal migration is oriented to the main tasks of the Forecast Scheme of Territorial Development of the Country until 2020, approved by the Decree of the President of the Republic of Kazakhstan dated July 21, 2011 No. 118, which is aimed at the following tasks:

- formation of economic growth centres;
- formation of the optimal system of population resettlement;
- development of competitive economic specialization of regions;
- strengthening of regional infrastructure; creation of conditions to improve the standard of living of the population [4].

The regions of migration in 2017 and 2018 are shown in figures 1 and 2. As it can be seen from Fig. 1, regions of migration in 2017 are South-Kazakhstan (47%), Zhambyl (21%), Almaty (21%), Kyzylorda (9%), Mangystau (2%) regions.

In 2018, the situation changed, the share of South-Kazakhstan region was 42%, Zhambyl - 28%, Kyzylorda - 16%, Almaty - 14%.

Regional development disparities, income inequality and labor market imbalance are hampered by structural changes in the economy and employment, the timely provision of new production with labor force forces to recruit foreign labor, cause stagnant unemployment, and social tension in depressed regions. This negatively affects the development of the economy, restraining the growth of labor productivity. The analysis of the current migration situation in the North Kazakhstan region indicates that migration processes are characterized by stable migration trends from regions with low economic development potential to populated areas with high and active measures for resettlement of citizens from the labor surplus areas of the country to the region. A tendency of population decline can be observed annually in the region [5].

Legal regulation of migration processes is one of the most complex areas of state policy of any state. According to Article 3 «Main types of immigration» of the Law of the Republic of Kazakhstan No. 477-IV «On Migration of the Population» dated July 22, 2011, depending on the purpose of entry into the territory of the Republic of Kazakhstan and

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stay in the territory of the Republic of Kazakhstan, the following main types of immigration are distinguished: to return to their historic homeland; for the purpose of family reunification; in order to get an education; for the purpose of labor activity; for humanitarian and political reasons. Kazakhstan as a dynamically developing country, actively implementing accelerated industrial-innovative policy, today is also subject to urbanization and emigration. In Kazakhstan, as in other countries of the world, there is a certain difference between the standard of living of rural and urban residents, which tends to increase. Urbanization is due

to declining technical equipment and labor productivity in agriculture, poor infrastructure of rural areas, isolation of agricultural producers from main markets due to remoteness from the centers, different climatic conditions, etc. It should be noted that in stabilizing the demographic situation in the country, not only internal, but also external migration has a significant influence, since during the years of independence about 1.0 million ethnic kazakhs returned to the republic, to be more precise, for the period of independence, the country has taken 260,325 families or 955,894 oralmans [6].

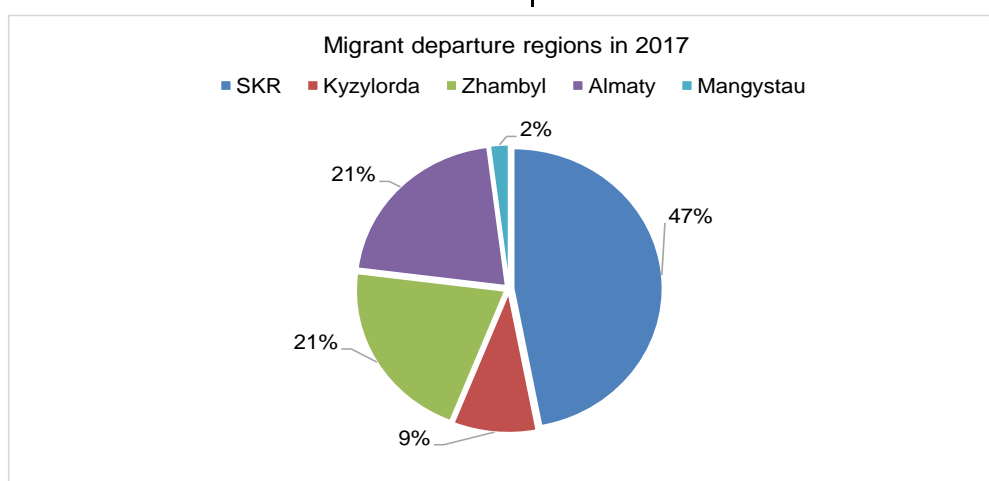


Figure 1- Regions of departure of immigrants in Kazakhstan in 2017

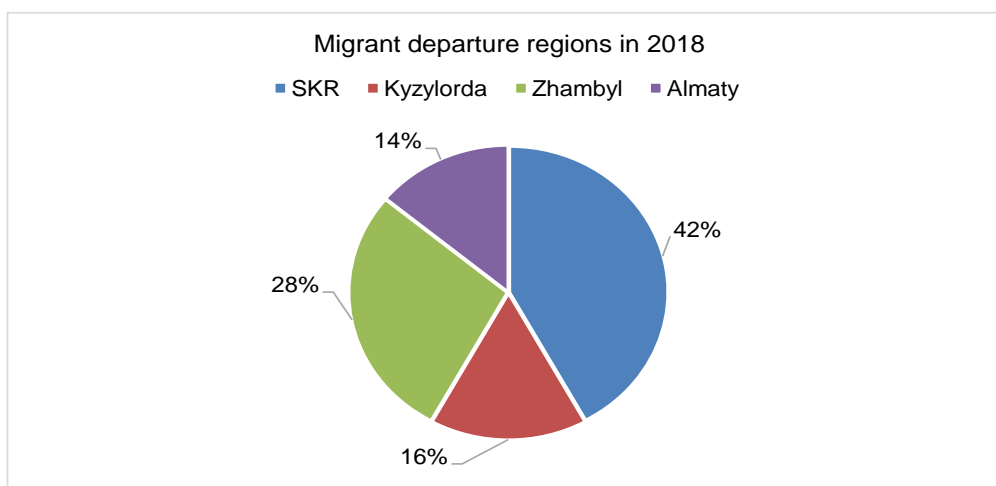


Figure 2- Regions of departure of immigrants in Kazakhstan in 2018

The state policy in the field of population migration in the Republic of Kazakhstan is based on the following basic principles:

- ◆ recognition and guarantee of the rights and freedoms of migrants in accordance with

the Constitution of the Republic of Kazakhstan, laws and international treaties;

- ◆ protection of national interests and ensuring national security;

- ◆ a combination of interests of the

individual, society and the state;

♦ transparency of regulation of migration processes on the basis of updating and reuse of information used;

♦ a differentiated approach of the state to the regulation of various types of immigration [Ik.2].

Nowadays, the agrarian sector is one of the most significant, strategically important and priority sectors of the national economy. The expedient and efficient use of labor resources at the stage of industrial-innovative growth of the economy and diversification of the agro-industrial complex of Kazakhstan is the primary factor in increasing the employment of the rural population. The labor market in the agrarian sphere is a wider range of topical issues of socio-economic relations, which involves the growth in efficiency of agro-industrial production and researching the labor potential of rural areas. State support of employment in the agrarian sector is one of the most crucial priorities in economic policy [7].

The labor market is often one of the most accurate detectors of the social status of a particular country population. At present, labor mobility is one of the most important parameters under which economic is possible. Mobility of labor resources is characterized by the real opportunities of workers and their families to move to other areas to choose their place of living, where they can have better job offers. Thus, labor mobility contributes to higher efficiency and productivity in the national economy. According to the results of the study, it was determined that external and internal migration has a great influence on the change of rural labor resources. The greatest outflow of the population as a result of migration occurs in those areas where the development of many management forms has completely or partially stopped, and, therefore, the unemployment level has increased. It was revealed that there is a close correlation between migration and the outflow of labor [8].

Currently, state programs aimed at improving the employment system of the population of the Republic of Kazakhstan, as well as preventing unemployment, promoting the growth of productive employment, improving the quality of the workforce and protecting the national labor market, continue to be implemented. Among them, it is important to note the Employment and Retraining Strategy of the «Employment - 2020» Program, aimed at providing employment, preventing substantial growth in unemployment, and preserving and creating new jobs. The goal of this Program is to increase the income level of the population by

promoting sustainable and productive employment [Ik.4].

In the Republic of Kazakhstan, after obtaining sovereignty, several million people were involved in internal and external migration. According to the Statistics Committee of the Ministry of National Economy of the Republic of Kazakhstan, the total population of Kazakhstan at the end of 2018 was 18608079 people, including the rural population is 7708352 people (42.5%). In 2018 the population of Kazakhstan increased by approximately 283842 people. Given that the population of Kazakhstan in the beginning of the year was estimated at 18324237 people, the annual growth rate was 1.55 %. Moreover, 43.2% of the total population of the country lives in three regions (Almaty, Zhambyl and South Kazakhstan), as well as in Almaty, while in the northern regions (Akmola, Kostanay, North Kazakhstan and Pavlodar regions) only 16.3% of the population lives. The migration growth of the population of Kazakhstan amounted to 34450 people (<http://www.economy.gov.kz>).

The state takes a number of measures to distribute labor resources rationally. The Decree of the Government of the Republic of Kazakhstan of December 29, 2016 No. 919 «On the approval of the program for the development of productive employment and mass entrepreneurship for 2017-2021» defines the following main objectives:

- training of personnel with technical and vocational education taking into account the needs of the labor market;
- short-term vocational training of workers in the professions and skills which are in demand in the labor market;
- entrepreneurship training;
- expansion of microcrediting in the countryside and in the city;
- facilitate employment for the unemployed and self-employed;
- increase labor mobility;
- create a single digital platform for employment [Ik.6].

This program must become the main tool for regulating the labor shortage in the northern regions. The program of resettlement from the southern regions of Kazakhstan to the northern regions will solve one of the main problems - the disproportion of population dispersal across the territory of Kazakhstan, especially between the south and the north. The main argument of resettlement is the desire of the state to «unload» the labor surplus southern regions and to fill the labor deficit northern regions, thereby

providing state support to the economic potential of the industrial north of Kazakhstan. In accordance with the plans of the Ministry of Labor and Social Protection of Population of the Republic of Kazakhstan, 59,000 families will be resettled from the southern regions to the north of Kazakhstan in 2018-2020. This will help to compensate for the population decline in the North Kazakhstan, Pavlodar, East Kazakhstan and Kostanay regions. And according to the Ministry's forecasts, the population decline in the next five years will be 167 thousand people. Another task of the program is to establish ethnic balance in favor of the Kazakh population in the northern regions. It cannot be denied that in the above-mentioned northern and northeastern regions, Kazakhs still constitute a minority, especially in urban areas [Ik.5].

The report of the First Vice-Minister of Agriculture of Kazakhstan A. Evniev on the issue of the Program for the development of productive employment and mass entrepreneurship for 2017–2021 «Enbek» (Labor), announced on 30.10.2018 at the Government meeting of the Republic of Kazakhstan, noted the following: «Enbek» (Labor) programs The Ministry, through subsidiaries of KazAgro, works to provide loans / micro loans for business projects in rural areas and small towns. For these purposes in 2018 a budget loan was allocated in the amount of 44.7 billion tenge, including 13.9 billion tenge of additional funds allocated in the framework of the fourth initiative «Five Social Initiatives of the President». The budget loan is allocated to the City Halls of the regions, which distribute them between «Agrarian Credit Organization» JSC and «Agrarian Financial Support Fund» JSC. Loans are granted to unemployed, self-employed, budding entrepreneurs, agricultural cooperatives, participants of anchor cooperatives.

Also, the Ministry, in the framework of the «Enbek» (Labor) program, is implementing the «Bastau Business» project on business skills training for start-up entrepreneurs. Education is free, with the provision of scholarships during training. At the expense of funds allocated in 2018, it is planned to issue 11,000 microloans, including 2,200 microloans to start-up projects. As of 10.26.2018, development in the republic is 30.9 billion tenge (or 69%) with the issuance of 8778 micro credits (or 80% of the planned figure) (<http://www.mgov.kz>).

The Order of the Minister of Health and Social Development of the Republic of Kazakhstan dated June 14, 2016 No. 515 approved the «Rules for the voluntary relocation

of persons to increase labor mobility». The main purpose of this measure is to facilitate voluntary resettlement of citizens of the Republic of Kazakhstan, oralmans and members of their families to the new place of residence. Measures of state support for Program participants are provided both as a result of resettlement and employment (actual migrants) and planned resettlement (potential migrants). It should be noted that in 2017 from the state budget for the organization of resettlement from the southern regions to the northern, 85 billion tenge was allocated. According to the latest data of the Ministry of Labor and Social Security of the Republic of Kazakhstan, 854 families were resettled to the northern regions for 10 months of 2017, i.e. quotas will be distributed to these families, of which 288 are families from the local population, and 566 families are ethnic migrants from near and far abroad [Ik.2].

A decisive factor in interregional migration is income disparity. Disproportions in regional and sectoral development have a decisive effect on the vector of external and, above all, internal migration, which is directed to the most developed regions of the country. Almost 60% of all investments in fixed assets are in the western regions of Kazakhstan, as well as Astana and Almaty. In the same areas, more than 1/2 of the country's total GDP is produced and the highest wages are paid.

Social inequality and the search for sources of raising income levels contributes to the development of informal forms of employment and part-time work (secondary employment). In the number of areas with the most informal employment includes: South Kazakhstan (16.3% of total informal employment), Almaty and East Kazakhstan regions (16.7% and 9.3% respectively), Zhambyl region (9.8%). Overall, these 4 areas cover more than 50% of total informal employment. In the Akmola region, informal employment accounts for 12% of the total number of self-employed persons [Ik.6].

Nowadays, the main part of immigrants are ethnic kazakhs, which indicates a sufficiently effective repatriation policy. At the same time, attention is drawn to the fact that among those departing from Kazakhstan for permanent residence, 43.8% are young people from 15 to 34 years old (the so-called «brain drain»). In part, this is facilitated by the creation of conditions for the free movement of workers - citizens of countries that are members of the Common Economic Space on the territory of five states (the Republic of Belarus, the Republic of Kazakhstan, the Russian Federation, the Kyrgyz Republic and

the Republic of Armenia). Since the establishment of the EEU, there has been an increase in the flow of labor migration between the EEU member countries.

One of the modern directions of sustainable development of the country's agro-industrial complex is digitalization. In a report dated September 29, 2018, the First Vice Minister of Agriculture of Kazakhstan A. Ev-niev at the Government meeting announced the following data: In accordance with the instructions of the President of the Republic of Kazakhstan - the leader of the Nation N. Nazarbayev an increase in five years of labor productivity in the agro-industrial complex and the export of processed agricultural products at least 2.5 times will be provided to a greater extent by digitization of the agro-industrial complex (<http://www.mgov.kz>).

As part of the digitalization of the agro-industrial complex, at least 20 digital farms and 4,000 advanced farms throughout the country will be created and 100% automation of processes and public services will be provided. Digitalization will be focused on the farmer and the simplification of his activities from the beginning to the sale. One of the first stages of the digitalization of the agro-industrial complex is the «Online Training and Online Consultation». The development of online training will allow the farmer to undergo training with a choice of teacher, courses and without arriving at the training center, as in the case of the Uber model, and will reduce the time and transport costs of farmers. The launch of online training with the involvement of private IT companies is planned from 2020. The introduction of online consultations will allow the farmer to receive the necessary advice on entrepreneurship, farming, agronomy, seed production, animal husbandry and others, as well as reduce the costs of finding and attracting specialists [9].

S. Seifullin Kazakh Agrotechnical University in a pilot mode free-of-charge provided remote consultations to 200 subjects of the agro-industrial complex. The launch of the online consultation will be fully implemented with the involvement of IT companies from 2020. In accordance with the State Program of the Agrarian and Industrial Complex, at the expense of measures, it is planned to increase the GDP over 3 trillion tenge, in which the effect of digitization of the agro-industrial complex will be 30% or about one trillion tenge.

Loans are granted to unemployed, self-employed, budding entrepreneurs, agricultural cooperatives, participants of anchor cooperatives. Also, the Ministry, in the framework of the «Enbek» (Labor) program, is implementing

the «Bastau Business» project on business skills training for start-up entrepreneurs. Education is free, with the provision of scholarships during training. At the expense of funds allocated in 2018, it is planned to issue 11,000 microloans, including 2,200 microloans to start-up projects. As of 10.26.2018, development in the republic is 30.9 billion tenge (or 69%) with the issuance of 8778 micro credits (or 80% of the planned figure) (<http://www.mgov.kz>).

In our opinion, uneven flows of internal migrants, informal employment, lead to an imbalance in the labor market. So, it is predicted that by 2020 a positive trend in labor demand will grow by 16%. Positive dynamics will be observed in almost all sectors of the national economy. Large cities will remain a stable source of demand for labor. Along with this, in regions where the population entering the working age exceeds that leaving it, there will be a risk of oversupply over the demand for labor and the growth of unemployment. Consequently, the migration outflow will naturally outflow. External migration has a clearly pronounced substitutive character: the influx of the population from the countries of Central Asia compensates for the departure of Kazakhstani citizens to the countries of near and far abroad.

Conclusions.

1. Currently, the strategy of stimulating internal migration is focused on the main objectives of the Forecasting scheme of the country's spatial and spatial development until 2020, approved by Decree of the President of the Republic of Kazakhstan dated July 21, 2011 No. 118, aimed at: forming centers of economic growth; the formation of an optimal system of population settlement; development of competitive economic specialization of the regions; strengthening of regional infrastructure; creating conditions for raising the standard of living of the population. In the medium term, it is advisable to continue work in this direction.

2. However, the urbanization process in Kazakhstan is currently in an active stage. The lack of employment opportunities and the low standard of living in the countryside have led to an increase in the attractiveness of cities and the influx of rural residents there. However, cities are not sufficiently prepared for the inflow of significant labor resources. In order to respond in a timely manner to the problems associated with urbanization (provision of housing and work for migrants, the provision of social services), it is important to establish monitoring and recording of internal migration.

3. The current demographic trends will have a significant impact on the flows and

directions of internal migration processes and will require their controlled adjustment in accordance with the planned development. The level and success of regional development depends on economic specialization, which affects the level of GDP and wages, growth rates and the structure of employment, unemployment, and the number of self-employed people.

4. Government regulation and support of employment in the agrarian sector presupposes, in economic terms, an increase in productive employment, an increase in labor productivity and wages, and in the social sector, a decrease in unemployment, an increase in labor activity and the development of human potential. The expedient and efficient use of labor resources at the stage of industrial-innovative development of the economy and diversification of the agro-industrial complex of Kazakhstan is the main factor in increasing employment of the rural population.

5. The labor market in the agrarian sector is a wider range of topical issues of socio-economic relations, which involves increasing the efficiency of agro-industrial production and researching the labor potential of rural areas. State support of employment in the agri-cultural sector is one of the important priorities of economic policy.

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