Human Resources: Migration Processes in Kazakhstan

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Abstract

Background/Objectives: This article covers the peculiarities of human resource development in the Republic of Kazakhstan, factors influencing the development of human resources, economic growth and migration processes in the country. **Methods/Statistical Analysis:** The author analyzes population statistics by regions, in particular, giving information about the proportion of human resources in the Republic of Kazakhstan for the period of 2010-2015, as well as migration statistics. The laws and regulations governing the migration policy in Kazakhstan are also analyzed. **Findings:** As a result of the study, the author formulated theoretical positions and recommendations for improving the current legislation in the Republic of Kazakhstan in the sphere of human resources development and migration processes. **Applications/Improvements:** In order to prevent the criminal effects of illegal migration and the degradation of human resources, it is necessary to develop a set of measures aimed at preventing the causes of migration and to create in the migration donor countries favorable conditions for migrants' stay, access to education, employment, health care and population control

Keywords: Crisis, Economic Growth, Human Resources, Migration, Migration Policy

1. Introduction

1.1 Relevance of the Topic

In the past decades, the way of life in the world has been undergoing profound changes connected with the formation of the post-industrial or information society. They are predetermined by the growing trends towards the increased role and importance of innovations, new scientific knowledge and information. The man is a determining factor of all these changes. It is a healthy person with a high level of knowledge (education), professional training, business and social activity and proactiveness that now becomes the main driving force of progress. Today, the successful development of economy is driven by human resources, and the creation of conditions for the fuller realization and use of the accumiulated intellectual and professional potential of the country becomes the basis for the successful development of Russian reforms.

A decline in the numbers of able-bodied and

economically active population (labor force) in the country can be largely offset by improving the quality of human resources. The existing trend of depopulation among the economically active population would adversely affect the country's economy.

The above problems predetermine the relevance of studying the evaluation of the role and importance of human resources and the need to develop a scientifically grounded scheme of their formation, development and protection¹.

2. Literature Review

2.1 Scientific Development of the Topic

The current problems of human resource development are reflected in the studies carried out by the leading domestic and foreign legal scholars. Among the recent dissertations on the development of human resources, the following can be pointed out.

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In her studies² shows that the realization and implementation of human resource development strategy depends on the following factors: The level of analysis of organizational hierarchy, at which we develop the goal of strategic changes in human resources and the degree of intervention in human resource management; the speed and extent of changes in the human resource management system; the direction of changes; the interpretation of changes; the reaction to changes; the obstacles in the way of changes².

Exploring the problem of human resources in the system of socio-economic relations, In¹ identifies objective processes occurring at the present stage of economic development, connected with the integrated mechanization and automation of production, people's growing needs and the increasing diversity of these needs, changes in the relationships between employees and employers and the growing role of employees in the management of the production process. This predetermines transformation of the "labor force" category into the category of "human resources". She also identifies the specific features of the labour force reproduction at the regional level and substantiated the need for a person's physical perfection and self-protecting behavior.

The value of studies in³ lies is the development of theoretical bases for the human resource analysis in the system of economic growth factors. In particular³, explores the theoretical bases for analysing the sources of economic growth at different stages of economic development, explains the need for mobilization of the economic growth factors, which are connected with the growth of domestic demand, improvement in the quality and competitiveness of domestic goods and incentives for improving the quality and effectiveness of using human resources. He also identifies the sectoral structure of economic growth of the Republic of Kazakhstan, which is defined by three groups of industries: firstly, by export oriented industries which are dependent on the world market conditions; secondly, by industries, funded by the state budget; thirdly, by industries, producing consumer goods (services) and competing on the internal market³.

According to⁴ studies are unique in that the author develops the concept of reproduction of Russia's human resources in modern conditions, ensuring the implementation of top priority social development goals for achieving a high quality of people's life as well as reducing poverty and social inequality. In his studies⁴

proves that the bulk of contemporary theories, exploring human resources seek to substantiate the monetary evaluation of labor force: The monetary evaluation of human resources has become a relevant characteristic of their reproduction process in modern conditions. He also shows that, for all the value of this approach, it is limited since the priorities of social development in modern conditions presuppose considering the human resource reproduction as an alternative to consumer attitude to them.

According to⁵ a human resource nowadays is not just a new perception of the human factor in the economy; it is far more significant in itself as it represents the driving force as well as the object of impact. By embodying the combination of a dual nature of the social and material, it has a number of indisputable advantages over material resources, which allows you to emphasize it as a highly important resource and a factor in economic development. In⁵ retrospectively analyzes the evolution of views on the economic content of the "human resource" category, examines the relationship between the following concepts: Human capital, labor force, personal factor of production, labor resources, labor potential, human factor and human resources. He also identifies the fundamental distinction between the categories of "human capital" and "human resources". The category of "human capital" is used when addressing a specific person, for it is an opportunity to earn extra income from investing in their own development that has given grounds for drawing a parallel between the physical and human capital.

In the aspect of contemporary development of human resource management problem in the system of health care over a ten-year period of monitoring, In⁶ gives an expert evaluation of health care authorities' attitude to key issues of personnel management as well as the assessment by the staff of organizational and psychological aspects in the work of medical institutions. It serves as an example that in medical institutions of different organizational structure a set of methodological approaches to assessing personal, motivational and organizational directions of staff activity have been implemented. For the first time the author has formed modern organizational and psychological technologies for managing personnel of medical institutions, a forward-looking human resource management model focused on medical institutions of different types and capacities as well as a glossary of terms on this issue, which could serve as an information base for further studies in this direction of health care.

The scientific value of studies in lies in the theoretical justification of the specific features of human resource development in an auditing company, the development of methodological recommendations and improvement of the tools for managing this development. In his studies in7 defines the specific features of how a personnel management system is formed in auditing companies, which is predetermined by the specificity of their functioning: an extremely intensive degree of contact with clients and strict requirements for a high intellectual level of staff; he also notes that the application of measures related to formal supervision of personnel activity is limited; he develops a balanced system of employees' performance indicators in relation to Key Performance Indicators (KPIs) of an auditing company as a whole. The author also substantiates the conceptual model of competences that a manager of an auditing company should have, the model being aimed at fulfilling the manager's potential, focusing on innovative performance and improving the socio-psychological atmosphere in a team. The author proposes a unique approach to the definition of the level at which human resources of auditing companies meet business requirements, based on the assessment of an auditor's professional and personal qualities for each of their projects as well as the results of their annual performance appraisals. The author gives practical recommendations on assessing the effectiveness of human resource development programs in auditing companies, which are different from the previously used ones in that they include a set of methods, based on the calculation of the discounted expired costs and future benefits.

The specific character of studies in⁸ lies in that she shows the theoretical and methodological basis for analyzing the labor mobility of human resources, the process of the evolution of scientific views on the concept of "human resources" and its modern specific features, theoretical approaches to the study of labor mobility, labor mobility in industrial enterprises: Main characteristics and ways of regulating it, the nature of labor mobility in industrial enterprises as well as the social mechanism of forming labor potential of an enterprise.

The scientific novelty of dissertation is improvement of the institutional framework for the formation and use of human resources in the conditions of a transformed economy and substantiation of the ways of increasing the effectiveness of their use. In particular, in9 shows the essence of human resources as a means of realizing the human capital and the form of their interaction with material factors of production, considers the economic and administrative methods of human resource management with the use of levers and incentives such as commercial calculation, price, credit, taxes, various social security benefits, policies which offer the most harmonious combination of public, collective and personal interests, with the aim of using human resources effectively. The author highlights the institutional basis for the formation and use of human resources, serving as legal acts or special bodies or departments of state bodies ensuring the effective use of labor resources, etc.

3. Materials and Methods

The methodological basis of the study is made up of the following methods: 1. The general dialectical method of learning about the system of general laws and categories of nature, society and state development, 2. General scientific methods such as analysis and synthesis, induction and deduction, historical and logical methods, 3. Specific scientific methods such as system analysis, logical, comparative and statistical methods, etc.

While carrying out this study the author used the economic and statistical method, the method of comparative analysis, system analysis as well as correlation and regression analysis. The work was based on the examination of relevant legislative and regulatory materials. The empirical basis of the study was made up of the statistical data and training materials of the Statistics Agency of the Republic of Kazakhstan, the materials collected by the authors during the study as well as the results of the studies published in scientific works and iournals.

The theoretical basis of the study is represented by scientific works on law, criminology, general theory of law, philosophy, sociology, psychology and other branches of science.

4. Results and Discussion

4.1 The Proportion of Human Resources in the Republic of Kazakhstan for the Period of 2010-2015

According to statistical information of the Statistics Agency of the Republic of Kazakhstan, the population of Kazakhstan in 2010 amounted to 16,203,036 people, in

	2010	2011	2012	2013	2014	2015
1. The Republic of	16,203,036	16,440,124	16,673,077	16,909,776	17,160,774	17,417,673
Kazakhstan						
2. Akmola	735,117	733,244	731,337	732,719	735,566	736,605
Aktobe	763,566	777,460	786,316	795,817	808,932	822,522
Almaty	1,836,148	1,872,814	1,908,717	1,946,718	1,984,518	1,922,107
Atyrau	520,992	532,042	542,966	555,217	567,861	581,473
West Kazakhstan	603,828	608,280	612,498	617,640	623,977	629,951
Zhambyl	1,034,487	1,046,253	1,055,813	1,069,874	1,084,482	1,098,740
Karagandy	1,346,810	1,352,178	1,357,878	1,362,743	1,369,667	1,378,298
Kostanau	883,333	881,544	879,454	879,941	880,776	881,456
Kyzylorda	689,008	700,502	712,878	726,711	739,776	753,148
Mangystau	503,235	524,176	545,751	567,754	587,419	606,892
South Kazakhstan	2,511,600	2,567,637	2,621,488	2,678,889	2,733,279	2,788,404
Pavlodar	744,334	746,122	747,004	749,019	752,793	755,778
North Kazakhstan	592,738	589,301	583,582	579 488	575,766	571,759
East Kazakhstan	1,397,993	1,397,889	1,394,710	1,393,619	1,394,018	1,395,324
Astana	649,146	697,156	742,884	778 198	814,435	852,882
Almaty	1,390,701	1,413,526	1,449,801	1,475,429	1,507,509	1,642,334

Table 1. The population of the Republic of Kazakhstan at the beginning of 2010-2015

2011 - 16,440,124 people, in 2012 - 16,673,077 people, in 2013 - 16,909,776 people, in 2014 - 17,160,774 people, in 2015 - 17,417,673 people. This data indicates a significant increase in population numbers for all regions of Kazakhstan, which means that each year the proportion of human resources grows in all regions accordingly (Table 1)¹⁰.

Also, according to the above data, as well as in the previous years, the biggest number of people nowadays live in South Kazakhstan region (2,788,404 people), and the smallest number of people live in North Kazakhstan region (571,759 people). Based on the data, it can also be argued that population growth is affected by the climatic conditions of life, as in the southern regions there is a more rapid population growth than in the northern ones.

4.2 The Impact of Human Resources on Economic Growth in Kazakhstan

In order to achieve high socio-economic indicators, it is necessary to mobilize all the factors of economic growth associated with the growth of domestic demand, the improvement of the quality and competitiveness of domestic products as well as the incentives for improving the quality and efficiency of using human resources.

The sectoral structure of economic growth in the Republic of Kazakhstan on the whole predetermines

three groups of industries: 1. Export oriented industries which are dependent on the world market conditions, 2. Industries, funded by the state budget, 3. Industries, producing consumer goods (services) and competing on the internal market.

The concept of "human resources" represents physical, intellectual, psychological, educational, professional and social qualities of employees, realized in the process of producing goods and services. There exists a connection between the conditions and factors of economic growth and remuneration: A low level of remuneration slows down the technical re-equipment of production, hinders the transition to resource-saving technologies and prevents the improvement of product quality and its competitiveness. As a result, the mechanism of economic growth based on the expansion of goods and services supply is constrained.

The most important areas of structural policy are the following: diversification of export and supporting the export of manufactured goods, support of science and education as industries for generating potential of the innovative economy, expansion of import and export of educational services³.

It is human resources that are one of the most important elements of production determining its growth rate, production quality and success of the company as a whole. However, during the market reforms there have been a number of changes in the economic and social development of the society, negatively affecting the economic growth indicators of industrial enterprises. Because of the unstable operation of companies there has been an outflow of workers from industry to commerce and service sector, as well as an imbalance between staff training and their intended use. In addition, there have been changes in the mass consciousness of employees, when young people do not consider it prestigious to work for industrial companies. All this has led to a shortage of skilled workers in certain jobs, without which companies cannot cope with the required tasks at an appropriate level or produce goods which are in consumer demand⁸.

Human resources are an innate level of knowledge, education, skills, abilities, motivation, energy, cultural development, gained and formed as a result of investments and possessed by a particular individual, a group of people as well as the society as a whole, which are viably used in a particular area of social reproduction and whose formation requires expenses on the part of an individual, company and society. The criteria for differentiating human resources from material resources have been singled out, i.e., their indivisibility from the owner, their being the least liquid form of resources and the impossibility of insurance against risk. The specific features of human resources have been substantiated: The use of the resource and income generation is controlled by the person; the effectiveness of functioning and the degree of output from using human resources are predetermined by the free expression of their owner's will, their individual interests, their preferences and values as well as their cultural, moral and ethical level. The author proposes a classification of human resources according to assets (health, educational, intellectual, labor and social resources) and forms of their expression: The education, health and labor resources find their expression in a person; the intellectual resource can be found in a person as well as in the physical and material forms; the social resource is represented by institutions promoting the efficient use of human resources. The author has substantiated an institutional and economic framework for human resource development in the Russian economy: Shifting the focus from the treatment of diseases to their prevention, turning migration into a factor of formation and reproduction of the population, transition to a better quality of life, decreasing the

differentiation of access to comprehensive educational resources based on the citizens' social status, income levels and place of residence. The author proposes a solution for the challenges of maintaining the professional potential of the Russian economy through changes in the state policy in the field of human resource management (their efficient use and development), in particular, ensuring the Russian workforce competitiveness on the national and international labor market through the development of an in-company system of education and training. The author also develops the state system for protecting the professionalism of skilled workers and the interests of employers as workforce consumers through the development of state professional standards and the creation of a mechanism of employee certification as well as the creation and development of a national system of vocational guidance and psychological support of the population⁵.

4.3 Migration Processes and their Impact on Human Resources

Economic crisis determines a number of criminological processes affecting the socio-demographic situation and migration processes in the country11. Massive public outcry in the world is caused by migration processes in Europe, the illegal flow of migrants from Asia and the Middle East, which causes anxiety not only among the European citizens, but also in other countries.

"Europe is facing crisis. European countries are at a loss about what to do with the refugees. Currently there are around 19.5 million refugees in the world", said Gauri Van Gulik, spokesman for Amnesty International¹².

Modern migration processes in the Republic of Kazakhstan have developed under the influence of socioeconomic, political, ethnic, environmental and other factors. At each stage of Kazakhstan's development, migration had its own specific features and characteristics. In line with the recessionary trends in the world economy, there arise certain difficulties within the state. In order to combat the negative migration processes in Kazakhstan, some legal measures have been taken: the concept of migration policy of the Republic of Kazakhstan has been developed and adopted, which has improved the migration balance.

Furthermore, in order to exercise legal control of human resource migration in Kazakhstan and beyond, the Act of the Republic of Kazakhstan "On the Migration

of Population" of July 22, 2011 no.477-IV was adopted. It regulates social relations in the sphere of population migration and defines legal, economic and social bases of migration processes. This law covers such provisions as the state system for managing population migration processes in the Republic of Kazakhstan. In accordance with this act we can consider immigration, aimed at the following: Returning to a person's historical homeland, family reunification, getting education, labor activity, immigration for humanitarian and political reasons, internal migration issues, departure conditions and procedures for the citizens of the Republic of Kazakhstan, prevention of illegal immigration, responsibility for violation of Kazakhstan's legislation on migration issues or dispute resolution.

Despite Kazakhstan's economic growth, there is still migration of its population to other countries (see Table 2).

According to the information of the Committee on Statistics of the Ministry of National Economy of the Republic of Kazakhstan for 2014 Russians take the leading position for the indicators of external migration balance by nationality. Thus, for the last year the figure has decreased - 17.4 thousand people have left the country, of which 16.5 thousand have moved to the CIS countries. Ukrainians and Belarusians accounting for 1.7 thousand people and 446 people respectively follow the Russians. Representatives of these nationalities also prefer the CIS countries as a new place of residence. The

dynamics of external migration over the past five years has demonstrated a diverse picture. Thus, in 2010 the number of Russians who left the Republic of Kazakhstan was 13 thousand people, while already in 2011 the figure increased dramatically to almost 20 thousand people, after which there was a decline to 18.5 thousand people and to 14 thousand people in 2012 and 2013 respectively. In 2011 there was a peak in migration processes. A similar rapid increase in the number of people leaving the country was among Ukrainians and Belarusians. While some nations leave the Republic of Kazakhstan, others such as Uzbeks, Turks and Kyrgyz, vice versa, enter the country, although their number is negligible compared to the number of people leaving the country. In terms of the data by regions, over the past year active migration processes have been observed in Karagandy region. It is this region of the country that demonstrated the greatest negative external migration rate (3.4 thousand people). East Kazakhstan and North-Kazakhstan regions also showed negative external migration indicators - 3.1 thousand people and 2.6 thousand people respectively departing last year. Among all regions a positive migration rate was observed in Mangystau region - 2 thousand people throughout the year of 2014. Essentially, there is a downward trend in the external migration rate in Kazakhstan. Thus, the balance of external migration has fallen sharply from 15.5 thousand people in 2010 to 12.1 thousand people over the past year¹³.

Table 2. Migration of population of the Republic of Kazakhstan for 2009-2014 (the number of people who arrived in Kazakhstan)

1.	The Republic of	2009	2010	2011	2012	2013	2014
	Kazakhstan	406,166	408,094	402,654	366,137	361,372	422,400
2.	Akmola	15,305	15,048	14,322	13 355	13 492	14,645
3.	Aktobe	10,437	17,369	9,540	8,365	14,627	19,304
4.	Almaty	42,627	42,911	46,894	43,480	40,840	39,599
5.	Atyrau	9,885	9,733	8,147	8 456	8,321	11,456
6.	West Kazakhstan	15,567	13,967	14,303	13,147	14,862	15,527
7.	Zhambyl	17,580	12,760	8,159	13,936	14,904	16,034
8.	Karagandy	31,597	27,602	27,601	24,625	26,031	33,176
9.	Kostanau	21,857	19,463	20,115	19,811	17,939	25,582
10.	Kyzylorda	11,467	11,943	11,800	11,837	10 609	13,083
11.	Mangystau	20,485	21,656	21,188	18,664	14,605	14,623
12.	South Kazakhstan	30,670	36,306	31,796	35,304	30 579	42,928
13.	Pavlodar	15,855	13,538	12,983	13,302	16,298	16,729
14.	North Kazakhstan	13,415	12,992	10,744	10,991	10,274	13,216
15.	East Kazakhstan	33,820	31,965	33,456	28,481	27 430	30,854
16.	Astana	49,863	59,391	59,228	50 834	47,839	48,107
17.	Almaty	65,736	61,450	72,378	51 549	52,722	67,537

5. Conclusion

Migration of human resources has a number of negative factors: Delays in the legalization of migrants, improper registration in the country of their residence, absence of either identification documents, labor agreements, etc., for their stay in the country or a number of other documents of entitlement justifying their stay in the country. Uneducated migrants, especially women and children, often fall victim to the activities of criminal groups14.

In order to prevent the criminal effects of illegal migration and the degradation of human resources, it is necessary to develop a set of measures aimed at preventing the causes of migration and to create in the migration donor countries favorable conditions for migrants' stay, access to education, employment, health care and population control¹⁵.

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