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B.B.Doskalieva¹, F.A.Shulenbayeva¹, A.S. Baktymbet², S.S. Baktymbet²¹JCS “Financial Academy”, Astana;²Kazakh university of Economics, Finance and International trade, Astanadoskalievab@mail.ru; fschulen@mail.ru; asem_abs@mail.ru**MIGRATION IN THE CIS AND THE LABOR MARKET**

Abstract. In the CIS countries migration flows have specific changes. They particularly effect to quantitative capacity of labor resources on the labor market of each country. In the conditions of the formation of market relations the outflow of labor population from this region was activated. These trends have had a negative impact on the quality potential of the labor market in each country of the CIS. At the present stage, there is a gradual stabilization in the movement of labor resources. The issues of regulating the flows of the working population are important in the formation of sustainable growth in the economies of countries. The qualitative potential of the labor market is the main factor in creating a competitive economy of states. In the scientific article the economic indicators of migration flows in the CIS countries have been studied. Comparative characteristics are given. The relationship between the migration outflow of high-level specialists and the reduction of the potential of the modern labor market in the CIS countries has been revealed. The conclusions are based on the results of the study of the main migration indicators in the CIS.

Key words: internal and external migration, labor population, economic factors of migration, labor market quality.

Introduction

The processes of globalization of the economy affect the migratory movements of the working population throughout the world. Migration of the population, generated in the period of economic crises, the emergence of social contradictions, has a decisive influence on the effective prospects of society, on the main factors raising the level of welfare of states.

To estimate migration flows in economic theory, it is possible to use a gravity model. The gravitational model of migration is based on the idea that with an increase in the economic, social and social significance of regions, the movement of people between them increases, and with increasing distance, other things being equal, it decreases. In the context of a sustainable directional development of the country's economy, characterized by an increase in production, the fact of outflow of the population plays a negative role, forcing the state to attract foreign specialists and foreign labor. During crisis periods, the external migration of a country's population, if it is characterized by a negative balance, turns into a positive factor reducing the level of unemployment and the severity of social antagonisms [1].

Research methods. Monographic methods of studying the theoretical and methodological foundations of the formation of population migration confirm the influence of the quantitative and qualitative potential of labor resources on raising the economic level of states. Statistical methods of studying the economic indicators of migration in the CIS countries made it possible to trace their trends at the present stage.

The results of the study. Migration of the population of the CIS countries influences the change in the number and structure of able-bodied citizens. These trends are not fully taken into account for various reasons. At the present stage, the processes of natural growth or slowing down of the natural population loss form the main quantity of the able-bodied contingent and predict the quality of the future labor market in the CIS countries.

In the migration turnover of the population of the CIS countries, in the aggregate of arrival and departure, internal migration within national borders prevails. External migration in most countries of the Commonwealth does not exceed on average 10% of the total migration turnover (slightly more in Armenia and Kyrgyzstan), but it is precisely its volumes that influence the size of migration increase or outflow of population in each country.

The discussion of the results. External migration exchange is formed mainly due to population movements within the CIS. Compared to the 2000s, in almost all the CIS member states, the departure of citizens in order to change their permanent place of residence in foreign countries has noticeably decreased. In many countries, there was also a tendency to reduce the number of people who changed their place of residence within the Commonwealth.

In 2014, the excess of the number of arrivals, for permanent residence in the country, over the number of those who left it abroad, was noted in Russia, Belarus, Ukraine and Azerbaijan. The positive balance of migration in these countries was mainly due to the migration exchange with the CIS countries, although in Ukraine the contribution of migration growth was quite significant due to the exchange with countries outside the Commonwealth. The most intensive migration increase was observed in Russia, although slightly lower than in 2005: 18.8 against 19.7 per 10,000 people, as well as in Belarus, where, by contrast, it increased markedly compared with 2005: 16, 6 against 2.0 per 10,000 people. The balance of interstate migration per 10,000 people over the years is presented in Figure 1.

The migration decline in 2014 was especially intense in Armenia, having tripled compared with 2005 (from minus 72.3 to minus 24.8 per 10,000 people). At the same time, it decreased in Kyrgyzstan and Uzbekistan compared to 2005, as well as in Tajikistan and Moldova.

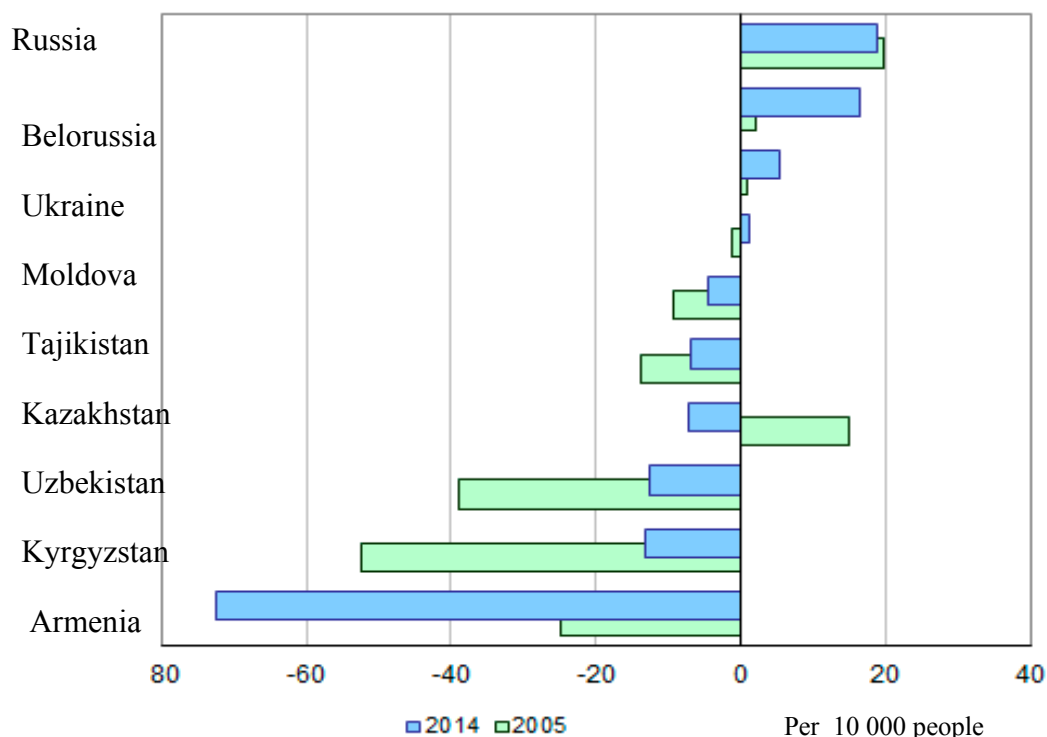


Figure 1 - Comparison of the intensity of interstate migration in the CIS countries in 2005, in 2014
Source: [2]

In Kazakhstan, the migration increase in the population, observed in 2005, was again replaced by the migration decline of the population, twice as low in intensity: from minus 7.1 per 10,000 people in 2014, it goes to plus 15 per 10,000 people in 2005. In Azerbaijan, by contrast, a slight migration decline in the population was replaced by a low migration increase in the population.

The study of migration flows separately for men and women has led to the fact that it does not coincide, both in foreign and in movement within national borders in the countries of Central Asia, Russia

and Belarus. Men are active in Kazakhstan, Tajikistan, Kyrgyzstan, Uzbekistan, and the differences in this indicator for all the countries are not large.

In terms of economic activity among women, the most energetic are residents of Kazakhstan (68%), representatives of Uzbekistan were less active (48%), the difference reaches 20 percentage points. These results demonstrate a gender shift in household behavior in the labor market and the family sphere, reflecting cultural differences in the gender manifestations of the population of Kazakhstan and Uzbekistan (Figure 2).

In order to unambiguously determine the relationship between migration and the formation of quality indicators of the working population, it is necessary to analyze other factors of employment in these countries. Investigating the economic indicators of migration by the type of employment of the population that prevails in each of the countries we are considering, we observe that in Russia the overwhelming dominance of the sector remains for hire.

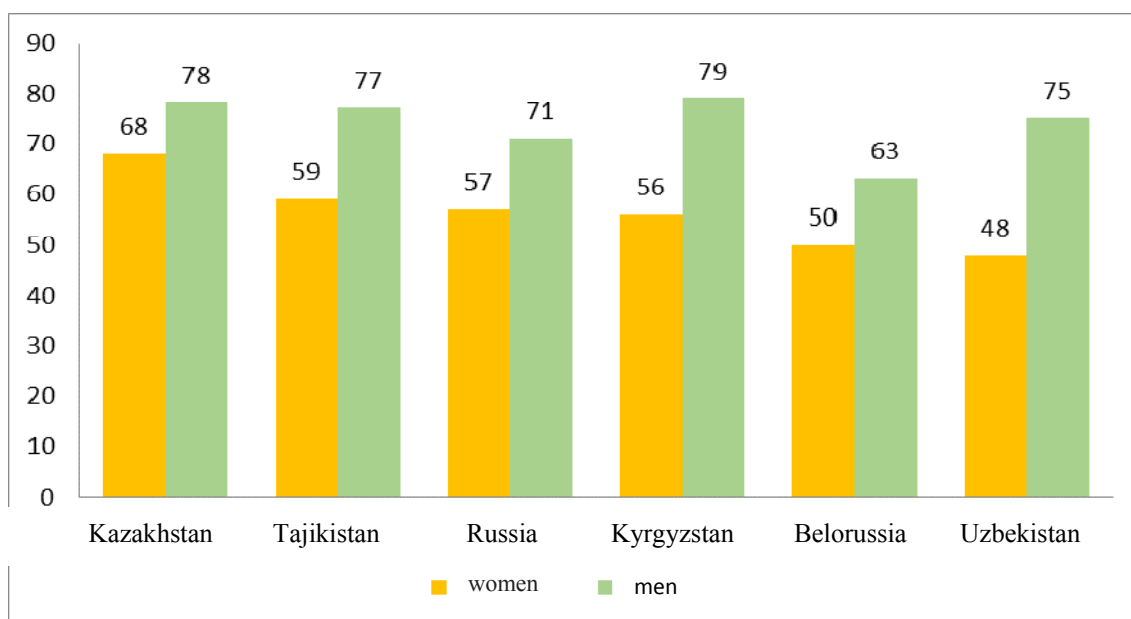


Figure 2 - The level of economic activity of men and women in 2012 in the CIS region (% of the total population aged 15-64 years)

Source: [3]

According to experts, employment is associated with lower risks for earnings and employment itself, gives more guarantees and confidence in the future than self-employment and running your own business (Table 1). The share of self-employed in the CIS countries ranges from one third (26.5% in Kyrgyzstan), up to half of all employed (46.7% in Belarus), which indicates a high volatility of employment in the labor markets. The lack of protected jobs, due to the small share of employers in the Belarusian economy - 0.4%, Kyrgyzstan - 0.6%, stimulates their population to labor migration to Russia and Kazakhstan.

Table 1 - Distribution of employment in the economy by type of employment,%

Country	Year	Overall	From :				
			employed	employers	self-employed	production cooperative members	family helpers
Russia	2011	100	92.8	1.2	5.6	0.1	0.3
Kazakhstan	2011	100	67.2	2.1	29.6	0.3	0.8
Kyrgyzstan	2011	100	56.9	0.6	26.5	0.4	15.6
Belarus	2009	100	52.2	0.4	46.7	0.3	0.4

Источник: [4]

A study of employment by sectors of the economy showed that in Kyrgyzstan, where the share of the agrarian sector dominates in the national economy, the working population employed in agriculture was 30.7% in 2011-15, in Kazakhstan the percentage of the employed population working in agriculture is about 26, 4% (table 2). Таблица 2 - Распределение численности занятых в экономике по отраслям, %

Country	Year	Overall in %	agriculture and forestry, fishing and hunting	industry	construction	Transport and connection	trade, hotels and restaurants	fin. activity, real estate transactions	education, health care,	other services
Russia	2015	100	7.9	20	7.2	9	18	8.6	17	12
Belarus	2015	100	10.4	26	8.6	7	16	8.4	16.7	7.5
Kazakhstan	2015	100	26.4	12	7.4	8	16	7.3	15	7.9
Kyrgyzstan	2015	100	30.7	10	11	7	19	3.3	11.2	8.4

Resource: [4]

The level of wages in agriculture, as a rule, is low. In addition, a very small percentage of those who were able to develop their farm in a profitable enterprise.

In Russia, other sectors of the economy are more developed, such as industry - 20%, trade - 18%, education and health care - 17%, where about two thirds of all people employed in the country work. Such differences in the areas of employment also explain the migration of labor from Kyrgyzstan in search of jobs in less labor-intensive, but more highly paid industries.

The economic damage caused by external migration is exacerbated by the pendulum migration of shuttle traders. These merchants, who run their small businesses, have largely been declassified. Shuttle traders take hard currency out of the country, filling it for the most part with low-quality consumer goods - both for goods and technical food.

According to experts, due to the opening of only the Russian market for sneakers and diapers, Western Europe has received about 4 million jobs. This means that the number of jobs in the CIS countries, which have now shifted mainly to imported consumer goods, has decreased by the same amount [1].

The official statistics of some republics of Central Asia and Belarus are characterized by an incomplete presentation of the facts, and on some issues are simply not collected. Therefore, to analyze labor markets, we use data from international organizations such as the World Bank [5], the UN [6], the World Fact Book [7], and the “World Values Study” to identify the characteristics of labor markets in the countries in question.

The economic indicator of the labor market is unemployment, characterized by the following trends: the official unemployment rate in 2014 was distributed across countries as follows: in Russia, 1.2%, in Belarus — 0.5%, in Kazakhstan — 0.4%, in Kyrgyzstan — 2, 3% and the highest unemployment rate was recorded in Armenia - 5.9% (Table 3).

Table 3 - the Number of unemployed registered in public employment services (end of year)

	On average per year, thousand people.		In% of the economically active population	
	2013	2014	2013	2014
Russia	918	883	1,2	1,2
Belarus	21	24	0,5	0,5
Kazakhstan	30	33	0,3	0,4
Kyrgyzstan	58	58	2,3	2,3
Armenia	56	66	6,8	5,9

Resource : [2]

In general, in the regions of international scale, the economic indicators of the unemployment rate as of January 1, 2015 amounted to 5.3% in the EAEU; United States - 6.2%; the world - 8.4%; EU - 10.2% (Figure 3). The unemployment rate for the CIS countries is much lower than its international values, presented by economic and territorial regions. Labor migration of the population to economically developed countries, in times of economic crisis, turns into a positive factor for the CIS countries in comparison with the international unemployment background.

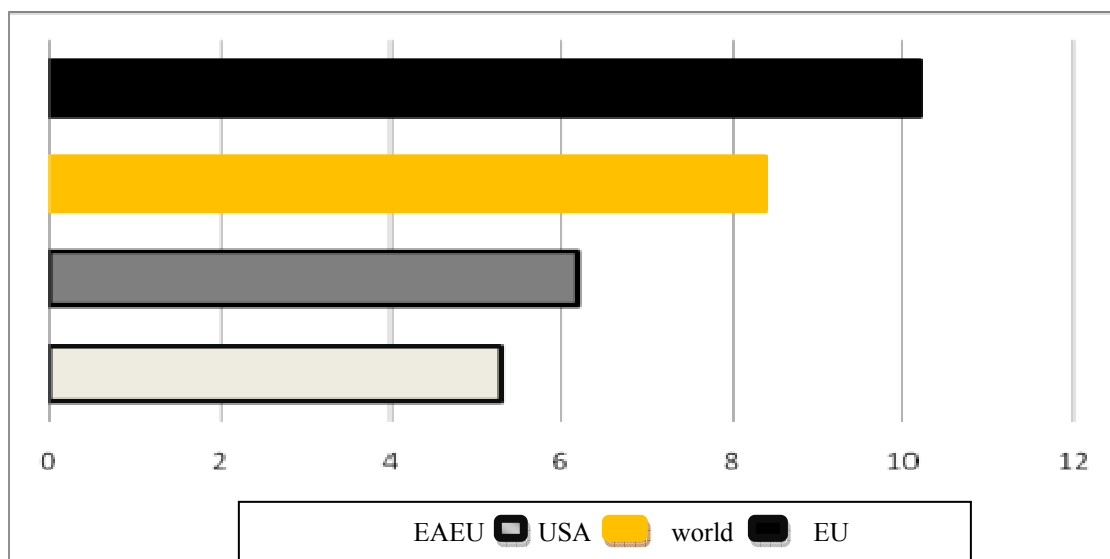


Figure 3 - Unemployment rate in the EAEU, in the USA, in the world, in the EU as of January 1, 2015, in%

Source: [8]

The economic and social laws of social development now require the strengthening of the migratory movement of labor resources, since the inequality of immigrants and indigenous people has become the determining factors in the development of the level of welfare of states. Effective labor migration management can be one of the largest public resources, especially with regard to the migration of intellectuals.

To determine the effects of migration of the working population of the CIS countries on the economy of the labor market, consider a combination of two types of factors of production - one for which immigration is a good substitute factor, and the other - a good complementary. Immigrants are not an absolute substitute for local labor. Most immigrants have low qualifications and therefore are, not so much a quality replacement, as an addition, but not a replacement. All developed countries seek to attract intelligence, the questions of "brain drain" do not leave the pages of serious economic publications and the media. In the practice of world business, already in the 70s of the last century, it took about 80 thousand US dollars to train one physicist, biologist, specialist in philosophy, sociology, political science, law, and 20 thousand to train a doctor, engineer, pilot. US dollars [9].

At that time, in 1994, 41329 specialists with higher education left Kazakhstan, including scientists with degrees, who now make up the qualitative and quantitative losses of the CIS labor market [1]. Repatriating Kazakhs did not block the loss of highly skilled specialists; in 1994, Kazakhs with higher education entered Kazakhstan, which is only 2.08% of the total number of those who left in this category. The rest of the arriving Kazakhs had the following indicators of the level of qualification: with an incomplete highest - 36; with the average special - 488; with a common average - 1091; with incomplete average - 322; with primary education and without education - 486.

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ТДМ-ДАҒЫ ЕҢБЕК НАРЫҒЫ МЕН КӨШІ-ҚОН

Аннотация. ТМД елдерінде, көші-қон ағындарының өзіндік өзгерістері бар. Олар әр елдің еңбек нарығындағы атап айтқанда жұмыс күшінің сапасы әлеуеті, әсер етуі туралы көрсетеді. Нарықтық қаты-настарды қалыптастыру жағдайында осы өңірдің еңбек халықы жанданды. Бұл үрдістер ТМД-дағы әр елде еңбек нарығының сапалы әлеуетіне теріс әсерін тигізді. Қазіргі кезеңде бірте-бірте еңбек ресурстарында тұрақтандыру қозғалысы жүруде. Жұмыс халықының ағындарын реттеу экономиканың тұрақты өсімін қалыптастыруда маңызды болып табылады. Еңбек нарығының сапалы әлеуеті мемлекеттің экономикалық бәсекеге қабілеттілігіне бірден-бір әйсер етуші фактор болып табылады. Ғылыми мақалада ТМД елдерінің көші-қон ағынына экономикалық зерттеу жұмыстары жүргізілген. Салыстырмалы сипаттама жүргізілді. Қазіргі кезеңдегі ТМД елдеріндегі еңбек нарығының жоғарылау және төмендеуіне байланысты мамандармен өзара қатынас болды. Қорытындыда ТМД-дағы көші-қонның негізгі көрсеткіштерін зерттеу нәтижелері негізделген.

Түйін сөздер: ішкі және сыртқы көші-қон, еңбек халқы, экономикалық көші-қон факторлары, еңбек нарығының сапасы.

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МИГРАЦИЯ В СНГ И РЫНОК ТРУДА

Аннотация. В странах СНГ миграционные потоки имеют своеобразные изменения. Они оказывают особое влияние на качественный потенциал трудовых ресурсов на рынке труда каждой из стран. В условиях формирования рыночных отношений активизировался отток трудового населения из этого региона. Эти тенденции оказали отрицательное воздействие на качественный потенциал рынка труда в каждой стране СНГ. На современном этапе происходит постепенная стабилизация в передвижении трудовых ресурсов. Вопросы регулирования потоков трудового населения являются важными в формировании устойчивого роста экономики стран. Качественный потенциал рынка труда является основным фактором создания конкурентоспособной экономики государств. В научной статье проведены исследования экономических показателей миграционных потоков в странах СНГ. Проведены сравнительные характеристики. Выявлена взаимосвязь между миграционным оттоком специалистов высокой категории и снижением потенциала современного рынка труда в странах СНГ. Выводы обоснованы на результатах изучения основных показателей миграции в СНГ.

Ключевые слова: внутренняя и внешняя миграция, трудовое население, экономические факторы миграции, качество рынка труда.

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