



Research Article

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Evaluation of the Internal Migration Policy Development Program in Kazakhstan: Effectiveness and Shortcomings

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Abstract

The uneven distribution of the population across regions in the Republic of Kazakhstan, varying economic development among regions, and the emergence of the need for labor force redistribution have altered the approach to migration policy and intensified concerns regarding the regulation of internal migration. For instance, in four northern regions (Akmola, Kostanay, Pavlodar, and North Kazakhstan), the population has been decreasing, with a decrease of 12,000 people over the span of two years. In contrast, in four southern regions (Almaty, Zhambyl, Turkestan, and Kyzylorda), the population has increased by twice as much as in the northern regions, adding 186,000 people. This scientific study examines migration issues and government initiatives aimed at addressing these problems, taking into account the population distribution imbalance. Over the past five years, the state program "Enbek," which served as the main document for implementing measures to relocate residents as a labor force from densely populated southern regions to the declining northern regions, has clearly stimulated migration. However, despite its apparent effectiveness, the desired level of results has not been achieved. The authors of the research point out factors such as the inadequate implementation of an information campaign, distrust of the program, and negligent actions by local authorities, and propose causes for the problem as well as ways to address them.

Keywords: internal migration, migration issues, "Enbek" program, information problems, respondents, labor market, propaganda, program evaluation

1. Introduction

In recent years, the world has experienced unprecedented geopolitical, economic, and technological changes. States have deviated from their intended path of development outlined in approved

documents. Everyone has been adapting to the flow of change, rewriting various strategic documents. In the current geopolitical situation, Kazakhstan has revised its strategic directions, which have remained relevant. The issue of migration has been highly relevant for Kazakhstan over the past 10 years, given its large territory and relatively small population size in relation to the land area.

Indeed, in the present situation where the world is changing, Kazakhstan, as a country between Asia and Europe, serves as a vital land corridor connecting the two continents. However, when it comes to migration, this significance also has a negative aspect. Being a convenient point for communication and negotiations on the map of Eurasia, Kazakhstan immediately embraced the conditions of globalization and the dominating influence of external social and socio-economic factors, resulting in an increase in the outflow of skilled professionals from the country to foreign nations. Such a phenomenon has been observed over the past decade.

Over this period, there have been significant changes in internal migration patterns and the demographic situation. The disparity arose due to haphazard population resettlement within the territory of the Republic. In the southern regions of the country, the population grew rapidly, leading to increased population density. For example, in Almaty, Zhambyl, Zhetyysay, Mangystau, Turkestan, Kyzylorda regions, as well as in the cities of Astana, Almaty, and Shymkent, the population is projected to increase by more than 2% annually over the next 10 years, and population density will exceed 6.4 people per square kilometer [1]. In contrast, the northern regions of Kazakhstan have experienced a decrease in population and have become regions in need of a labor force.

To address this imbalance, special programs were implemented at the state level, initiating the relocation of people from densely populated southern regions to North Kazakhstan, Kostanay, Akmola, East Kazakhstan, and Pavlodar regions where there is a labor shortage.

The state program for the development of efficient employment and mass entrepreneurship, "Enbek," for the period 2017-2021 (hereinafter referred to as the "Enbek" Program), adopted as a key state document, not only highlights the need for population relocation to northern regions but also identifies shortcomings in this initiative that need to be addressed [2].

The positive and negative aspects of the "Trud" program were also examined. As a result, starting from 2022, a new national project called "Strong Regions - Drivers of Country Development" was launched, aiming to strengthen migration from the south to the north of our country. The research article also aims to identify the positive and negative impacts of government programs on internal migration, compare and evaluate changes in our existing strategic documents regarding migration and demographics, determine state programs aimed at developing internal migration, and identify solutions to migration issues during this challenging period. The article aims to draw appropriate conclusions.

2. Research Methodology

The issue of population migration is a central topic of research for economists, sociologists, demographers, lawyers, anthropologists, psychologists, political scientists, geographers, ecologists, and other specialists. Studies in this field are primarily conducted by scholars such as M. Weber, G. Simmel, K. Marx, T. Malthus, T. Mann, T. Parsons, and A. Smith. Their works predominantly explore the political, social, economic, and demographic aspects of migration. Ernst-Georg Ravenstein, an English researcher, was the first scholar to attempt to identify specific patterns in population migration processes.

While Russian scholars D.I. Valentin, M.B. Denisenko, V.A. Ionzev, D.D. Moskvina, V.M. Moiseenko, B.S. Perevedentsev, L.L. Rybakovsky, V.Ya. Khorev, O.S. Chudinovsky, T.Ya. Zaslavskaya, E.B. Yakovleva, and others have studied this subject, in Kazakhstan, specific aspects of external and internal migration are mentioned in the works of A.N. Alexeenko, N.V. Alexeenko, M.Kh. Asylbekov, A.B. Galiev, G.V. Kan, N.E. Masanova, G.M. Mendikulova, A.B. Kozhakhmetova, M.B. Asanbaev, G.M. Kapasov, and others.

Overall, the works of domestic authors have an interdisciplinary character, as they

comprehensively and extensively study the central question, which is the influence of migration processes on the population, migration mobility, socio-economic factors of the migration issue, regional migration, etc. However, scientific studies on the effectiveness and shortcomings of Kazakhstan's internal migration policy development program are virtually absent. Therefore, this scientific work will be one of the first in this field.

3. Migration Study

3.1 Methodology

The name «migration» means the Latin word «migration» - displacement or relocation. According to the famous English scientist E. Ravenstein, «population migration is a permanent and temporary change in the place of residence of a person». In his famous three articles, E. Ravenstein formulated the following 11 Laws of migration. Many of these provisions, formulated at the end of the XIX century, still have not lost their relevance. The French philosopher Voltaire said, «before we argue, let's agree on terms». The famous Soviet scientist L. L. Rybakovsky said in 1978 that «in demographic science, and even in other sciences that study migration, no concept has as many different interpretations as migration», and in a book published in 2019 he says that «in the science of Population migration, unlike many other scientific disciplines, there is no concept of the concept of» Population migration «with which most of the scientific community agrees».

The famous scientist V. A. Iontsev in 1999 considered previously existing research in the field of Population migration and for the first time listed 45 scientific directions, theories and concepts out of 17 approaches. Among them, the following approaches were noted: economic scientific directions, theories and concepts, sociological, demographic, Migration, historical, geographical, political, typological, environmental, systemic, ethnographic, psychological, biological, genetic, philosophical, legal, methodological.

According to Hain de Haas, «The Theory of migration has been at a dead end for decades. The field of study of migration remained an insufficiently theorized branch of the Social Sciences. While previous migration theories have been fairly criticized for their unrealistic assumptions, researchers have been better at refuting such theories than offering viable theoretical alternatives» .

The well-known scientist E. Sadovskaya noted that «despite the existence of many scientific publications, the level of scientific theorization remains low, and Western theories and concepts of international migration are not very popular with Kazakhstani researchers in the periphery of World theoretical thought».

In the process of analyzing migration trends, it is worth noting the neoclassical economic theory of M. Todaro. At the heart of this theory is the concept of «tartuiteru» and factors of migration at the macro level. Among the authors whose work was carried out within the framework of other theoretical approaches, we can note O. Stark and E. Taylor (the new economic theory of migration); M. piór (the theory of the double labor market) and A. palloni (the theory of migration networks). Migration behavior and adaptive potential were analyzed at the macro level on the basis of D. Massey's theory of «migration chain», at the level of regional adaptation opportunities-on the basis of the theory of assimilation, and at the individual level – on the basis of the theory of social behavior.

In recent years, many scientists have been studying migration in Kazakhstan. For example, Zhampeisov D., Mukasheva A., Kozhirova S. Despite this, the problem of internal migration in Kazakhstan is not fully studied, it is a new topic. This is the relevance of our scientific research work.

The study of internal migration trends is primarily based on the methodology of Everett S. Lee. This research work differentiates regions based on migration factors such as the labor market conditions, housing availability, average income, social attractiveness of regions, and groups them according to the significance of the respective factors. Additionally, an examination of the data is conducted to distinguish the opinions of experts who evaluated the program's outcomes. Concrete proposals were developed based on the results of a survey conducted among migrants.

Data collection for analysis has not been a problem in recent years. In addition to the official data published by the Bureau of Statistics, precise figures were obtained from information provided by regional and district administrations regarding employment in each region. Furthermore, the opportunity arose to gather necessary information firsthand through joint seminars with members of the Senate and Mazhilis of the Parliament of the Republic of Kazakhstan, who closely deal with migration issues, as well as citizens actively involved in migration in the Southern region and the recipient regions - Pavlodar, Kostanay, and North Kazakhstan Regions. Thus, due to the extensive collection of relevant data, conducting the necessary examinations for research purposes and discerning different opinions became easier.

Thanks to these efforts, we were able to fully utilize the main methods of our research. Consequently, comprehensive work was carried out to curb the mass migration process, which had been particularly prevalent in the northern regions of the country, and to increase the number of individuals willing to migrate from the southern regions to the northern ones. The statistical compendiums of Kazakhstan served as the informational basis for the study.

4. Research Findings

4.1 Migration Theory

Researchers studying migration theory divide it into several directions. Depending on the level of migration, macro-level and micro-level are distinguished, and depending on the research focus of migration theories, encompassing economics, geography, demography, and sociology, they can be fully applied to the study of migration processes in Kazakhstan. In particular, the neoclassical theory of migration, which has received considerable attention lately, aligns with the nature of actual migration in Kazakhstan.

At the macro-level of migration, the availability of employment becomes a driving factor for migration. In other words, the higher the number of job opportunities and the lower the labor force, the higher the migration level.

At the micro-level of migration, migrants are motivated by the intention to attain higher income through new employment. According to researchers, individuals who relocate to a new place do not consider the costs of travel and adaptation; rather, they anticipate higher earnings awaiting them.

All researchers confirm that migration leads to short-term benefits for migrants, whether at the macro-level or micro-level. The neoclassical theory of migration, which emerged as a result, examines the movement of labor from one region to another from an economic perspective.

This theory also fully aligns with the study of people's migration from densely populated southern regions of Kazakhstan to the northern regions experiencing a labor shortage. According to this neoclassical theory, an individual who migrates from the southern region of Kazakhstan to the northern region is primarily seeking employment, even if it is temporary, in order to increase their income. This objective aligns with the state's migration policy and its current goals.

Since Kazakhstan gained independence, three main stages of migration policy development can be identified [3].

The first period, which significantly transformed the country's demographic landscape, spanned from 1991 to 2000. The population of Kazakhstan sharply declined from 16.5 million people in 1991 to 14.8 million people in 2000, with a decrease in birth rates and an increase in mortality due to the impact of incidental migration processes resulting from the deterioration of the socio-economic situation in the country.

The primary direction of the state's migration policy during this period was mass migration of Kazakhs abroad. As a result, in 1997, the first Law "On Migration of Population" was adopted, the Agency for Migration and Demography was established, and the quota for the emigration of Kazakhs was set at 10,000 families or 40,000 people per year. This initiative of our country received

enthusiastic support among our compatriots residing abroad.

The second stage of Kazakhstan's migration policy was characterized by achieving a population of 16.4 million through increased birth rates, significant reduction in mortality, and the mass arrival of ethnic Kazakhs. Around 1 million people immigrated to their historical homeland from abroad. This period covered the years 2000-2010.

State programs aimed at supporting mothers and children, poverty reduction, special social assistance to low-income families, as well as the repatriation of ethnic Kazakhs, had a positive impact on the country's demographic indicators [3].

The second period was characterized by economic growth and dynamic socio-political changes. The current period lacks the pace of those years. During the first decade of the century, there was a positive net migration across all migration flows, which continued until the end of the period.

The country became more attractive to foreign professionals, and the number of legal immigrants entering the country for work exceeded 58,000. Internal migration also revived, with approximately 300,000 people moving from villages to major cities and the new capital.

Since then, the mass influx of people to the country's major cities and the voluntary migration of those who arrived in the country to the southern regions have exacerbated the problem of demographic imbalance in Kazakhstan.

To address this imbalance, the "New Migration Policy Program for 2001-2010," "Migration Policy Concept," and the "State Program for Rural Development for 2004-2010" were adopted, and quotas for the immigration of ethnic Kazakhs were increased to 20,000 families. The signs of globalization firmly took hold in Kazakhstan.

These changes led to the third stage of migration in the country. We are still grappling with this period, which covers the years 2011-2022. In 2012, the country experienced a negative net migration, meaning that the number of people leaving the country exceeded the number of people arriving. We have yet to fundamentally change this negative balance. Considering that educated youth and skilled professionals are primarily leaving to live abroad, it becomes evident that this indicator primarily affects the quality of the country's human capital.

Migration Rate

It is clear that the government has taken several specific measures to regulate migration in the country, including internal migration. How have these documents, adopted in the form of a special program, actually functioned? In the past five years, there has been a consistent migration of residents from southern regions to northern regions in search of permanent employment within the "Employment" program for the development of efficient employment and mass entrepreneurship for 2017-2021. Although the effectiveness of this "labor" program is evident, its results have not reached the desired level. The program began operating within its mandate, but various shortcomings were identified during its actual implementation. Yes, those who moved to the northern regions received financial assistance from the government.

For immigrants:

- A one-time payment per family member amounting to 70 times the Monthly Calculation Index (222,600 tenge in 2022).
- Monthly payments to cover the cost of rent and utilities for one year. The payment amount ranges from 20 times the Monthly Calculation Index (61,300 tenge) per person for those resettled in urban areas, to 30 times the Monthly Calculation Index (91,900 tenge) per family member for families of five or more individuals. For those resettled in rural areas, the payment amount ranges from 15 times the Monthly Calculation Index (45,900 tenge) per person to 21 times the Monthly Calculation Index (64,300 tenge) for families of five or more individuals.

Employers providing assistance in interregional relocation will receive measures of government support in the form of a one-time employment subsidy of 400 MEC per each worker who has worked on a permanent basis for at least 2 years and is provided with housing. Additionally, the government

subsidizes employers up to 50% of the construction cost for new housing for immigrants in rural areas [6].

Thus, the migrants have been provided with housing and employed. However, even in these jobs, there were inconsistencies, and there were many instances where immigrants couldn't find answers to their questions. Firstly, the informational work was not properly initiated. Recognizing this gap, the immigrants themselves began to advocate as volunteers. For example, Bura Khan Dadanov, one of those who migrated to the North Kazakhstan region, established the "Risk" Foundation and engaged in counseling for migrants and those willing to move to northern regions. After the evaluation for the "Enbek" program, it was determined that the most crucial factor is an individual's decision to migrate.

The evaluation of the "Trud" program was conducted by the International Organization for Migration in Kazakhstan – the UN Migration Agency in cooperation with the Ministry of Labor and Social Protection of the Population of the Republic of Kazakhstan, along with various researchers.

Various research methods were employed in the program evaluation, including surveys and interviews with migrants, analysis of regulatory documents, as well as official statements, statistical data, and testimonies from officials at both central and local levels. For fieldwork, survey participants were categorized, and special attention was given to this sample. After identifying the main interview and survey participants, the main problems arising at each stage of settlement were classified, categorized, and a unified evaluation was conducted based on the methodological framework.

The analysis of public information during fieldwork, interviews with officials at the central and local authorities for preliminary coordination, and the analysis of results during a specific period of time in the fieldwork helped identify the means of fieldwork.

This current scientific research utilized data determined from this evaluation, specially created tables.

4.2 Migration: Decision-Making Processes

A total of 354 migrants participated in the survey, with 73.3% of them making the decision to relocate together with their families and family members. These 354 respondents are citizens who have moved to the North Kazakhstan, Kostanay, East Kazakhstan, and Pavlodar regions. 61% of those who independently decided to move to another region chose the Kostanay region, 66% chose the East Kazakhstan region, and 83% chose the North Kazakhstan and Pavlodar regions.

The number of participants who decided to inform their relatives and close ones about the idea of relocation was 15.5%. 10.7% of the immigrants made the decision based on the advice of relatives and friends already living in the area they were moving to.

The above indicators can be indirect evidence that the "Enbek" program was not adequately promoted. Let's focus on some of the data revealed during the survey.

Through the analysis of questionnaires, it became evident that the main source of the "Enbek" program was primarily internal resources. Internal resources mean that migrants first hear about the existence of the migration program, its requirements, from family members, relatives, friends, and acquaintances.

Media, television, official websites of local executive bodies, and official places such as employment brochures in local executive bodies were the second sources of information. These are external sources of information.

According to the feedback from those who moved to the Kostanay and North Kazakhstan regions, they received comprehensive information about the migration program from friends, acquaintances, and relatives. These sources accounted for 45-55% of the responses. In 10-17% of the responses, the media, including television, were mentioned as sources of information.

Additionally, in some regions, new sources of information were mentioned.

In recent times, it is not surprising that any citizen connected to the Internet frequently obtains data from online sources and social networks. Migrants to northern regions have not been left out of

this trend.

25.7% of the respondents who moved to the North Kazakhstan region used internet websites and social media to find the necessary information. 12.5% of those who relocated to the Kostanay region were satisfied with such migration-related information. A third of the respondents indicated where they obtained migration information, but there were also those who didn't know where or from whom they heard about the main migration routes and destinations. They couldn't recall how they learned about the migration program. Interestingly, it turns out that men and women rely on different sources to gather information about relocation.

Women relied on the opinions of close relatives and relied more on mass media. In other words, they followed migration-related information in daily newspapers, magazines, and television. 23% of the surveyed women confirmed that they supplemented their information by visiting local employment centers. As for men, they obtained the necessary information from the internet and social media. In other words, men attempted to gather data through their phones.

In any case, we observed that information plays a primary role in promoting migration efforts. Currently, it is established that the main driving force behind migration is not official information but the calls of relatives, friends, and acquaintances. Therefore, involving influential individuals in society in propaganda efforts will undoubtedly serve as a catalyst for the intensification of migration work.

Thus, the period of the "Enbek" program has concluded, and as of 2022, the national project "Strong Regions - Drivers of Country Development" has been launched. The main objective of this project is to support immigrants from the Almaty, Zhambyl, Mangystau, Turkestan, Kyzylorda regions, as well as the cities of Almaty, Shymkent, and Nur-Sultan, in their relocation to the Akmola, Karaganda, East Kazakhstan, Kostanay, Pavlodar, and North Kazakhstan regions.

5. Discussion of Results

The outcomes of this program will be revealed over time. Currently, we have not observed any intensive information campaigns effectively promoting this program. Based on the results of the "Enbek" program, which lasted until 2021, and the conducted research, both the effective aspects of the program and the issues that need to be addressed are clearly identifiable.

One effective aspect of the program is that other regions have recognized the depopulation of rural areas in the northern regions due to mass migration, and this issue has been widely discussed in the press.

However, when it comes to shortcomings, several can be enumerated. This program has encountered an initial challenge of providing the northern regions with specialists. Firstly, vocational and technical professions are always in demand in any region of the country. Consequently, it is evident that the competition for professional and technical specialists is fierce, including both the southern regions, where there is a large workforce, and the northern regions, where there are ample job opportunities.

Furthermore, teaching is a necessary profession in all regions. Besides these teachers, the list of required professions in the northern regions often does not align with the professions of migrants from the southern regions.

Although we acknowledge the overall need for teachers in the northern regions, taking into account the shortage of teachers in all regions, it appears that there are more teaching vacancies in the southern regions. Comparing the education-related vacancies listed on the "Enbek" electronic job exchange, there are 1,264 teaching positions available in the southern regions, while the northern regions can only offer employment to 565 teachers. This implies that the task of relocating teachers to the northern regions will not be an easy one.

Table 1. Vacancies registered on the "Enbek" electronic job exchange

Territory	Science, knowledge	Medicine, Pharmacy	Agriculture
	Major Cities		
Astana	189	329	22
	Reception Area		
North Kazakhstan	66	98	38
East Kazakhstan	183	248	61
Kostanay	90	295	57
Akmola	96	155	66
Pavlodar	64	64	62
Karagandy	66	204	186
General	565	1 064	470
	Territories of Emigration		
Almaty	527	101	10
Mangystau	80	70	9
Kyzylorda	41	42	10
Zhambyl	107	66	27
Turkistan	509	272	174
General	1 264	551	230

Source: <https://www.enbek.kz>

In the regions of Kostanay and North Kazakhstan, over 9,200 individuals have relocated under the "Enbek" program. This is a significant achievement; however, among those who moved to these regions, there was also a notable number of individuals who expressed dissatisfaction with their new location. 770 individuals among the aforementioned migrants have returned to their places of residence, accounting for more than nine thousand people or 8.3 percent. The fact that approximately 800 people were unable to settle in their new destination necessitates the examination of another aspect of interregional migration. We will revisit this topic in our future research.

During the interviews, we discovered the following trend. We noticed an informal rule that residents of a particular region migrate to only one specific region. For example, residents of the Turkestan region, which leads in the number of emigrants from the south, predominantly choose to relocate to the Kostanay, Pavlodar, and North Kazakhstan regions. On the other hand, those who decide to migrate from the Almaty region primarily move to the East Kazakhstan and Pavlodar regions.

In studying interregional migration through surveys, we were pleased to find a significant number of young individuals who have chosen to settle in the northern regions. It is worth noting that the majority of those who relocated to these regions are over 30 years old, indicating that they made a conscious decision to not only change their own lives but also contribute to the region's livelihood. 38 percent of respondents were under the age of 30, which is another positive indicator for migration. Nearly half of the emigrants possess higher education qualifications, and almost 80 percent of the relocated families consist of couples with children.

Table 2. Migrants, who participated to survey

Regions	Male	Female
East Kazakhstan	46,4%	53,6%
North Kazakhstan	51,8%	48,2%
Pavlodar	58,7%	41,3%

Kostanay	50,7%	49,3%
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Source: Authors

6. Conclusion

In our country, there are 65 border districts, unfortunately, the majority of them have a low socio-economic status. There is also a presidential instruction to take specific measures for the development of territories near these borders. The main goal is to reduce population outflow from border villages, create favorable living conditions for people, and provide a new impetus for the economic development of these border territories. These measures aim to prevent people from leaving their place of residence. But what are the innovations to increase the pace of migration from densely populated southern regions to the northern regions, where the workforce has decreased?

The national project "Strong Regions - Driver of Country Development," adopted as a continuation of the Enbek state program for 2017-2021, includes several features. For example, according to the project, densely populated regions such as Almaty, Zhambyl, Mangystau, Turkestan, Kyzylorda, the newly formed Zhetysu region, as well as residents of cities like Almaty, Shymkent, and Astana, and our fellow citizens from Akmolinsk, Kostanay, Karaganda, Pavlodar, and East Kazakhstan, can resettle in new regions such as North Kazakhstan, Abai, and Ulytau regions.

State support measures for migrants include:

- Subsidies for resettlement: a one-time subsidy of 70 times the Monthly Calculation Index (MCI) per family head and each family member (equivalent to 241,500 tenge in 2023).
- Subsidies for rental housing and utilities: ranging from 15 to 30 times the MCI per month for twelve months, depending on the number of family members and the location of the settlement (ranging from 5,175 to 10,350 tenge in 2023).
- A one-time subsidy of 400 Minimum Expenditure Codes (MEC) (equivalent to 1,380,000 tenge in 2023) will be provided to employers who assist in interregional migration for each employee hired, on the condition of permanent employment and providing housing for a period of at least two years.
- Short-term vocational training opportunities.
- Assistance with employment or entrepreneurial initiatives.

In 2022, when the national project "Strong Regions - Driver of Country Development" was launched with specific assistance, approximately 8,000 people migrated from densely populated regions to northern and central regions, with 1,320 of them being family members.

From 2017 to 2022, during the "Trud" program, 41,700 people migrated from labor-intensive southern regions to northern and central regions, including 4,000 people in 2017, 6,800 people in 2018, 9,000 people in 2019, 5,800 people in 2020, and 8,100 people in 2021.

In 2023, the quota for accepting relatives and migrants will be 8,652 people, which is 566 more than in 2022.

During the previous program, the issue of providing quality housing was a major concern for those relocating to the north. Taking this into account, according to the current national project, those who move to the northern regions can receive a certificate for purchasing a house independently. Funds of up to 4 million tenge are provided for purchasing a house.

Currently, the "Concept of Migration Policy" for 2023-2027 has been adopted by the Ministry of Labor and Social Protection of the Population of the Republic of Kazakhstan as the coordinator of state programs. This concept aims to improve the migration mechanism to the Northern and Central regions and contribute to the creation of new jobs.

According to the project's implementers, the new program will help address demographic inequality in the regions of our country. Whether it is the Enbek state program or subsequent programs, there are several key tasks that need to be addressed. The main goal is to eliminate the imbalance in interregional population distribution. Additionally, it involves regulating the allocation of the workforce and ensuring proper workforce composition in each region according to demand.

However, it has been found that there are not many vacancies available in the receiving areas for settlers. Furthermore, there are significant differences in the designation of mandatory professions offered by each region.

Table 3. Migration Rates

Reception Area	Number of migrants	Number of returned people	Number of economically active migrants
Kostanay Region	2 441	275	1 068 (999 – found a job, 69 – started their own business)
North Kazakhstan	6 765	495	3 197 (2242 – found a job, 378 – sol proprietor)
Pavlodar Region	6 363	-	-
East Kazakhstan	1 421	-	-

Source: Authors

The above indicators demonstrate that there is significant migration to the Pavlodar and North Kazakhstan regions. This indicates that in addition to creating conditions for those who have chosen these two regions, the employment centers of the respective regions have conducted effective informational work. Additionally, it has been observed that the handling of data collection regarding the lives of settlers after their relocation is more organized in the North Kazakhstan region. More than 47% of those who moved to this region have been active in terms of employment or starting their own business. Data collection efforts have also begun in the Kostanay region, where approximately 44% of settlers have been active in terms of work and business establishment.

In reality, according to international migration trends, the number of emigrants and settlers often varies. A person who decides to move to a particular region and settle there may change their decision within a certain period of time, meaning that full settlement may not necessarily occur.

The fact that our statistical data sometimes changes every month or within a specific period may reflect this reality. When analyzing the "Trud" program, we also focused on the development directions, changes in official statistics, strategic documents, and legislative acts. While most local executive authorities are responsible for implementing the measures taken by the state, we have noticed that the head of state also pays attention to this issue when analyzing various documents. In recent statements by President Kassym-Jomart Tokayev, he emphasized the need to effectively control internal migration processes "to reduce the burden on limited social support infrastructure in the southern regions."

Therefore, despite being implemented at the state level and under state control, the results of the Enbek program turned out to be different from what many expected. However, we believe that the program has helped demonstrate how to manage the migration process and systematize migration strategy. Most importantly, it was an initiative program that identified the shortcomings of migration policy and supported its achievements. We have prepared necessary proposals related to migration and present the following suggestions for their utilization in the implementation of future state programs:

- First and foremost, the promotion of the program that will be adopted subsequently should be appropriately planned, requiring special planned work.
- A separate agency should be established to enhance voluntary migration and labor mobility within the country. Ideally, at the initial stage, a separate monitoring and research department should be established within the structure of the Ministry of Labor and Social Protection of the Population of the Republic of Kazakhstan.
- Additionally, migration departments should be opened in areas directly subordinate to the mayor.
- Priority should be given to establishing well-functioning major centers that work effectively with the population, preparing them psychologically, and providing comprehensive

explanations of the program's essence.

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