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SCALE AND FACTORS INFLUENCING TO LABOR MOBILITY

Abstract: The study of various aspects of labor mobility under current conditions is certainly a particularly urgent task, since without a mobile labor market, our country is unlikely to be able to quickly resolve issues of modernization and ensuring the innovative orientation of its economy, which would allow it to take its rightful place in particular, to enter the top twenty of competitive countries of the world.

The mobility of the population is associated with the transfer of new technologies, production and management experience, the replenishment of knowledge and skills, as well as other positive changes in social reproduction.

The article discusses current issues related to the most important factor reflecting the state of employment of all socio-demographic groups of the population, such as mobility, which reflects the willingness and ability of the population to change social status, professional affiliation and place of residence. Their free movement contributes to the development of competition and predetermines the production of consumer goods most demanded by society at a given time. In addition, it leads to a more rational use of natural resources, the number of which on the planet is limited.

Keywords: labor resources, labor market, infrastructure, population migration, labor mobility.

Introduction. In modern conditions of openness of the world, uneven development of countries and regions, increasing the migratory mobility of labor resources is of particular importance and relevance.

In modern science there are many theoretical concepts and research related to labor mobility. In studies of L.S. Blyakhman, A.G. Zdramomyslova, O.I. Shkaratan and other well-known scientists of the concept “movement of labor” or “movement of personnel” reflects the primary form of labor mobility, i.e. movement of labor resources in the enterprise. This approach was developed in the 1920–1930s. and quite well researched [1].

Literature review - Labor mobility in its interpretation as a movement of labor is considered in the works of Yu.P. Kokina and P. Schandler, as:

- migration to other territories (regions) or to the states, as well as between sectors;
- change of place of work associated with spatial movement [2].

An interdisciplinary approach to the interpretation of the concept of “labor mobility” and to the analysis of mobility processes was applied in the works of T.I. Zaslavskaya [3].

Most of the models developed by foreign researchers, focus on the relationship of mobility and wages. In modern science, the widely used model of labor mobility, based on the concept of human capital, the authors of which are R. Ehrenberg and R. Smith. Within this model, labor mobility is voluntary mobility of workers, which is carried out in their own interests in the form of turnover, migration and immigration. Mobility in the labor market is “the process of moving labor to new jobs, which can be accompanied by changes in the type of employment (profession), territory, employer” [4].

Labor mobility creates objective prerequisites for structural compliance of the parameters of labor demand and its proposals necessary for economic activity in regional, sectoral and vocational qualification segments, not only developing new and retaining existing jobs in strategically important sectors of the economy, but also creating new highly profitable jobs in all areas of business.

In his scientific publications Chagina E.A. considers the labor market as an economic system, where it is necessary to take into account that the socio-infrastructure characteristics of a given territory

determine the degree of isolation of local labor markets. The level and quality of social development and engineering infrastructure of the region and territory plays a key role in the development of labor mobility as the most important quality indicator of its market value, confirming the integrity of the basic elements of the labor market - labor costs, supply and demand [5].

In the system of economic relations, labor resources occupy an important place, as labor resources are one of the indicators, the state of which allows to judge about the national well-being, stability and efficiency of social and economic transformations. Some authors, such as Schlender P.E., Kokin Yu.P., consider that labor resources are a category that occupies an intermediate position between the economic categories “labor potential” and “total labor force”. They note that labor resources are the able-bodied part of the population, which, having physical or intellectual capabilities, is capable of producing wealth and providing services [6].

For example, V.B. Bychin, V.N. Bobkov argue that “labor resources are a part of the country's population that is able to participate in the national economy at a given level of development of productive forces and within the framework of the given production relations” [7].

According to I.I. Eliseeva, “labor resources are a part of the population, possessing the necessary physical and intellectual abilities and knowledge to work in any sphere” [8]. From this definition it means that the workforce includes both real workers who are already employed in the economy of the country and potential ones who are not employed but can work.

Volgina N.A., Odegova Yu.G. consider that “labor resources represent the working-age population of working age, as well as the set of socio-economic relations arising from them at all phases of social production” [9].

Mazin A.L. notes that “workforce is a collection of people who have the ability to work, along with many others. When analyzing them, the task is to investigate a certain category of the population with all its inherent abilities and needs, and above all to work” [10].

In the Message of the President of the Republic of Kazakhstan, the Strategy “Kazakhstan-2050” is a new political course of the established state, within the framework of the second challenge of the 21st century. - a global demographic imbalance, indicates the need for measures to increase the mobility of labor resources, primarily aimed at encouraging migration from labor-intensive to labor-deficient regions [11].

The current situation in the labor market is always in the center of attention of the state, business and society as a whole. It affects both the economic development of the country, social policy, the competitiveness of enterprises, and the welfare of the individual. At the same time, the labor market itself is undergoing the strongest impact from demographic, economic, technological and political trends, which makes it unique in each country. This leads to the need for a comprehensive analysis, both at the global and national levels [12].

Results of a research – In accordance with the Strategic Plan of the Ministry of Labor and Social Protection of the Population of the Republic of Kazakhstan for 2017–2021, mobility contributes to the stable development of the socio-economic situation in the country as one of the main solutions for the optimal use of labor resources in regions with labor shortages by moving them from work-surplus areas [13]. This makes it possible for individuals to get a better job offer, moving to another area within the country, and therefore an increase in interregional mobility has been identified as one of the priorities.

According to statistics from the Ministry of National Economy of the Republic of Kazakhstan, an estimated 8.7 million people were employed in the economy of the republic in July 2018. Among the employed population, the number of employees in the specified period amounted to 6.6 million people (76.1% of the total number of employed).

According to preliminary data of the 2nd quarter of 2018, out of the total number of self-employed population, the share of productive employees was 90.3%, unproductively employed - 9.7%. The number of unemployed in July 2018 was estimated at 442.5 thousand people, the unemployment rate was 4.9%. Officially, at the end of July 2018, they were registered with the employment agencies - 154.6 thousand people. The share of registered unemployed was 1.7% of the labor force. The level of hidden unemployment for the II quarter of 2018 was 0.3% (25.9 thousand people) of the workforce (Table 1) [14].

Table 1 – Labor market indicators in the Republic of Kazakhstan in 2017-2018

Indicators	Unit of measurement	2017				2018			
		April	May	June	July	April	May	June	July
Unemployed population	thousands of people	439,4	439,4	439,1	440,2	438,9	441,6	443,7	442,5
Number of registered unemployed	thousands of people	82,2	92,9	94,3	96,4	147,7	153,4	149,5	154,9
Registered unemployed	%	0,9	1,0	1,1	1,1	1,6	1,7	1,7	1,7

Note – compiled by authors according to the source [14]

Also for comparison, the indicators of the labor market of the Republic of Kazakhstan for the period from 2014–2017 (Table 2) were considered [14].

Table 2 - The main indicators of the labor market of the Republic of Kazakhstan for the period from 2014 till 2018

Indicator	2014	2015	2016	2017	2018
Labor force, thousand people	8962,0	8887,6	8 998,8	9 027,4	9 169,5
Employed population, thousand people	8510,1	8433,3	8 553,4	8 585,2	8 727,9
Employees, thousand people	6109,7	6294,9	6 342,8	6 485,9	6 612,0
Self-employed, thousand people	2400,4	2138,4	2 210,5	2 099,2	2 115,9
Unemployed population, thousand people	451,9	454,2	445,5	442,3	441,6
Unemployment rate,%	5,0	5,1	5,0	4,9	4,8
Youth unemployment rate,% (aged 15-24)	3,8	4,2	3,8	3,8	3,7
Youth unemployment rate,% (aged 15-28 years)	4,2	4,4	4,1	3,9	3,9
The level of long-term unemployment,%	2,4	2,5	2,2	2,2	2,2
Persons who are not part of the workforce, thousand people	3715,9	3867,4	3 855,0	3 927,3	3 857,4

Note – compiled by authors according to the source [14]

Since 2002, according to the data of the Ministry of National Economy of the Republic of Kazakhstan, external migration has largely ceased to be the cause of population decline. From 2001 to 2017, a negative migration balance amounted to a total of 108.2 thousand people. Such dynamics is explained by the decrease in the number of Kazakh repatriates returning to their historic homeland (Table 3) [15].

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

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

Note – compiled by authors according to the source [14]

The wave of mass return of Kazakhs to Kazakhstan, which began in the 1990s, is replaced by a downward trend. Due to the demographic contribution of the arrived oralmans over the years of independence, it was possible to reduce the negative migration balance by 28%. Most of the returned oralmans have chosen the cities of Astana and Almaty and the southern regions, increasing the negative balance of the northern regions.

According to a study by the Center for the Development of Labor Resources in the Republic of Kazakhstan, two major cities, Astana and Almaty, remain at the center of gravity for internal migration, accounting for almost half of the total inflow of internal migrants in 2017 (24% for Astana and 21% for Almaty). With the exception of the Mangystau region, where the accumulated balance of internal migration over the same period was a positive value of 7.6 thousand people, no region could compensate for the number of people going to others by 2017 (Table 4) [15].

Table 4 - Internal migration of the population of Kazakhstan in 2010-2017 (thousands of people)

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

Note – compiled by authors according to the source [14]

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

According to Z.K. Shaukenova, in Kazakhstan, the processes of internal and external migration are actively taking place, which, in turn, have an impact on the Kazakhstan labor market [16].

During 11 months of 2018, more than 6,367 citizens of Kazakhstan were resettled from the labor-surplus southern regions of the republic. The ministry explained that 1,733 families were relocated from the southern regions of Kazakhstan to increase labor mobility. Of the displaced persons, 2,035 people were employed, or 66% of the participants of working age [17].

The predominant form in internal migration remains migration from rural regions to cities. On the one hand, it contributes to the process of urbanization of the country. On the other hand, spontaneous movement to the cities is fraught with negative consequences. Qualifications of relocated rural residents are often very low and do not meet the requirements of the labor market, which leads to unemployment or illegal employment. Unsystematic sprawl of cities and their suburbs leads to the exacerbation of environmental, transport, housing and social problems.

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

If you look at the geographical distribution, according to HeadHunter, Almaty and Astana are in the first two places by the number of vacancies. The third place in the number of vacancies is Karaganda. Then is Atyrau. And closes the top five major cities of Shymkent. According to PROF Exclusive, the absolute leader in the number of vacancies was the city of Almaty.

The slowdown in economic growth in recent years has been accompanied not only by falling prices for oil and other raw materials, but also by a decrease in the number of people employed in the economy.

Since 2014, the number of people employed has declined by an average of 8 thousand per year, whereas in the period from 2010 to 2013, the number of people employed grew by an average of 170 thousand per year. Thus, the number of employees has now returned to the value of 2013 at 8.6 million. This is stated in a study of the labor market, conducted by analysts of Halyk finance. The reason for the

decline in the employed population was demographic changes, the inflexibility of the labor market and economic problems. By international standards, the share of the employed population in relation to persons of working age 15–64 years in Kazakhstan is at a high level of 73%, which corresponds to the level of the developed countries of the West. This high employment rate is associated with a high proportion of the self-employed population, whose share reaches 25% of the employed population, whereas in developed countries the share of the self-employed accounts for only about 10% of all employed. The share of the self-employed population has consistently decreased since the beginning of the 2000s, when it was 45% relative to total employment, up to 25% by now.

The main trend in recent years in the labor market has been a shift in employment from production to services. If in 2007 the number of people employed was equally divided between the service sector and the real sector, by now the share of services has increased to almost two thirds.

According to the projected labor resources in the Republic of Kazakhstan, reducing the share of the working-age population and increasing the demographic load will require adjustments to the social policy, including resolving key issues of pension coverage in accordance with the replacement rate established in world practice. Additional social expenditures from the budget will be required due to the increase in the proportion of children and people of retirement age.

Based on the forecast values calculated at the Ministry of Economy and Budget Planning of the Republic of Kazakhstan, from 2013 in Kazakhstan there is a decrease in the share of the working-age population and an increase in the share of the retirement age, which will continue until 2025–2026. This trend is associated with the demographic history of our country, which took shape in the past century. According to calculations, starting from 2013, young people who were born after 1995 enter the group of working-age population, while the birth rate in the country was relatively low. A large generation born in the post-war years leaves the working age and enters the retirement age. These are men born after 1948 and women born after 1953 [18].

The program for the development of productive employment and mass entrepreneurship for 2017–2021 is aimed at improving the quality and potential of labor resources through obtaining professional skills and qualifications in demand in the labor market, developing mass entrepreneurship, and an effective model of labor mediation [19]. But in order to increase the effectiveness of its existing tools and the addition of new measures, it is necessary:

- firstly, in connection with the growth in the number of school graduates, in the framework of vocational technical training, in order to obtain the first qualification, it is proposed to increase the quota;
- secondly, it is necessary to revise the approaches of conducting short-term vocational training, focusing them on employment. To this end, the list of educational institutions and colleges, educational programs by specialties will be revised, and the possibility of online training will be provided for;
- thirdly, in order to stimulate resettlement in the labor-deficient northern regions, it is planned to integrate the Serpin and With the Diploma to the Village programs. In addition, to provide housing for immigrants, mechanisms will be developed for the construction and purchase of housing. The pilot is proposed to test in the North Kazakhstan region and further extend to other regions;
- fourthly, the work on the coordination of state bodies will be strengthened in terms of monitoring job creation in the framework of state programs, investment projects and in the sphere of SMEs.

The implementation of the proposed changes and additions to the Program will improve the efficiency of the provided state support measures and ensure the achievement of the main goal of creating high-performance jobs.

Conclusions - Today, in order to implement the industrialization policy, Kazakhstan is increasingly in need of highly skilled labor resources that could meet the demands of the country's innovative development and be competitive.

The problems of employment, unemployment and labor mobility are always in the center of attention of the scientific, social, political and economic activities of the relevant departments, organizations and enterprises of the Republic of Kazakhstan. They are becoming increasingly important at the present stage of the post-crisis recovery of the global economy. At the beginning of the third millennium, with the transition to the knowledge economy, one of the main factors of economic growth, improvement of people's well-being, their quality of life becomes the human factor. Human resources on the basis of education, professionalism, intelligence are the most important prerequisites for the successful

implementation of new strategic objectives. Therefore, the human factor has become the main factor of production, which predetermines success in business and the public sector of the economy. In this formulation, education, qualifications and the level of development of professionally important qualities are the main and important qualitative characteristics of the workers.

The established Employment Roadmap 2020 program provides great assistance with regard to the employment of unemployed and unproductively employed citizens, namely, the possibility of applying for a permanent job, creating social jobs, supporting business activities, organizing practice for young professionals, vocational training, conducting vocational guidance among the population, increasing labor mobility.

Increasing interregional mobility was identified as one of the priorities in the “Employment Roadmap 2020”. Particular emphasis is placed on encouraging resettlement to regions with high economic potential from regions and regions with low levels of productivity.

Analysis of the current state of labor mobility and its development prospects within the framework of the general strategy of the third modernization allows to determine the following main objectives for the regulation of these processes.

1. Ensuring the needs of the economy in the necessary labor, the subordination of migration to the solution of medium-term and long-term goals and objectives of the socio-economic development of the country.

2. Formation of the optimal system of population settlement on the territory of the Republic of Kazakhstan.

3. Ensuring the national security of the Republic of Kazakhstan in the context of the threats associated with migration.

To achieve these goals, the following tasks will be required:

1. Building an effective system of external labor migration focused on meeting the needs of the country's economy, creating a favorable investment climate and improving the quality of labor resources.

2. Updating the policy of ethnic migration, taking into account the strategic Development Plans of Kazakhstan in order to strengthen national consolidation and create favorable adaptation and integration conditions for ethnic repatriates arriving in the Republic of Kazakhstan.

3. Suppression of illegal migration.

4. Creation of an effective system for managing internal migration with a view to economically sound resettlement of the population, ensuring regional and demographic balance of the country's development.

Approaches to the creation of a modern labor mobility management system involve the use of the following mechanisms and tools:

- 1) development of differentiated mechanisms for the selection and use of foreign labor;

- 2) facilitating the development of internal migration and supporting population mobility;

- 3) improving the management of ethnic migration;

- 4) combating illegal migration;

- 5) creation of a system for monitoring and recording external and internal migration in order to increase the territorial mobility of labor resources, rational resettlement of citizens in accordance with the needs of the economy in the context of diversification of the country's production activities.

This study confirms the fact that the issue of increasing labor mobility should be included in the overall labor market policy, to solve it, it is necessary to use additional systems of programs and measures. Such programs and measures include passive and active measures that can be combined to encourage applicants to make decisions in favor of moving to a new job in a new locality.

First, appropriate unemployment benefits are a prerequisite for a well-functioning system of a labor market program. Benefits can provide the financial means necessary for the unemployed to expand their search for work, as well as an incentive to participate in other measures of the GoT.

Secondly, the high quality of job search assistance (on-site and using resources) provides information about the labor market across the entire national labor market and thus expands the possible range of options for job seekers.

Third, training measures are also an essential part of well-functioning labor market programs that adapt labor to a changing economy.

Fourth, various measures of financial support for mobility have a positive effect on mobility [20].

Currently, systematic work is needed to improve the infrastructure of the labor market and the regulatory and legal environment for their functioning, adequate to the specifics of the market economic system, taking into account international experience [21]. When carrying out the planned activities, there is an objective need for a detailed study of the above and other features of the labor market for the proper structuring of the existing problems of employment and unemployment. In the Republic of Kazakhstan.

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ЕҢБЕК РЕСУРСТАРЫНЫҢ ҰТҚЫРЛЫҒЫНА ӘСЕР ЕТЕТІН МАСШАБТАР МЕН ФАКТОРЛАР

Аннотация. Қазіргі жағдайдағы еңбек ресурстары ұтқырлығының әртүрлі аспектілерін зерттеу, әрине, аса өзекті міндет болып табылады, өйткені мобильді еңбек нарығынсыз біздің еліміз қысқа мерзімде өз экономикасын жаңғырту және инновациялық бағыттылықты қамтамасыз ету мәселелерін шеше алмайды, бұл оған лайықты орын алуға, атап айтқанда, әлемнің бәсекеге қабілетті жиырма елінің қатарына кіруге мүмкіндік берер еді.

Жаңа технологияларды, өндіріс пен басқару тәжірибесін көшіру, білім мен дағдыларды толықтыру, сондай-ақ қоғамдық ұдайы өндірудегі басқа да оң өзгерістер халықтың мобильділігімен байланыстырылады.

Мақалада халықтың барлық әлеуметтік-демографиялық топтарының жұмыспен қамтылу жағдайын көрсететін маңызды факторға байланысты өзекті мәселелер қарастырылады, ол халықтың әлеуметтік мәртебесін, кәсіби қатыстылығын және тұратын жерін өзгертуге дайындығы мен мүмкіндігін көрсетеді. Олардың еркін қозғалысы бәсекелестіктің дамуына ықпал етеді және қазіргі уақытта қоғам неғұрлым талап еткен тұтыну игіліктерінің өндірісін алдын ала айқындайды. Сонымен қатар, ол планетада саны шектеулі табиғи ресурстарды неғұрлым ұтымды пайдалануға әкеледі.

Түйін сөздер: еңбек ресурстары, еңбек нарығы, инфрақұрылым, халықтың көші-қоны, еңбек ресурстарының ұтқырлығы.

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МАСШАБЫ И ФАКТОРЫ, ВЛИЯЮЩИЕ НА МОБИЛЬНОСТЬ ТРУДОВЫХ РЕСУРСОВ

Аннотация. Исследование различных аспектов мобильности трудовых ресурсов в нынешних условиях, безусловно, является особо актуальной задачей, так как без мобильного рынка труда наша страна вряд ли сможет в короткие сроки решить вопросы модернизации и обеспечения инновационной направленности своей экономики, что позволило бы ей занять достойное место, в частности, войти в двадцатку конкурентоспособных стран мира.

С мобильностью населения связываются перенос новых технологий, опыта производства и управления, пополнение знаний и навыков, а также другие позитивные изменения в общественном воспроизводстве.

В статье рассматриваются актуальные проблемы, связанные с важнейшим фактором, отражающим состояние занятости всех социально-демографических групп населения, как мобильность, которая отражает готовность и возможность населения изменять социальный статус, профессиональную принадлежность и место проживания. Их свободное перемещение способствует развитию конкуренции и предопределяет производство потребительских благ, наиболее востребованных обществом в данный момент времени. Кроме того, оно приводит к более рациональному использованию природных ресурсов, количество которых на планете ограничено.

Ключевые слова: трудовые ресурсы, рынок труда, инфраструктура, миграция населения, мобильность трудовых ресурсов.

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