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# Х А Б А Р Ш Ы С Ы

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## ВЕСТНИК

РОО «НАЦИОНАЛЬНОЙ  
АКАДЕМИИ НАУК  
РЕСПУБЛИКИ КАЗАХСТАН»  
ЧФ «Халық»

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## THE BULLETIN

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В 2016 году для развития и улучшения качества жизни казахстанцев был создан частный Благотворительный фонд «Халык». За годы своей деятельности на реализацию благотворительных проектов в областях образования и науки, социальной защиты, культуры, здравоохранения и спорта, Фонд выделил более 45 миллиардов тенге.

Особое внимание Благотворительный фонд «Халык» уделяет образовательным программам, считая это направление одним из ключевых в своей деятельности. Оказывая поддержку отечественному образованию, Фонд вносит свой посильный вклад в развитие качественного образования в Казахстане. Тем самым способствуя росту числа людей, способных менять жизнь в стране к лучшему – профессионалов в различных сферах, потенциальных лидеров и «великих умов». Одной из значимых инициатив фонда «Халык» в образовательной сфере стал проект *Ozgeris powered by Halyk Fund* – первый в стране бизнес-инкубатор для учащихся 9-11 классов, который помогает развивать необходимые в современном мире предпринимательские навыки. Так, на содействие малому бизнесу школьников было выделено более 200 грантов. Для поддержки талантливых и мотивированных детей Фонд неоднократно выделял гранты на обучение в Международной школе «Мирас» и в Astana IT University, а также помог казахстанским школьникам принять участие в престижном конкурсе «USTEM Robotics» в США. Авторские работы в рамках проекта «Тәлімгер», которому Фонд оказал поддержку, легли в основу учебной программы, учебников и учебно-методических книг по предмету «Основы предпринимательства и бизнеса», преподаваемого в 10-11 классах казахстанских школ и колледжей.

Помимо помощи школьникам, учащимся колледжей и студентам Фонд считает важным внести свой вклад в повышение квалификации педагогов, совершенствование их знаний и навыков, поскольку именно они являются проводниками знаний будущих поколений казахстанцев. При поддержке Фонда «Халык» в южной столице был организован ежегодный городской конкурс педагогов «Almaty Digital Ustaz».

Важной инициативой стал реализуемый проект по обучению основам финансовой грамотности преподавателей из восьми областей Казахстана, что должно оказать существенное влияние на воспитание финансовой

грамотности и предпринимательского мышления у нового поколения граждан страны.

Необходимую помощь Фонд «Халык» оказывает и тем, кто особенно остро в ней нуждается. В рамках социальной защиты населения активно проводится работа по поддержке детей, оставшихся без родителей, детей и взрослых из социально уязвимых слоев населения, людей с ограниченными возможностями, а также обеспечению нуждающихся социальным жильем, строительству социально важных объектов, таких как детские сады, детские площадки и физкультурно-оздоровительные комплексы.

В копилку добрых дел Фонда «Халык» можно добавить оказание помощи детскому спорту, куда относится поддержка в развитии детского футбола и карате в нашей стране. Жизненно важную помощь Благотворительный фонд «Халык» оказал нашим соотечественникам во время недавней пандемии COVID-19. Тогда, в разгар тяжелой борьбы с коронавирусной инфекцией Фонд выделил свыше 11 миллиардов тенге на приобретение необходимого медицинского оборудования и дорогостоящих медицинских препаратов, автомобилей скорой медицинской помощи и средств защиты, адресную материальную помощь социально уязвимым слоям населения и денежные выплаты медицинским работникам.

В 2023 году наряду с другими проектами, нацеленными на повышение благосостояния казахстанских граждан Фонд решил уделить особое внимание науке, поскольку она является частью общественной культуры, а уровень ее развития определяет уровень развития государства.

Поддержка Фондом выпуска журналов Национальной Академии наук Республики Казахстан, которые входят в международные фонды Scopus и WoS и в которых публикуются статьи отечественных ученых, докторантов и магистрантов, а также научных сотрудников высших учебных заведений и научно-исследовательских институтов нашей страны является не менее значимым вкладом Фонда в развитие казахстанского общества.

С уважением, Благотворительный Фонд «Халык»!

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## **IMPROVING THE EFFECTIVENESS OF MIGRATION POLICY AS A FACTOR IN THE SUSTAINABLE DEVELOPMENT OF KAZAKHSTAN**

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**Abstract.** This article defines the basic principles in the development and implementation of migration policy: the complexity of solving the tasks of migration policy in close connection with the main directions of strategic development of the country; involvement of governmental and non-governmental structures and coordination of actions of all subjects involved in the management of migration processes; interaction of persons, citizens of the Republic of Kazakhstan, its attention to the interests of foreign citizens, located on their territory; transparency of decisions taken in the implementation of migration policy objectives; participation of civil society institutions in the implementation of migration policy; observance and protection of the rights of immigrants, non-discrimination on the basis of race, language, religion, gender, ethnicity and social affiliation; ensuring social, economic



and political stability and interethnic harmony for compliance with international treaties in the field of regulation of migration processes; international cooperation in the regulation of migration processes; financial support of measures to implement the tasks of migration policy.

The purpose of the migration policy of the Republic of Kazakhstan is effective legislative regulation and management of migration processes aimed at ensuring national priorities in the field of demographic, economic, social, political and cultural development of the Republic of Kazakhstan. The migration policy of each state is determined by its own specifics. These features depend on the population of the state, the size of the country's territory, socio-economic situation and various other factors. The main factors of migration of the population and the types of reproduction of the population and its content are determined. The characteristics of the strengths and weaknesses, opportunities and threats of the migration policy of the state are given, a SWOT analysis is carried out.

**Keywords:** migration, migration process, migration policy, migrant, immigrant, emigrant, unemployment, demographic explosion, demographic crisis

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### КӨШІ-ҚОН САЯСАТЫНЫҢ ТИІМДІЛІГІН АРТТЫРУ – ҚАЗАҚСТАННЫҢ ТҰРАҚТЫ ДАМУЫНЫҢ ФАКТОРЫ РЕТІНДЕ

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**Аннотация.** Бұл мақалада көші-қон саясатын әзірлеу және оны жүзеге асыру кезіндегі негізгі қағидалар айқындалды: көші-қон саясаты міндеттерін оларды



елдің стратегиялық дамуының негізгі бағдарларымен тығыз байланыстырып шешудің кешенділігі; үкіметтік және үкіметтік емес құрылымдардың тартылуы және көші-қон үдерістерін басқаруға қатысатын барлық субъектілердің іс-қимылдарының үйлестірілуі; адамдардың, Қазақстан Республикасы азаматтарының да, оның аумағында болатын шетел азаматтарының да мүдделеріне назар аудару; көші-қон саясаты міндеттерін іске асыру саласында қабылданатын шешімдердің ашықтығы; азаматтық қоғам институттарының көші-қон саясатын іске асыруға қатысуы; көшіп келушілердің құқықтарын сақтау және қорғау, нәсіліне, тіліне, дініне, жынысына, этникалық және әлеуметтік тегіне қарай кемсітушілікке жол бермеу; Қазақстан Республикасы қатысушысы болып табылатын көші-қон үдерістерін реттеу саласындағы халықаралық шарттарды сақтау тұрғысынан әлеуметтік, экономикалық және саяси тұрақтылық пен этносаралық келісімді қамтамасыз ету және сақтау бөлігінде Қазақстан Республикасы ұлттық мүдделерінің басымдылығы; көші-қон үдерістерін реттеудегі халықаралық ынтымақтастық; көші-қон саясатының міндеттерін іске асыру жөніндегі шаралардың қаржылық қамтамасыз етілуі. Қазақстан Республикасы көші-қон саясатының мақсаты – Қазақстан Республикасының демографиялық, экономикалық, әлеуметтік, саяси және мәдени дамуы саласындағы жалпы мемлекеттік басымдылықтарды қамтамасыз етуге бағытталған көші-қон үдерістерін тиімді заңнамалық реттеу және басқару. Әрбір мемлекеттің көші-қон саясаты өзіне тән ерекшелігімен айқындалады. Бұл ерекшеліктер мемлекеттің халық санына, елдің территориясының көлеміне, әлеуметтік-экономикалық жағдайына және басқа да әр түрлі факторларға тәуелді. Халықтың көші-қонының негізгі факторлары мен халықтың ұдайы өсуінің типтері және оның мазмұны анықталды. Мемлекеттің көші-қон саясатының күшті жақтары мен әлсіз тұстары, мүмкіндіктері мен қауіп қатерлеріне сипаттама беріліп, SWOT талдау жасалынды.

**Түйін сөздер:** миграция, миграциялық үдеріс, миграциялық саясат, мигрант, иммигрант, эмигрант, жұмыссыздық, демографиялық жарылыс, демографиялық дағдарыс

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## **ПОВЫШЕНИЕ ЭФФЕКТИВНОСТИ МИГРАЦИОННОЙ ПОЛИТИКИ КАК ФАКТОР УСТОЙЧИВОГО РАЗВИТИЯ КАЗАХСТАНА**

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**Аннотация.** В данной статье определены основные принципы разработки и осуществления миграционной политики: комплексность решения задач миграционной политики в тесной связи с основными направлениями стратегического развития страны; вовлеченность правительственных и неправительственных структур и координация действий всех субъектов, участвующих в управлении миграционными процессами; взаимодействие лиц, граждан Республики Казахстан, внимание к интересам иностранных граждан, находящихся на территории; прозрачность принимаемых решений в сфере реализации задач миграционной политики; участие институтов гражданского общества в реализации миграционной политики; соблюдение и защита прав иммигрантов, недопущение дискриминации по признаку расы, языка, религии, пола, этнической и социальной принадлежности; обеспечение социальной, экономической и политической стабильности и межэтнического согласия на предмет соблюдения международных договоров в области регулирования миграционных процессов; международное сотрудничество в регулировании миграционных процессов; финансовое обеспечение мер по реализации задач миграционной политики. Цель миграционной политики Республики Казахстан – эффективное законодательное регулирование и управление миграционными процессами, направленное на обеспечение общегосударственных приоритетов в области демографического, экономического, социального, политического и культурного развития Республики Казахстан. Миграционная политика каждого государства определяется своей спецификой. Эти особенности зависят от численности населения государства, размера территории страны, социально-экономического положения и различных других факторов. Авторами определены основные факторы миграции населения, типы воспроизводства населения и его содержание, а также дана характеристика сильных и слабых сторон, возможностей и угроз миграционной политики государства и проведен SWOT-анализ.

**Ключевые слова:** миграция, миграционный процесс, миграционная

политика, мигрант, иммигрант, эмигрант, безработица, демографический взрыв, демографический кризис

### **Introduction**

It is known from history that between the time our country has passed through many centuries and today, when it raised the flag of independence and declared its sovereignty, there were several events full of self-sacrificing and persistent struggle for freedom. In particular, the last 20th century was a period of great changes in our national history. Although this century was full of sufferings and sorrows for the Kazakh country, it was the time when our people, who fought for independence and fought for freedom for centuries, achieved the goal of independence.

The meaning and content of the migration policy is revealed depending on the individual importance of each of the migration factors. In particular, if the migration policy of countries with a small population is aimed at increasing the population (Kazakhstan, Russia), and now for countries with a large population (China, India), on the contrary, the policy of reducing the total population will be important. Also, it should be noted that the territorial factor, i.e., the size of the territory of the state, has a special relationship to the migration policy. For example, the state does not want illegal or aliens to come to its territory, no matter how many places it sees a shortage of human resources. For the Republic of Kazakhstan and the Russian Federation and other countries with huge territories, this is considered a very urgent problem. In this regard, the main task of the migration policy is to create and maintain a harmonious relationship of the population depending on the size of the country's territory (N.Gavrilov, 1911; M.Tynyshbaev, 1993; A.Bukeikhanov, 1995).

*The main part.* Another feature of creating a migration policy in Kazakhstan is the permanent residence of a multinational population in the country. Although the multinational society appeared during the development of the history of Kazakhstan, it was a part of the central policy of the Russian and Soviet empires. According to the Kazakh saying "There is no such thing as coming, but there is no leaving", the positive balance of the migration process should be increased, especially in today's independent migration policy of our country. For this purpose, there should be a systematic policy that ensures the settlement of educated, forward-thinking people in Kazakhstan. The current migration policy of Kazakhstan has a clear goal, which is to regulate migration processes, ensure demographic development, strengthen state security and create conditions for the rights of migrants.

The scope of the study of the phenomenon of general migration can be divided into four large groups: the first group of these theoretical researches considers the process of migration as a self-mobility of the population, its relocation within a country depends on sectoral, territorial, professional and social resettlement; the second group is defined as the phenomenon of migration as a set of mechanical occupational and sectoral displacements and the emergence of fixed regional structures of the population due to changes in the spatial situation of individuals; the authors of the studies belonging to the third group define the process of migration as a socio-

demographic process that is complex in terms of mass and structural paradigms in terms of quantity; in the last group of the research system, the migration process is described as any process of space displacement and as one dynamic way of mass adaptation of the population to rapidly changing socio-economic conditions.

Now let's analyze these theoretical searches for individual scientific conclusions and points of view. The migration process is considered as the displacement of the population between two and more countries, within one country and locally. However, it is not the case that "displacement" is the main category and cannot be a determining category in relation to the migration process as a whole. In principle, sectoral, territorial, professional and Social re-establishment can take place within the same city or district, as well as in regions within the state. Researchers from the second group come to the conclusion that the migration process is a mechanical displacement of the population. This theoretical current believes that the representatives of the migration process to the views, decisions and requirements of specific people are controlled by the state as a whole, and decisions related to the migration of the population can only be made by the state. At the same time, the state is in charge of making changes in the composition of the population. Researchers of the third group give an accurate meaning to the migration process, indeed, the migration process is capable of changing not only the composition of the population, but also the relationships between its individual elements. It is this third current that for the first time introduced the category of "Social" into science related to the migration process. This category allows us to study the phenomenon of migration in the system of truly occurring social processes. The authors of the fourth group describe any displacement of the population in space as a migration process and do not consider the real historical, socio-economic, political-social background of the phenomenon of migration. For example, from the point of view of Ozhegov S. I., "The migration process is a displacement of the population (Resettlement within one country or another...). Of course, one can accept this definition as universal and agree with it, but in fact, the content of the migration phenomenon is more extensive than the mother (Zh.B.Abylkhodzhi et al., 1989; M.K.Kozybayev et al., 1992).

Most of the works published in the period before the collapse of the Soviet Union paid more attention not to the peculiarities of the demographic development of the population of Kazakhstan, but to its social problems. The reason for this can also be attributed to the lack of emphasis on the historical demography of Kazakhstan in the Soviet period. In this regard, Bekmakhanova N.E. in an article in the Journal "Questions of history" noted: "the historical demography of Kazakhstan is not sufficiently studied. There is a clear need to study the number, location, national composition of the population of the region according to the census data and reveal the peculiarities of the economy of the regions" (N.E.Bekmakhanova,1986).

Such an opinion should not give rise to the idea that historical and demographic research was backward only in Kazakhstan during the Soviet era. In general, such a situation was a phenomenon characteristic of the science of history in all the Soviet Union republics, historian. Yatsunskyi V.K pointed out in his article entitled "About some lagging students of our history".

In the 1960s and 1970s, the number of Kazakh historiographical studies was filled with the fundamental works and articles of scientists such as V.F.Shakhmatyp, G.F.Dakhshleiger, P.G.Galuzo, A.N.Nusipov, B.Suleymenov. Although the level of research of socio-demographic development of the people of Kazakhstan in the 20th century is not specifically considered in these historiographical works, a number of related works were analyzed and comments were made. Collectivization in the Soviet era, problems of the peasantry and the development of the cities in the past era, the historiographical research on the problem of the collectivization, the problem of the peasantry and the development of the cities in the past eras also focused on the manifestation of socio-demographic processes in the scientific literature.

A. Gali was one of the authors who wrote a research work on migration processes in Kazakhstan. His research paper describes the demographic situation in the second half of the 20s. The author notes that there are more immigrants than those who left the Soviet Cossack lands, he says that they migrated from Ukraine, the Volga coast, Siberia, the West, the Central regions of the RSFSR, Belarus, the Caucasus, Central Asia, and the Far East. At the same time, the researcher pointed out that 80% of those involved in the migration movement settled in rural areas. There, 15% of migrants from the European part of Kazakhstan settled in Kostanay, 40% in Akmola and Aktobe, and 24% in Semipalatinsk. The purpose here is to resettle those who have been relocated under the pretense that their nature is compatible. And although the natural conditions were favorable for those settled in the South and Zhetysu region, the people of the local area were not familiar with them (M.H.Asylbekov et al., 1991).

In the ethnodemographic research article written by the researcher based on various historical data, the composition and proportion of the resident population was not left out of consideration. For example, Kazakhs - 57.1%, Russians - 19.6%, Ukrainians - 13.2%, Belarusians - 0.39%, Uzbeks dominate among the Central Asian nations with a share of 3.38%. It was also known that at that time Karakalpaks made up 18.81%, while other peoples made up at least 5%, that is, the total number of people in Kazakhstan at that time was 6502699 people (according to the figure of January 1, 1972).

And M. Tatimov fully emphasized in his work "Our independence - in demography" that every active and independent demographic policy of the young state of the Republic of Kazakhstan should never lose sight of the need of the region for its own life and national interest (M.B.Tatimov, 1978).

After all, between 1690 and 1990, i.e., during the period of 300 years, the number of emigrants who were deliberately organized with the aim of final colonization of Kazakhstan or who came on their own with the flow of spontaneous migration was 8 million. 900,000 people, that is, the population of the Republic of European descent, whose number has just begun to decrease, are almost equal to the number of the population of the Republic of European descent in 1990. At the same time, 30 major demographic and migration events took place in the history of Kazakhstan.

Two groups of needs are sources of migration processes: firstly, objective factors,

that is, economic laws of production development; secondly, subjective factors - material and spiritual needs that reflect the interests of migrant labor resources.

In relation to migration, the population factor is a set of conditions and conditions that lead to various territorial displacements of the population due to their special combination and interaction. The classification of migration factors and the grouping of the components of its structure are not universal. Some researchers single out two groups of factors: economic and social, while other scientists add natural-climatic, ethnic, demographic, moral-psychological factors to economic factors and show a total of five groups (Figure 1).

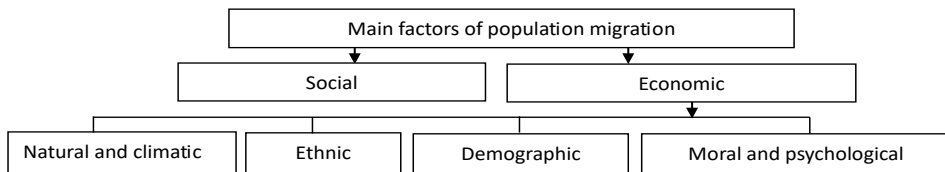


Figure 1 - Main factors of population migration

Note - compiled by the authors

The fact that the factors of migration are fundamentally separated from each other is also related to its nature, as a result of which the possibility of using some factors to make the migration process more efficient is contradictory. For example, natural and climatic factors cannot be practically controlled from the point of view of migration regulation. Demographic, ethnic, moral and psychological factors are controlled indirectly. In the case of market relations, ethnic, social and administrative factors of migration can be the object of direct regulation.

### Methodology

The growth of the number of migrant workers is influenced by many different and interrelated factors. Knowing the mechanisms of the interaction of these factors and their impact on the labor market, as well as on the economy as a whole, is of great importance in creating a migration policy strategy. Today, the most important reason for migration is the economic reason. Migration of people has existed since ancient times. Migration is connected with the first division of labor (separation from shepherds' herdsman), the development of agriculture, the division of handicrafts, the great geographical discoveries of peoples, and the development of industry. Migration has played an important role in the development of humanity and the redistribution of territories between peoples (M.H.Asylbekov et al., 1991; V.V.Kozina, 2000).

There are several types of migration depending on the nature of migration: due to the final change of permanent residence and place of residence - non-return migration; associated with long-term migration - temporary migration; seasonal migration associated with displacement in a certain period of the year; regular migration to work and educational institutions in other places - commuting migration; emigration from the country to another place, emigration to the country - external migration; related to migration within the country - internal migration. Internal migration is divided into migration of the rural population and migration of the urban population.



Due to the socio-economic and political development of different countries of the world, labor migration is not the same. There are countries that are very weakly involved in the global labor market and cannot have any significant influence on the conditions of the rational labor market and other spheres of economic life of these countries. There are a number of countries whose domestic economic life and external economic relations are highly dependent on international labor migration. This group includes the countries of the Mediterranean basin (Turkey, Spain, Algeria, Egypt, Syria), Asia (India, Pakistan, Yemen, Thailand), Latin America and the Caribbean Sea, where a significant part of their population has found work in other countries.

At the opposite pole, there are countries where foreign workers make up a significant part of the population working in the national economy. First of all, these are Western European countries, especially Germany, France, Belgium, Switzerland, oil-producing countries in Africa - UAR, Libya, Arab East.

It is no secret that during the Soviet era, production facilities were located in large cities, and most of the workers there were representatives of the Russian-Slavic nationality. With the beginning of the Gorbachev reconstruction process and the shutdown of large production facilities, the influx of representatives of other nationalities working there accelerated to their historical homelands. 1990 2 million Russians, Ukrainians and Belarusians, 800 thousand Germans already left Kazakhstan. Between 1991 and 1999, the population of Kazakhstan decreased to 14.9 million (E.A.Nazarova, 2000).

Of course, we cannot prevent those who want to leave their homeland, and if we take into account that 65% of emigrants are able to work, and 25% are young people, then we can see how much the country is suffering. First of all, the lack of the Kazakh nation in the field of industry and production. For example, in the Soviet Union in 1987, the share of Uzbeks and Turkmens working in the field of production in their republic was 53%, Tajiks - 48%, Kyrgyz - 25%, while the number of Kazakhs in production was only 21%.

Population growth is a combination of birth and death and natural growth indicators that ensure continuous renewal and change of humanity. According to Table 1, the first type of continuous growth (demographic crisis) and the current type are characterized by low demographic indicators. In Germany and Sweden, the number of deaths exceeds the number of births, and the slight increase in the population is due only to immigrants. The second type of continuous growth (demographic explosion) is characterized by a high death rate in developing countries, which is characterized by the traditional type, due to the poor living conditions of the population and the widespread spread of infectious diseases. These countries sometimes experience a sharp reduction in population as a result of natural disasters and famine. The third type of continuous growth (demographic revitalization) is characterized by a transitional type, in recent years, due to the improvement of the social and economic conditions of the population, the death rate has decreased and the birth rate of the population is at a high level.



Table 1 - Types of population growth and its content

The first type of continuous growth (demographic crisis)	The second type of continuous growth (demographic explosion)	The third type of continuous growth (demographic revival)		
Rates of birth and death and natural growth are low, the population is stable, the population is aging (predominantly old people), people live longer.	Birth rate is high, death rate is low, natural increase is high; the population often increases, the number of young children predominates in the population	The birth rate is high, the death rate is very low, and the natural increase is very high; the population often increases		
"Continuous population growth" formula  B - D = Natural growth 1000 – 800 = 200  (Europe, CIS, North America, Australia, Japan)	"Continuous population growth" formula  B - D = Natural growth 1000 – 200 = 800  (Asia, CIS, Africa, Oceanic Islands, Latin America)	"Continuous population growth" formula  B - D = Natural growth 1000 – 100 = 900  (Asia, CIS, Africa, Oceanic Islands, Latin America)		
Types of population growth	Indications			Regions
	Birth	Death	Natural growth	
Traditional	Very high	High	Very high	Africa, Asia
Transition	High	Low	Very high	Latin America, Asia, Ocean Islands
Note - Compiled by the authors				

A demographic explosion is a sharp increase in the world's population. At the beginning of the 20th century, the population began to grow rapidly, and in the middle of the century, especially in the second half, it increased sharply. The rapid increase in the number of people in the 20th century is called the demographic explosion. The increase in the last 100 years corresponds to 3/4 of the people currently living on Earth. In the second half of the century, the annual growth increased by about 10 million every ten years (S.V.Riazantsev et al., 2021; R.Warren, 2019).

Demographic crisis is a slowdown in the continuous growth of the population in a certain region (country, region, district) under the influence of social, economic, and natural influences. War, social and economic conditions, demographic policy of the state, etc., are the demographic crisis. directly affects. The Kazakh people experienced the first demographic crisis in the 20th century (1916–1922). The population of the globe grew very slowly at first. This can be explained by human dependence on natural disasters, frequent wars and the widespread spread of infectious diseases. For example, about 20 % of the population died from the plague that swept through Europe in the 14th century.

## Results

As a result of development of production, improvement of people's living conditions and advancement of medicine, the population of the world began to grow at a rapid pace. Especially in the 20th century, a particularly rapid increase in the population was observed. For example, in 1930 the world population was 2 billion

people, in 1962 - 3 billion, 1976 - 4 billion, 1987 - 5 billion, and in 1999 - reached 6 billion people. Such a sharp increase in the population is called a demographic explosion. This phenomenon can be explained by the fact that the birth rate remains unchanged despite the increase in human life expectancy and the decrease in infant mortality. However, by the mid-1980s, population growth began to slow. This was associated with a sharp decrease in the birth rate. Population growth has stabilized in most developed countries, and natural growth has stopped altogether in some countries. Most populous countries in the world. Absolute and relative demographic indicators are used to describe the demographic situation in world regions and individual countries. Absolute indicators include natural growth (the ratio of births and deaths) and mechanical growth (the difference between the number of immigrants and emigrants). If the birth and death rates are directly related to socio-economic conditions, the demographic policy of the state, the migration of the population is influenced by economic and political preconditions (Kalsi 2018).

Summarizing the above, Table 2 presents a SWOT analysis of the strengths and weaknesses, opportunities and threats of the state's migration policy.

Table 2 - SWOT analysis of the country's migration policy

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>- Employment issues will be simplified by eliminating the shortage of Labor;</li> <li>- Due to the demand of foreign employees for services and goods, additional employment will be stimulated, new jobs will be created and infrastructure will develop faster;</li> <li>- Improving the quality of labor of the local population: freeing up for intellectual labor by attracting unskilled migrant workers;</li> <li>- Due to the unpretentiousness of migrants in choosing jobs that fall into the category of unattractive for local residents, the quality and level of life of the population improves, the service, agriculture and construction industries develop;</li> <li>- Highly qualified specialists trained abroad bring net income to the host countries, providing them with Labor and intellectual resources without prior costs for their creation/development;</li> <li>- The low cost of visitor Labor ultimately increases the competitiveness of the products produced by the state;</li> <li>- Increase in the revenue part of the state budget due to an increase in the number of revenues from fees and taxes;</li> <li>- Solving a demographic problem;</li> <li>- Foreign workers tend to save, thanks to which inflation can be slowed down;</li> <li>- Migrants contribute to the enrichment of the culture of the host country with new elements, which leads to the development of tolerance of the local population.</li> </ul>	<ul style="list-style-type: none"> <li>- Dumping in the service sector and in the labor resources market, as a result of which the wages of local workers are reduced;</li> <li>- Complication of the situation in the labor market, increased competition for jobs;</li> <li>- A massive influx of migrants can cause an increase in unemployment in the country;</li> <li>- Migrants receive an additional load on the social infrastructure of the country: schools, kindergartens, medical institutions;</li> <li>- Problems in the implementation of labor-saving technologies arising from the use of cheap labor lead to a decrease in labor productivity and efficiency;</li> <li>- Migrants send most of their savings to their homeland, which means the outflow of funds from the economy of the host country;</li> <li>- Increase in mass economic (illegal financial transactions, smuggling) and criminal offenses;</li> <li>- The negative attitude of local residents towards migrants in general. Large groups of migrants can try to recognize their culture, categorically rejecting the views of the host country. As a result, this leads to interethnic conflicts.</li> </ul>

Features	Threats
<ul style="list-style-type: none"> <li>- Thanks to labor migration, people have the opportunity to live and maintain the well-being of their families;</li> <li>- In the process of migration, they get acquainted with the culture of other countries and peoples, learn foreign languages, acquire new technologies and professional skills, establish new human contacts;</li> <li>- Transfers of money to the country of origin of labor migrants. The amount of cash will increase. An increase in foreign currency inflows to the domestic market will help protect the national currency. The growing volume of money transfers has a beneficial effect on the development and consolidation of the country's banking system.</li> </ul>	<ul style="list-style-type: none"> <li>- Leakage of significant financial funds due to the further purchase of foreign currency funds from the country of arrival of migrants to their ethnic homeland for the purpose of tax evasion and subsequent sending them to their homeland using banking and other financial mechanisms;</li> <li>- The social burden on the growing infrastructure, in particular health and education, due to the increase in the number of inhabitants (at the expense of migrants), which further reinforces the negative attitude of the indigenous population of the country of arrival towards migrants. The burden on budgets of all levels increases, due to which the general socio-economic situation becomes more complicated.</li> </ul>
Note - Compiled by the authors	

In 2022, about 8 thousand Kazakhs went abroad in search of work. Citizens aged 18-35 are those who want to get a lot of money. Who will stay in the country if young professionals go abroad en masse? Most of those who go abroad are educated young people, longing for a better life. After knowing the language, the salary here is not enough for them to live. Especially the owners of technical specialists and doctors are earning from other countries. There is a job in Kazakhstan, but the salary is very low. For example, what is earned in 1 month in Korea is earned in 5-6 months in Kazakhstan. He has a house to live in, provides breakfast, lunch, and dinner at work, and a place to sleep for free. When there is a shortage of qualified specialists and workers in Kazakhstan itself, this affects the decline and stagnation of our economy, including the production sectors. Our young people get 4-5 years of education, and if they want to go to work, the salary is low, so they don't want to go to work with low salary.

We also need qualified personnel. Now there are 923,000 job vacancies in the country: 97,540 jobs are available for accountants. Guards, cashiers and related occupations require 84,076, shop assistants and their assistants - 73,368, social science high school teachers - 50,343, car drivers - 49,127, and secondary care medical personnel - 43,801. In 15 years, 4.3 thousand specialists left Kazakhstan. Most of them are technical professionals. Every third emigrant has a higher education, every fourth has a secondary education. Experts explain this trend as "departure of smart, capable people." If the landslides continue, it will be difficult for us to move forward.

In his address to the people of Kazakhstan dated September 1, 2021, entitled "People's unity and systematic reforms - a solid basis for the country's prosperity", the head of state noted the great impact of migration processes on the labor market.

The target indicators of the concept of the migration policy of the Republic of Kazakhstan for 2022-2026 correspond to the national project "Strong regions - the

driver of the country's development", approved by the Resolution No. 729 of the Government of the Republic of Kazakhstan dated October 12, 2021.

The approaches and mechanisms included in the concept will ensure the achievement of the following results in 2027: increasing the level of employment of migrants and compatriots, including with the development of entrepreneurial initiative, from 79% to 90%; forming a quota for attracting foreign labor by type of economic activity for carrying out labor activities in the territory of the Republic of Kazakhstan in the amount of no more than 0.31%%; ensuring Kazakh content in personnel – at least 95%; ensuring the share of highly qualified specialists among foreign workers attracted by permits issued by local executive bodies to attract foreign labor – 75%; ensuring the share of highly qualified specialists among foreign labor attracted by a simplified procedure within the SEZ (without permission) – 70%; increasing the number of training quotas in Kazakh educational institutions for ethnic Kazakhs abroad to 3,000 units; creation of Centers for adaptation and integration of compatriots and migrants in the northern regions – 5 centers; mentoring of Kazakhstani employees by foreign specialists attracted by permits to attract foreign labor – 50%.

According to the Bureau of National Statistics of the agency of the Republic of Kazakhstan for Strategic Planning and reforms (Bureau of Statistics), in 2019, 1,173.2 thousand people participated in migration processes in Kazakhstan with a permanent place of residence, of which 1,115.7 thousand people emigrated within the country, 57.5 thousand people became international migrants, which means an increase in the number of internal migrants by 2.5 times and a quarter of the number of international migrants compared to 2015. From the point of view of demographic dynamics, Kazakhstan is a country with a relatively high population growth rate (1.55% per year). The population of the country as of October 1, 2021 was 19,062.6 thousand people, including urban – 11,303.6 thousand (59.3%), rural – 7,759.0 thousand (40.7%). Compared to the beginning of 2019 (18,395.6 thousand people), the population increased by 667 thousand people or 3.6%. The age structure of the population is favorable for Economic Development: at the beginning of 2021, the share of the working-age (15-65 years) population was 58.3%, so in the next decade, Kazakhstan should take advantage of the demographic structure of the population.

According to the United Nations forecast, by 2050 the population of Kazakhstan may reach 28,000.0 thousand people, that is, it may grow by a quarter. In 2050, the working-age population will grow from 11 million 9 thousand people in 2021 to 14 million 748 thousand people, or 34%. Over the past 20 years, the increase in the population of the Republic of Kazakhstan has been ensured by its natural growth, that is, in the period from 2000 to 2020, the number of children born (7 million 133 thousand children) exceeded the number of deaths, which amounted to 4 million 91 thousand people. In 2000, political stability and economic growth changed the nature of international migration in Kazakhstan compared to the previous decade. From 2004 to 2011, the country experienced positive migration growth.

According to the Bureau of Statistics, negative net migration was formed with the

Russian Federation, the Federal Republic of Germany, Belarus. At the same time, the influx of migrants from the states of Central Asia, China, Mongolia and a number of other countries has intensified. This was facilitated by the state program to promote the resettlement of Kazakhs from abroad to their historical homeland. Since 2012, the negative balance of external migration has begun to grow again. The changes in the trend were primarily due to the reduction in the flow of compatriots to their historical homeland (M.B. Assanbayev et al., 2021).

### **Discussion**

External and internal migration processes in Kazakhstan are influenced by challenges and trends at the global, regional and national levels, among which the most important are: at the global level: strengthening competition for qualified and highly qualified human resources, both among developed countries and among rapidly developing countries; strengthening educational migration as a factor in increasing the competitiveness of countries and increasing human capital; at the regional level: growth of migration of professional personnel from Kazakhstan to Russia for labor migration, education and labor migration within the framework of the Eurasian migration system and as a center of attraction to Kazakhstan from Central Asian countries; outflow of domestic qualified and highly qualified personnel from Kazakhstan and their replacement with low professional personnel or personnel without professional education and the risk of; strengthening the imbalance within the regional disparity of population resettlement, consolidating the main volumes of migration flows in the cities of Astana and Almaty; increasing the number of labor migrants from the countries of the Eurasian Economic Union (EAEU) and neighboring countries and uncontrolled illegal migration.

In 2019, 45.2 thousand people left Kazakhstan for permanent residence abroad (in 2013, this number was 24.4 thousand people). During this period, the number of immigrants halved from 24.1 thousand people to 12.2 thousand people. According to the Ministry of internal affairs, the Republic of Kazakhstan for the period from 2000 to 2020 was the main destination countries for emigrants from Kazakhstan: the Russian Federation (total), the Federal Republic of Germany (total), the Republic of Belarus (total), the United States (total). The main flow of emigrants is observed in four regions of East Kazakhstan, Kostanay, Pavlodar, North Kazakhstan and Karaganda regions. In addition, the most attractive regions of Kazakhstan for external immigrants in 2019 were Mangistau and Almaty regions, as well as the city of Almaty. This trend further aggravates the discrepancy in the distribution of the population and the economic potential of the northern and southern regions of the country.

The preliminary stage of emigration of Kazakhstanis is training in foreign universities. It benefits the host recipient countries both economically and demographically. They are young, easily learn the language, of reproductive age, qualified, able to integrate into host societies. A significant proportion of students from Kazakhstan study at universities in Russia, Great Britain, China and the United States. Today in the United States there are student exchange programs that provide

for the next work, and then naturalization. However, the largest student community of Kazakhstanis was formed in Russia. In 2019, the number of students from Kazakhstan in Russian universities amounted to more than 70 thousand people, in 2021-100 thousand people. Most of Kazakhstan's students are potential emigrants from Russia, the United States, Canada, China, and the European Union. In fact, for many people, studying abroad is an opportunity to permanently reside in the country of study (A.Kh.Rakhmonov, 2021).

A study of migration sentiment among young people of Kazakhstan, conducted in 2019 within the framework of the International Organization for Migration Project "external youth migration in Central Asian countries", showed that most of the surveyed young citizens of Kazakhstan want to go abroad for education and employment in the medium term.

The increase in the number of Kazakhstanis working abroad is indirectly evidenced by the volume of money transfers from abroad to Kazakhstan using various international systems. Only in 2019, Kazakhstanis received 290.2 billion tenge from abroad, which is 4% more than in 2018. Traditionally, the main volume of funds came from Russia – over the past five years, this country accounts for at least a third of money transfers. In total, about 80% of the funds came from Russia, Korea, USA, Canada, Great Britain, Czech Republic. Since the beginning of the year, there has been a sharp increase in the volume of transfers from Turkey (an increase of 61.3%), Kyrgyzstan (51.2%), the United States (45%), Ukraine (40%).

There is a significant increase in money transfers from South Korea. In 2017, 25 billion 880 million tenge was sent, in 2018 – 56.8 billion tenge, in 2020 – 56.8 billion tenge. More than double growth. According to the Ministry of foreign affairs of the Republic of Kazakhstan (Ministry of foreign affairs of the Republic of Kazakhstan), 19 thousand Kazakhstanis are officially registered in the Republic of Korea and work there or are there for other reasons: for treatment, as tourists or about 12 thousand people are illegal for training.

And the main host country for employees from Kazakhstan is Russia (in 2020 - 25 thousand people). This is facilitated by geographical proximity, the absence of a language barrier, as well as a visa-free regime and free movement of labor resources within the EAEU. According to official data of the Eurasian Economic Commission, the number of labor migrants from Kazakhstan in Russia has increased 3.2 times over the past 8 years: in 2012-34.1 thousand people, in 2019 – 111.5 thousand people, and in 2020 – 111.5 thousand people. In 2020, according to official statistics, Kazakh labor migrants work in Greece (2,249 people), Turkey (399 people), the United States (247 people), Belarus (234 people), Germany (2,803 people according to data in 2019).

At the same time, a significant volume of labor migration from Kazakhstan in the border areas of the two states is overshadowed. A particular problem is the lack of transparency in the work of private employment agencies for hiring personnel to work abroad. Today, there are many companies on the market that provide low-quality services. At the same time, a person will work illegally in another country.



There are facts of fraud – receiving money without providing employment services. With the help of unscrupulous intermediaries, hundreds of citizens of Kazakhstan were deported to Qatar, Indonesia, Bahrain, the United Arab Emirates, Turkey for the purpose of sexual exploitation.

The countries of the European Union (EU) abolished the existing labor migration programs in 2015. The influx of refugees from Africa and the Middle East, combined with the Covid-19 pandemic, has significantly increased the unemployment rate in Europe. According to Eurostat estimates, in June 2021, there were 14 million 916 thousand unemployed in the European Union. The unemployment rate in the EU as a whole in June 2021 was 7.1% (in May this figure reached 7.3%), the same part was recorded in June 2020.

In developed countries, the situation is different: in Spain - 37.1%, in second place Greece – 27.9%, in third place – Italy -29.4%. The lowest rates are in the Czech Republic -7.1%, Germany -7.5% and the Netherlands – 7.6%. Therefore, the problem of additional labor migration for traditional EU countries is not relevant today. There is a demand for highly specialized specialists, but it is not so great. The trend "if you want to work with us, then live with us, change citizenship" is gaining momentum. It is unprofitable for EU countries to export their money to other countries. In this regard, it is common to hire workers to work in Eastern Europe, as well as in the Baltic states. In these countries, there is a need not only for collecting vegetables, fruits and flowers, sorting goods in factories and factories, but also for highly qualified specialists: welders, Masons, locksmiths, lathes.

A labor shortage has formed in the new EU countries - a single labor market, a visa-free regime promotes the departure of local skilled workers and young people from the Baltic countries, the Czech Republic, Poland and a number of "new" EU countries to Great Britain, Germany, and France. A demographic crisis, population depopulation, and a decrease in the number of working-age citizens are observed in these countries against the backdrop of low birth rates. They are trying to cover these costs at the expense of immigrants from Russia and Ukraine. Kazakhstan is also considered as a potential donor country for the host recipient countries of the Eastern part of the European Union (V.A.Medved, 2021).

The share of unskilled workers in the total volume of labor migration from Kazakhstan is small. They don't have a lot of money to move and settle in a new place. In the category of unskilled labor force, pendulum labor migrants dominate in the border regions of Kazakhstan with Russia. Specialists and qualified employees dominate the total number of labor migrants who go to other countries in search of work from Kazakhstan. This is also one of the types of "talent departure".

In the framework of external migration, the following will be provided: study of the principles and practices of the IAF Expat Center for the purpose of further adaptation in the issues of external migration; is to consider the feasibility of creating single contact centers for foreign citizens in major tourist cities of the Republic of Kazakhstan to ensure that foreigners receive up-to-date information about the order of their arrival and stay, issue the necessary permit documents and other necessary information.



Similar centers work successfully in the Netherlands (Amsterdam International Centre), Austria (Vienna Expat Centre), Belgium (Brussels Expat Centre), Czech Republic (Brno Expat Centre) and many other countries. The centers offer a full range of services to foreign citizens, including tourists, coordinate work on providing relevant information, provide language support, etc.

### **Conclusion**

Today, the migration situation in Kazakhstan can be explained by the following trends: in the field of emigration, there is an increase in the number of Russian-speaking residents who came to Kazakhstan during the tsarist, Stalinist regimes and during the period of early development; in the immigration policy - there is a high balance of arrivals of Kazakhs who were forced to leave their historical homeland; In the field of intra-state migration, there is a mass tendency of the inhabitants of rural areas due to the lack of conditions as a result of the decline of agriculture and production facilities in small towns, and due to the ecologically difficult conditions of the Semey and Aral rivers.

The pandemic of the COVID-19 coronavirus infection and the associated severe restrictions on the movement of people and cross-border transport links, which have been imposed almost everywhere in the world, have stopped migration flows for a long time. In a world where human mobility is a daily reality, this situation has become a major challenge for migrants who are outside their countries of permanent residence during the pandemic. In addition, the COVID-19 pandemic has significantly restricted business activity, intra-country (intra-regional) movement, and consequently led to job losses, population incomes and internal inter-regional migration flows. The pandemic has also spurred national recognition of the link between migration and human health.

The Republic of Kazakhstan is a secular state that has chosen the direction of civilized democratic development, is oriented towards the market economy. Migration policy is one of the most important directions of state policy, which has not lost its relevance from the first stages of independence to the present day. Migration is carried out by migration of people from their permanent place of residence to another place for various reasons, emigration, migration of people beyond the borders of a certain territory to a permanent and temporary place of residence. People can migrate in an organized and unorganized way for socio-economic, political, religious, military and other reasons.

Currently, illegal migration poses a great threat to the national security of an individual state, a group of countries, and even the world as a whole. This is especially noticeable when migration processes begin to have a significant impact not only on the formation of the policy of a number of European states, but also on the formation of new challenges and threats on the European continent as a whole. Therefore, migration is considered one of the most acute and dangerous global problems of modern times.

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