

YOUTH MIGRATION AND THE QUALITY OF HUMAN CAPITAL

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This article examines the impact of youth migration on the quantitative and qualitative parameters of human capital. Using the example of Kazakhstan, the features of external youth migration, which have a positive and negative impact on the human capital of the receiving and giving country, were studied. In this study, methods of quantitative and qualitative analysis and the graphical method of economic research are used. The authors noted that the most important determinants of leaving the country are education and employment. It was determined that the main share of young migrants in the total structure of migration flows from Kazakhstan left for the Russian Federation, and the main reasons for this situation were established. The pushing and attracting factors stimulating the migration of young people have been identified by interviewing respondents abroad using social networks and messengers. The importance of the economic consequences of the migration of human capital is also considered, it is noted that in many ways the consequences of the departure of highly qualified labor depend on the level of development of the state and the state of the national economy. The Concept of migration policy of the Republic of Kazakhstan until 2027 is considered, where one of its key areas is educational migration, and initiatives will be implemented within this area, including attracting highly qualified specialists to the country.

Keywords: migration processes, youth migration, human capital, migration gain, educational migration, labor migration.

ЖАСТАР КӨШІ-ҚОНЫ ЖӘНЕ АДАМИ КАПИТАЛДЫҢ САПАСЫ

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Бұл мақалада жастар көші-қонының адами капиталдың сандық және сапалық параметрлеріне әсері қарастырылған. Қазақстан мысалында қабылдаушы және шығарушы елдің адами капиталына оң және теріс әсер ететін сыртқы жастар көші-қонының ерекшеліктері зерттелді. Бұл зерттеуде сандық және сапалық талдау әдістері, экономикалық зерттеулердің графикалық әдісі қолданылды.

Авторлар елден кетудің маңызды детерминанттары білім алу және жұмысқа орналасу болып табылатынын атап өтті. Қазақстаннан Ресей Федерациясына көші-қон ағындарының жалпы құрылымындағы жас мигранттардың негізгі үлесі кеткені анықталды, бұл жағдайдың негізгі себептері анықталды. Шетелде жүрген респонденттерден әлеуметтік желілер және мессенджерлер арқылы сұхбат алынып, жастардың көші-қонын ынталандыратын және тартатын факторлар анықталды. Сондай-ақ, адами капитал көші-қонының экономикалық салдарының маңыздылығы қарастырылды, көп жағдайда жоғары білікті жұмыс күшінің кетуінің салдары мемлекеттің даму деңгейіне және ұлттық экономиканың жағдайына байланысты екендігі атап өтілді. Қазақстан Республикасының 2027 жылға дейінгі көші-қон саясатының тұжырымдамасы қаралды, онда оның негізгі бағыттарының бірі білім беру көші-қоны болып табылады және осы бағыт шеңберінде бастамалар, оның ішінде елге жоғары білікті мамандарды тарту іске асырылатыны айтылды.

Түйін сөздер: көші-қон процестері, жастар көші-қоны, адами капитал, көші-қон өсімі, білім беру көші-қоны, еңбек көші-қоны.

МОЛОДЕЖНАЯ МИГРАЦИЯ И КАЧЕСТВО ЧЕЛОВЕЧЕСКОГО КАПИТАЛА

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В данной статье рассмотрено влияние молодежной миграции на количественные и качественные параметры человеческого капитала. На примере Казахстана были исследованы особенности внешней молодежной миграции, оказывающие позитивное и негативное воздействие на человеческий капитал принимающей и отдающей страны. В данном исследовании использованы: методы количественного и качественного анализа, графический метод экономических исследований.

Авторами отмечено, что важнейшими детерминантами выбытия из страны служит получение образования и трудоустройство. Определено, что основная доля молодых мигрантов в общей структуре миграционных потоков из Казахстана выбыло в Российскую Федерацию, установлены основные причины такого положения. Выявлены выталкивающие и притягивающие факторы, стимулирующие миграцию молодежи путем интервьюирования респондентов, находящихся за рубежом с использованием социальных сетей и мессенджеров. Также рассмотрена значимость экономических последствий миграции человеческого капитала, отмечено, что во многом последствия выезда высококвалифицированной рабочей силы зависят от уровня развития государства и состояния национальной экономики. Рассмотрена Концепция миграционной политики Республики Казахстан до 2027 года, где одним из ключевых направлений является образовательная миграция, и в рамках данного направления будут реализованы инициативы, в том числе привлечения в страну высококвалифицированных специалистов.

Ключевые слова: миграционные процессы, молодежная миграция, человеческий капитал, миграционный прирост, образовательная миграция, трудовая миграция.

Introduction. Migration processes are becoming one of the main components of the economy of many states. Internal political, military, economic, social and other reasons lead to a significant outflow of labor in some countries and an influx in others. The issue of labor migration in the 21st century is quite relevant both in demographic, economic, and cultural and social aspects of existence, not only of individual states, but also of entire continents. Increased competition for skilled and highly qualified human resources both among developed and rapidly developing countries; the perception of educational migration as a factor in increasing the competitiveness of countries and building up human capital are today global trends in the field of migration processes. These trends apply to all countries of the Commonwealth of Independent States, including the Republic of Kazakhstan, and largely determine the pace and nature of their development. In this context, a

modern problem for the Republic of Kazakhstan is the increasing migration of young people for the purpose of obtaining education or for employment in other countries.

Increasingly, young people in developing countries are diversifying their opportunities both through internal and through international migration [1].

Modern research often suggests that young people are either dependent migrants who move with their parents, or, like adults, labor migrants, driven by differences in wages and diversification of household risk, which will soon provide economic returns to their families [2].

In Kazakhstan, at the legislative level, “youth” refers to persons aged 14 to 35 [3]. A similar understanding is recorded in the country’s statistical reporting. Thus, the yearbook “Youth of Kazakhstan” covers persons aged 14-34 years [4].

The purpose of this study is to analyze youth migration trends in the Republic of Kazakhstan using qualitative and quantitative methods. In this regard, it is necessary to determine the dynamics of youth migration from the country, identify both the negative and positive impacts of youth migration on the development of human capital.

Materials and methods. Migration is an important factor in changing the quantity and quality of human capital in a region or country. From the point of view of the country's competitiveness and economic security for the long term, youth migration is a priority, since its quantitative predictive parameters affect the size of the able-bodied population (human resources), and its qualitative structural parameters (education, competencies, etc.) - on the country's human capital. Human capital is the ability, knowledge, competence and motivation for productive work of individuals in a specific populated area, as well as the knowledge and competence of external individuals that ensure economic growth and improve the quality of life of the population [5]. In addition, the competition between countries to attract the most active and intelligent youth is a significant factor in their development.

The research design includes a literature review as well as a general analysis of youth migration. To studies on youth migration and human capital development, as well as the causes and conditions of youth outflows abroad, international publications were examined using Google, other search tools, and open-access scientific databases. Key search queries such as "youth migration", "human capital", and analytical reports on international migration of human capital were utilized. Additionally, publications by Kazakhstani scholars were reviewed using keywords such as "educational migration" and "youth migration from the Republic of Kazakhstan."

An analysis of official statistical data from the Bureau of National Statistics of the Republic of Kazakhstan was conducted to examine the dynamics of the number of young people leaving and entering the country over the past six years.

The main focus of the work is on the following issues:

- quantitative analysis of statistical data on the situation of external youth migration in Kazakhstan;
- identification of socio-economic problems of moving from the Republic of Kazakhstan to other countries.

To collect empirical data, the study used the in-depth interview method. This method allows obtaining more detailed information about the reasons for emigration from Kazakhstan and does not require special financial costs, since for the research, Internet resources and special applications (Skype, MSteems) are used to conduct a remote meeting.

Human capital migration models focus on a person's decision to relocate, and this decision depends on the return he or she expects to receive from the move versus living in the old location. These ideas continue to motivate modern analysis of migration, and since Hicks (1932), Sjaastad (1962), and Harris and Todaro (1970), studies have confirmed that differences in net economic benefits, mainly in wages, are the main reason for migration [6]. In accordance with the concept of human capital, the reasons for migration are considered at the micro level: each person is the result of investments in his education, qualifications, health, etc. In the same way, migration can be a way of investing in his "human capital" if the benefits of migration exceed its costs. Chiswick, who cites these foundational works, expanded upon this by showing that differences in economic opportunities significantly influence migration decisions [6]. The logic of the model is as follows. Since the process of labor migration can be regarded as an investment, it means that at the first stage the migrant bears the costs, which should later be recouped by additional income (or an increase in living standards). Therefore, when deciding to migrate, an individual estimate the size of the net present value of his benefits from moving to another country. An analysis of the human capital model provides three main factors influencing the decision to migrate: the conditions of employment in the home country and potential country of destination, age and the cost of moving [7]. Capital flows also include human capital, where highly skilled workers

move from capital-rich countries to capital-poor countries in order to get high returns on their skills in the face of human capital shortages, leading to the parallel movement of managers, technicians and other skilled workers [8].

Contemporary authors, against the backdrop of fundamental youth migration processes, explore new challenges of migration within the context of investing in human capital, with a focus on competency models and future skills [9]. Excellent examples can be found in studies dedicated to analyzing youth migration within the European Union.

As part of the YMOBILITY project, funded by Horizon 2020 (operational from March 2015 to March 2018), both qualitative and quantitative data were collected from young people aged 16 to 35. These participants primarily represented migration destination countries (Germany, Sweden, the United Kingdom), origin countries (Latvia, Slovakia, Romania), and those that serve as both (Ireland, Italy, Spain). The study included online surveys (approximately 30,000 responses) and 840 in-depth interviews with migrants and returnees. The interviews focused on topics such as identity,

return motives, life satisfaction, as well as lifelong education and work experiences. The research highlighted the significant role of spatiality in the dynamics of human capital. Human capital can be tied to specific locations: it may be highly valued in one place but considered less useful in others. Consequently, the study examined both destination and origin countries, while also recognizing the importance of third and subsequent locations, as many respondents participating in the project developed their skills across various places [10-11].

Results and discussion. In Kazakhstan, the volume of external migration of young people (both immigration and emigration) in the first half of the 2010s tended to decline. However, since 2014, with a decrease in the volume of immigration, the emigration flow began to grow, which led to the fact that for the first time in the 2000s this year a negative balance of external migration of young people was recorded, which not only persists to the present, but is also increasing. [12]. The excess of youth exports remained until 2021, but for the first time in the last 10 years, in 2019, a high negative balance of external youth migration was recorded (-10,723 people) (Figure 1).

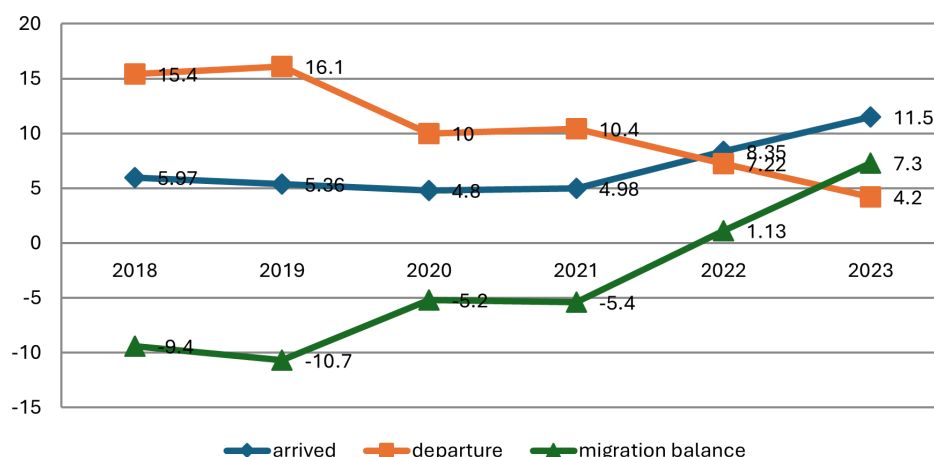


Figure 1 - External migration of youth in Kazakhstan, thousand people (2018-2023 years) [13]

(Source: Bureau of National statistics of the Republic of Kazakhstan)

Analyzing the statistical data, from Figure 1 we see a decrease in the emigration of young people from Kazakhstan in 2020 and 2022. First of all, this is due to quarantine restrictions in the context

of the coronavirus pandemic and military actions in some countries. If in 2018 the number of people leaving was at the level of 15,355, then in 2020 this figure was 10017, in 2022- 7,222 people. At the

same time, in 2023, there is a flow of visitors to Kazakhstan, 38% more young people arrived during the year compared to the same period last year, or 11.5 thousand people to 8.35 thousand people. For the first time in many years, the migration balance has flowed into a positive zone – plus 4,000 young people. Most of the young people came from Russia [4, 13]. Youth migration is a separate independent area of research, primarily because of its connection

with education. The focus of attention is gradually shifting to the youngest ages - to the period when the initial decision to migrate in order to receive education is made. Such a decision has a tremendous impact on both the subsequent life of a young person and, in general, on the spatial distribution of human capital. Often, youth educational migration becomes irreversible, which weakens the labor markets of the regions from which young people drop out.

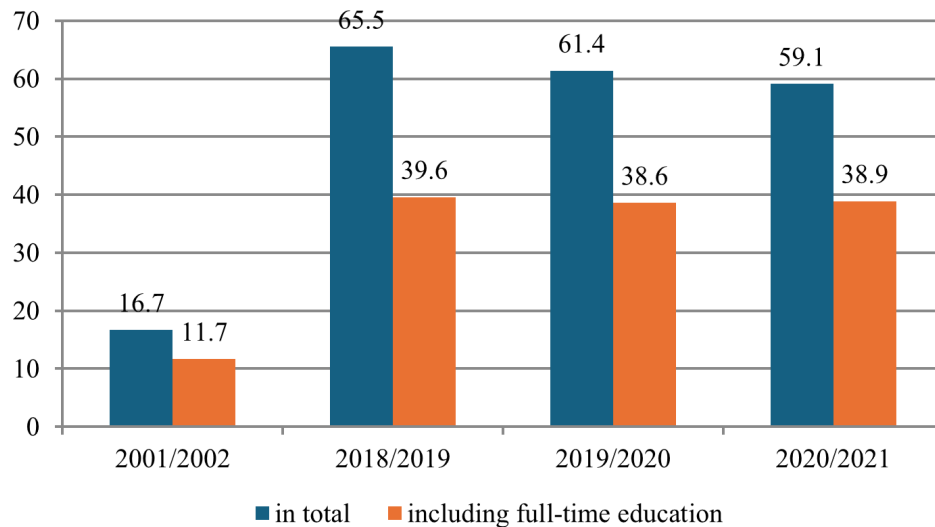


Figure 2 - The number of students from the Republic of Kazakhstan studying at universities of the Russian Federation, thousand people [14]

The main direction of educational migration from Kazakhstan is the Russian Federation. As can be seen from Figure 2, there is a tendency for the country to decrease the number of people traveling to the Russian Federation for educational purposes due to the coronavirus pandemic [14]. Kazakhstan is pursuing an active policy of supporting educational migration both through academic mobility within the framework of the Bologna process and through the international scholarship "Bolashak". Students are distinguished by high spatial mobility and the greatest resource of information interaction with other countries. They have experience of staying in Western countries: as tourists, earning money during summer vacations, and most thoroughly as students. Many Kazakhstani students in the process of studying abroad are actively looking for a future job.

As part of this research, 16 in-depth interviews

were taken. Interviews were conducted remotely with 11 women and 5 men. The youngest interviewee is 21 years old, the oldest is 38 years old. 11 young people had university degrees and 4 interviewers had postgraduate degrees. All interviewees moved from 2010 to 2019. And at the time of the conversation, they lived in countries such as the United States (12 people), the United Arab Emirates, the Netherlands, Australia, the United Kingdom (one person each).

At the beginning of each interview, a general question was asked: "What were the reasons for moving, why did you move?" The interviewees named such reasons. One of the interviewees answered briefly and succinctly: "Because there are much more prospects in the States than in Kazakhstan." One of the interviewed girls briefly described the reasons for moving to the USA: "International environment, opportunity to practice

the language, more opportunities for development”. They also highlighted the key attraction factors for moving, for example, to the United States: “Public services are working. Medicine heals. The police are protecting. Taxes are spent on landscaping. The standard of living is more uniform across the country. ” Among girls, in most cases, the decision to move was made by the husband. For example, quotes from girls about the reasons for moving: “My husband got a job in the Netherlands. I plan to enroll in courses for another specialty. You need to retrain to be someone in order to get a job. ” Another girl’s reason for moving was a marriage proposal: “Because I received a marriage proposal from a friend of mine in the United States. At the same time, regardless of this, not knowing the intentions of my friend, I was looking for an opportunity to leave the country, because in my 4th year I studied in Japan for half a year, visited Korea and I wanted to see the world further”. Man, 28 “I wanted to do science, I was looking for educational programs in the West. The decision to move was made quickly after I learned the results of the interview for admission to the magistracy”.

In conclusion, the interviewees were asked the questions “Is it possible for your return to your homeland after emigration?”. The majority wanted the push factors that led to the move to change in Kazakhstan. For example: “Yes, if she will respond to my wishes”. “At this stage, no, because in my opinion the country is economically ruined”. “I may return to Kazakhstan if the minimum wage, health care, the general quality of life in the country and, probably, the government, which cares about the people, change.”

Thus, we can conclude that, according to 16 interview participants, the key pushing factors in the political sphere are: corruption, tribalism. In the social sphere: poorly developed social infrastructure (education, healthcare), strong differentiation of the population by income level, lack of opportunities for professional and career growth. In the legal sphere: the lack of work of laws in practice. In the economic sphere: economic crisis, unemployment, low wages, lack of normal working conditions. It should be noted that the interviewees spoke

about pushing factors in an exaggerated form, i.e. talked about the problems existing in Kazakhstan in an exaggerated form, confirming them with vivid examples from life. The main pulling factors in the social sphere are: a high standard of living, a functioning healthcare system, and the absence of strong stratification in society in terms of income. The interviewees chose countries such as the United States, the Netherlands, the United Kingdom, and the UAE for further residence. A high standard of living is a key attraction in these countries. Other factors were also identified.

As for the costs of moving, in the social sphere, young specialists faced such problems as the language barrier, the conflict of mentalities and cultures, and “culture shock”. In the legal field: obtaining a visa and a residence permit. In the economic sphere: high prices for goods and services, the difficulty of finding a job with a Kazakh education. It is also worth noting how the interviewees told about the difficulties of moving to another country. Despite the fact that there were a lot of costs during the move and some coincide with push factors from Kazakhstan, the majority tried to downplay the significance of these negative memories by the moment of moving and move on to positive events.

Along with the general Kazakhstani tendencies of youth migration, there are regional features of their manifestation - in some regions the migration attitudes towards leaving are high, in others they are less significant.

The results of numerous studies in Kazakhstan and abroad show that the process of transferring human capital across the borders of states is inherently associated with international migration of the population, which can be considered one of the few success factors that predetermine the country’s ability to promote modernization, as well as a source of transition to a new, more perfect , the stage of economic development.

It is clear that migration processes can have both positive and negative effects on the quality of human capital [15]. Obviously, the migration inflow of the population expands the capabilities of the recipient country not only in quantitatively replenishing the

labor force, but also in increasing knowledge, obtaining information resources, contributing to the introduction of advanced technologies, the application of advanced experience in organizing and managing production and services. In modern conditions, when the choice of human civilization in favor of the post-industrial perspective of the development of society has become a reality, human capital, including those brought in from the outside, becomes one of the most important determinants of the formation and development of an innovative economy of any state. Its accumulation predetermines an increase in the quality of labor resources, as it increases the share of the “component of knowledge” and the so-called “complex labor force” in them, which has the ability to intellectual, creative work. In contrast, the function of a simple labor force is performing labor activity [16].

Speaking about the effects of large-scale labor migration, both on a temporary and permanent basis, special attention should be paid to the “brain drain” for the human capital of the donating countries. It should be noted that in many respects the consequences of the departure of highly skilled labor depend on the level of development of the state and the state of the national economy. For example, the departure of scientists from the United States to other countries of the world does not have a significant impact on the development of science in the country. Scientific cadres are reproduced, talented scientists from all over the world move to America every year. In this case, we should not talk about the “brain drain”, but about the circulation of scientists. The opposite situation was observed in Kazakhstan in the early 90s, when the mass departure of scientists and engineers blew out entire branches of economic activity and scientific directions.

The return of young migrants to their home country can be an important factor for the development of human capital and economic growth in the country. Returning migrants often bring with them capital, ideas and international connections, which contributes to the development of small and medium-sized businesses. They can

introduce innovations that have been successfully implemented abroad. Studying abroad and working in innovative sectors allows migrants to bring advanced technologies and working methods. This is especially important for developing countries seeking to close the technology gap. To strengthen the contribution of young migrants, States can develop programs that help migrants return to their homeland by providing support in finding employment, starting a business and adapting.

Conclusion. Migration theories must also take into account educational migration, a period of increased investment in human capital, when considering youth migration. The variability of life paths in migration experience has received limited empirical justification, and migration in the field of education should be considered as one of the ways in which families continue to invest in the future productivity of their children.

The key areas of Kazakhstan’s activity in the migration sphere are fixed in the Concept of the Migration Policy of the Republic of Kazakhstan for 2023-2027, which states that “Kazakhstan adheres to the strategy of temporary migration to involve foreign workers, optimal settlement of the population throughout the country, as well as long-term permanent migration in relation to ethnic repatriates arriving in the Republic of Kazakhstan [17]. As a result, we can single out one of the tasks of managing migration processes: the priority attraction of highly qualified foreign specialists and the implementation of a nationwide training program, which will ensure the development of human capital.

Youth migration from Kazakhstan is driven by socio-economic, political, and legal factors. The country faces significant push factors, such as corruption, poor social services, and economic instability, leading to an outflow of young, educated individuals seeking better opportunities abroad. To reduce youth migration and develop human capital, comprehensive reforms are needed. These should focus on improving living and working conditions in the country, investing in education and science, creating programs to retain and attract young people back, and fostering regional development.

Achieving these goals requires collaboration focuses on attracting highly qualified specialists and between the government, businesses, and society, enhancing national human capital through strategic as well as long-term investments in the potential training programs, highlighting the importance of of youth. The government' s migration policy managing migration processes effectively.

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