Migration Processes of Labor Resources in the Regions of Kazakhstan within the EEU

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Abstract

The article is aimed to analyze the migration process of labor resources taking place in the regions of Kazakhstan within the Eurasian Economic Union (EEU) conditions. Comparative analysis of international labor migration theories and their relation to the migration process in the regions of Kazakhstan were outlined in the paper. Moreover, a comparative analysis of the dynamics of internal and external migration in the Republic of Kazakhstan and its regions was carried out. The study justified the ways to decelerate the negative dynamics of population migration in the context of the EEU. According to the results of the analysis, the largest number of migrants migrated from Turkestan, Almaty, and East Kazakhstan regions in recent years. Furthermore, Zhambyl and Karaganda regions are among five regions with recorded negative migration balances. These trends reflect the current demographic and economic security issues of the country, especially in regions with a sharply declining population. Therefore, it is essential to control the flow and pace of migration, the direction of migration, by improving the living conditions of the population and providing employment in distant regions.

Keywords: migration of labor resources, EEU, labor market, unemployment, foreign labor force, regional development.

Introduction

In the context of the EEU, the processes of labor migration are considered the most relevant issues. Labor migration plays an important role in analyzing the quantity and quality of labor in the country and is related to socio-economic problems, such as unemployment in the regions. In this regard, the purpose of the study is to determine the impact of migration processes in the regions of Kazakhstan on the labor market in the context of Eurasian integration. The objectives of the study are as follows: to conduct a statistical analysis of the internal and external migration process of labor resources in the regions of Kazakhstan within the EEU; to justify the factors affecting labor migration in the regions; and to conduct a comparative analysis of its impact on the labor market in the regions, as well as to propose ways to reduce its negative consequences.

Literature Review

Migration always played an important role in the formation of the population, respectively, in the labor market of individual countries and territories. Since the second half of the XIX century, there were fundamental changes in the nature and direction of migration flows. Currently, there is no single, coherent theory of migration. Existing theories have been developed mainly independently from each other and describe a number of aspects of migration. Nevertheless, these theories contribute to the understanding of current migration processes and their impact on the labor market. The main concepts of the main theoretical directions of labor migration are presented in Table 1.

Table 1. The main theoretical directions of the labor migration process

Representatives of the theory	Brief description of theories
	Ravenstein's migration laws
Ravenstein, the 80s of the XIX century	1. redistribution of the population between territories.
	2. territories differ mainly in their economic characteristics.
	3. most migrants migrate short distances.
	4. migration occurs in stages.

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	5. each migration flow corresponds to the reverse flow.
	6. remote migrants migrate to large industrial and commercial centers.
	7. urban residents are less mobile than rural residents.
	8. women are more mobile than men in intra-country movements, men are more mobile than women in long-distance movements.
	9. large cities increase mainly due to migration.
	10. the volume of migration increases with the development of industry, trade, and transport.
	11. one of the main reasons for Migration is economic reasons.
E. Lee's push and pull factors	
Li, 1966	Push factors: some factors of an economic nature (unemployment, low income, high taxes) can be characterized as push factors; social and political (poverty, discrimination, restrictions on freedom of conscience and religion, war); unfavorable environmental and climatic conditions, etc. Pull factors: a high level of economic development, high income, security, the ability to access the labor market (including in the informal sector, which is important for illegal immigrants), and others. Intermediate factors: transport costs, legal regulation of movements, availability of information about the planned arrival area, etc. Personal factors: personal decision factors that contribute to or hinder migration.
Neoclassical theory of migration: micro and macro level	
Friedman, Samuelson, et al., 1960-1970, Todaro, Maruzhko	The main conceptual assumptions of this theory at the macro level are: 1. international labor migration is caused by the difference in wages between countries. 2. after the elimination of wage differences on a global scale, the labor force will cease to exist. 3. human capital flows, in the case of highly skilled and low-skilled labor, can go in different directions under the influence of different driving forces affecting these processes. 4. the labor market is the main mechanism by which international labor flows arise. Other types of markets are much less affected. 5. national governments can manage migration flows mainly by influencing the labor markets of the sending or receiving countries.

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	According to the microeconomic model of personal choice (M. Todaro, L. Maruzhko), individual rational individuals make decisions about moving based on the analysis of costs and income associated with moving. One of the main components is the assessment of the expected benefits of the income deficit. International migration is understood as a form of investment in human capital.
Piore's theory of the dual labor market	
Piore, the 70s of the XX century	1. international labor migration is based on the demand of employers in developed countries. 2. since the demand for migrants is formed due to the structural needs of the economy, the level of wages is not a condition for labor migration, so employers can hire workers without raising wages. 3. low wages in host countries do not increase in response to reduced immigrants. 4. low wages in host countries may decrease due to an increase in the number of immigrants. 5. the state's ability to influence international migration is low, and significant changes in the economy affect the demand for immigrant labor.
Wallerstein's theory of the world system	
Wallerstein, 1970-1990	1. international migration is a consequence of the formation of a capitalist market in developing countries. 2. International Labor flows correspond to international flows of goods and capital, but vice versa. 3. international migration is typical for former colonial powers and their former colonies. 4. international labor migration is associated with the globalization of the market economy; it allows governments to influence the level of immigration by regulating the foreign investment activities of corporations. 5. due to the political and military intervention of the governments of capitalist countries to protect investments abroad, another form of international migration may occur-refugees. 6. as a result, international migration has nothing to do with the difference in wages and employment rates between different countries, it is caused by the dynamics of market creation and the structure of the world economy.

Note: compiled on the literature review (Melkonyan, 2015; Abylkalikov & Vinnik, 2012; Massey et al., 1993; Lee, 1966; Ravenstein, 1989).

Classical theories of migration are used to identify socioeconomic, demographic, and other problems in the development of individual regions and countries. These theories are viewed as a theoretical basis for identifying the causes of labor migration in the Republic of Kazakhstan and its regions within the EEU and analyzing its impact on the labor market of the regions. The study of the current labor migration processes in Kazakhstan is based on Ravenstein's theory of migration laws, Lee's push/pull factors theory, and the neoclassical theory of macro/micro level. First, according to Ravenstein's migration laws, large cities increase mainly due to migration: Almaty, Nur-Sultan, and Shymkent. Secondly, the volume of migration increases with the development of industry, trade, and transport. Third, one of the main reasons for migration is economic reasons: the optimal state of the labor market and a high level of wages. According to Lee's theory, the pull factors of migration in Kazakhstan are common for the following regions: West Kazakhstan, South Kazakhstan regions, and large megacities. The push factors (unemployment, low income, unfavorable environmental and climatic conditions) are common in the eastern, northern, and central regions of the country.

Currently, there is a certain disparity in the socio-economic development of the regions of Kazakhstan. In several regions, there is a trend of rapid and stable positive dynamics of development. Whereas in other regions, there is a long-term stagnation in the development of the economy (Sal`zhanova & Gelashvili, 2017). Such differences in the development of regions have a significant impact on the quantity and quality of the labor force and its migration processes.

Methods

The methodological foundation of the study is foreign and domestic works in the field of international labor migration and the labor market. Following research methods are used: theoretical method, statistical analysis, comparison,

classification, and logical method. This set of methods is used to identify the essence of labor migration processes, to outline the specifics of development in the context of integration and its impact on the labor market in a particular region and country.

Findings and discussion

International migration in the Eurasian Economic Union is one of the main factors for ensuring sustainable socio-economic and demographic development of the EEU member states.

Currently, the importance of the demographic potential increase is recognized by all member states of the Union. Each member country pursues a policy to maintain demographic security and increase the standard of living and life expectancy. This policy, as a rule, is reflected in various programs, projects, and national security strategies adopted by the EEU countries, considering their own priorities (Osadchaya & Vartanova, 2021). On the one hand, migration compensates for demographic losses and reduces the burden on the social protection system of the Union countries, which are at risk of depopulation and shortage of labor resources. On the other hand, migration enables the maintenance of political and socio-economic stability in countries with high rates of natural population growth and overworking. In this regard, the development of common approaches to regulating migration processes in the EEU and the formation of a common labor market, the removal of barriers to the movement of goods, services, and capital became an important achievement of the Eurasian integration process (Gayeva, 2019).

The EEU treaty established a number of basic rules aimed at ensuring freedom of movement of labor resources on the territory of the Union. The created conditions are an additional incentive for the labor activities' legalization of citizens in the territory of the member states of the Union. These conditions assist to form a single labor market on the EEU territory. Citizens of the member states do not need to pass exams for knowledge of the language, legislation, and history of the state of employment in order to obtain a work permit, as well as to conduct additional procedures for recognizing educational documents for many professions. In

addition, employees have the opportunity to work in accordance with employment and a civil law contract, which significantly expands the scope of their employment (Inform KZ, 2021). Despite the conditions under the agreement, it is complicated to claim that a single labor market successfully operates in the EEU countries. Currently, the negative impact of the geopolitical situation with Russia's participation and other economic factors on labor migration increases.

The project named "Unified search system" Work without borders "was launched in September of 2019, by the decision of the Council of the Eurasian Economic Commission. On July 1, 2021, it was put into commercial operation. The project is a search engine for accessing information about vacancies and job seekers, the engine contains the national information systems of the EEU countries in the field of employment. The "Work without borders" project allows Kazakhstan citizens and EEU residents to find a job within the organization. Employers of the member states, therefore, receive an additional, verified source of "hunting". Thus, the member states contribute to ensuring the mobility of labor resources, as well as the development of remote recruitment within the Union. The project includes the existing national systems of five countries: "Electronic Labor Exchange" (Kazakhstan), "Gorts" (Armenian), the information portal of the state employment service (Belarus), "Employment" (Kyrgyzstan),"Work in Russia" (Workforce Development Centre, 2021).

Based on the analysis of migration processes in the EEU, the following features are identified (Gayeva, 2019):

- Dominance of labor migration flows over a long-term period corresponding to the distribution of migration flows for the purposes of entry into the post-soviet territory: labor migration is more intensive than long-term migration.
- Uneven distribution of temporary and long-term migration flows. Most migrants move to Russia, and migration exchanges between other member countries in the EEU are insignificant or practically absent. At the same time, the migration attractiveness of Kazakhstan for labor migrants from Kyrgyzstan and Russia gradually increases, although Kazakhstan gives way to Russia in terms of the number of labor migrants from the member states of the EEU.

- The largest flows of labor migration to the main host countries, Russia and Kazakhstan, come from outside the EEU migration subsystem, in particular from Uzbekistan.
- The main source of labor migration is Kyrgyzstan, where citizens make up 47% of the total influx of labor migration within the EEU. The main source of long-term immigration is Kazakhstan, where citizens make up 44% of the total immigration flow.
- The common interethnic language and historically developed close economic, cultural, political relations have a positive impact on the dynamics and intensity of migration exchange between the EAEU member states.
- Common interest in migration and the inhomogeneity of their socio-economic and demographic development.

In turn, the labor market of Kazakhstan faced an outflow of skilled labor. In particular, highly qualified specialists were attracted by foreign countries since 2015.

The problems of the national labor market of the Republic of Kazakhstan within the EEU include the following: increasingly, Kazakhstan citizens are engaged in inefficient activities in the Russian market; low level of employment in high-tech and knowledge-intensive industries; a decrease in qualification skills level of the population due to the inability of the implementation in practice; a large number of illegal labor migrants; an absence of the unified digital database on the employment of citizens of the EEU (Tuleibaeva, 2021).

It is important to pay attention to the results of statistical analysis of the migration process of labor resources in Kazakhstan since 2015. Due to the absence of the official statistics for 2021, the dynamics of Population migration in Kazakhstan for 2015-2020 are depicted in Table 2 and Figure 1, respectively.

Table 2. External migration flow of the population of the Republic of Kazakhstan in 2015-2020, in thousands of people

	2015	2016	2017	2018	2019	2020
Number of arrivals	16,6	13,8	15,6	12,7	12,3	11,3

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Number of departures	30	35	37,7	41,9	45,2	29,1
External migration net	-13,4	-21,2	-22,1	-29,2	-32,9	-17,8

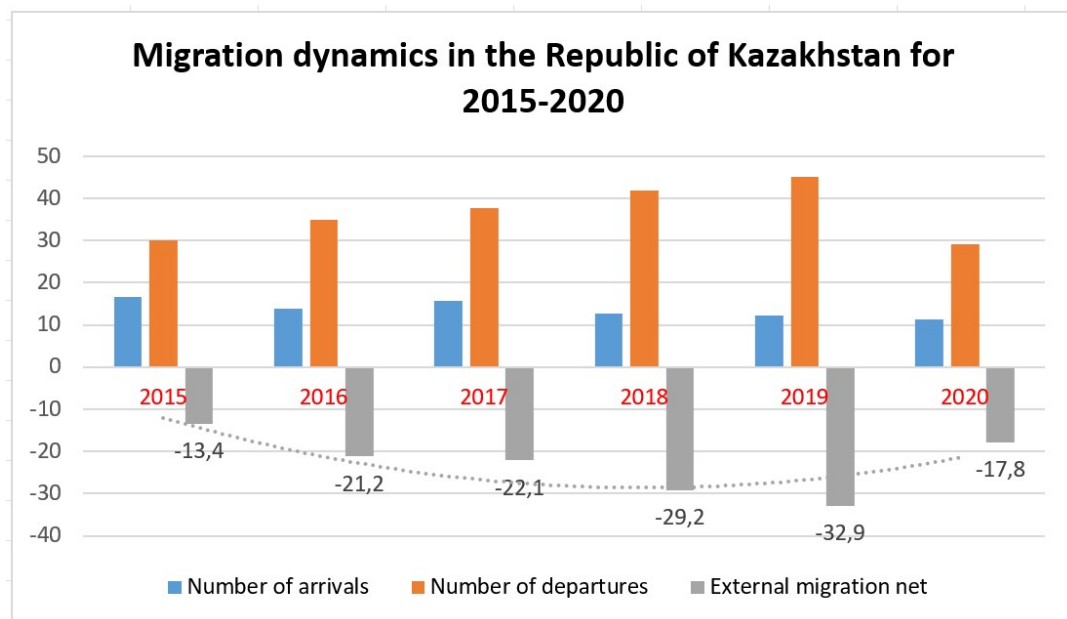Note: compiled on the basis of data from the National Bureau of Statistics

Figure 1. Migration dynamics in the Republic of Kazakhstan for 2015-2020, thousand people

According to statistics, in Kazakhstan, the number of people who left the country increases at a progressive rate every year since 2015 compared to the number of people who moved to the country. As a result, there is a negative balance of Population migration. Especially in 2018-2019, the number of migrants abroad increased sharply. In 2020, there was a significant decrease in the number of departures abroad. As a rule, immigrants to a foreign country are qualified specialists and the main share of them is city residents. Most of them are specialists in the technical, economic, and pedagogical spheres. Most of the immigrants who enter Kazakhstan are low-skilled and focused on agriculture and construction.

Among Kazakhstan citizens, there was a negative balance of external migration between the age of 16 and retirement age, i.e. 17.4 thousand people (23.6 thousand people left, 6.2 thousand people arrived) in 2019. The negative balance of migration of children under the age of 15 amounted to 8 thousand people (9.1 thousand people left, 1.1 thousand people arrived). The largest number of people moved to

Russia: 30.4 thousand people left in September 2019. The number of immigrants in Russia was 2,2 thousand people. The second appealing country for migrants from Kazakhstan is Germany, where the number of migrants is 2.1 thousand people. The top three countries are Belarus, which is home to 297 Kazakhstanis. The five also include Uzbekistan (220 people left) and the United States (190 people left). Kazakhstanis often migrate to Kyrgyzstan, Israel, China, Turkey, and Canada. Most of the settlers in Kazakhstan came from Uzbekistan (2.9 thousand people), Russia (2.2 thousand people), and China (686 people) (Ranking KZ, 2019).

Over the past five years, CIS countries have been considered as the main directions of emigration. Notably, 144.4 thousand people (89% of the total number of emigrants) have left. Mostly, representatives of technical, economic, and pedagogical specialties left the country. In 2020, according to the quota, 14 thousand foreign workers were attracted to Kazakhstan. The number decreased by 1.9 thousand people compared to 2019. Citizens from 104 countries worked on the territory of the country, the largest number of citizens were attracted from China, Turkey, and India. The leading attraction region is the Atyrau region. According to the results of 2020, there are more than 40% of the FDI. In terms of profession, engineers are the most relevant followed by foreign specialists (Workforce Development Centre, 2021).

The coronavirus pandemic also had a significant impact on labor migration. In the context of the pandemic, high prices for air tickets and expensive working patents in Russia forced migrants from Central Asian countries to search for work in Kazakhstan. At the same time, Kazakhstan is agreed to accept a foreign labor force. Especially, considering the fact that the foreign labor force is eager to have the heavy work compared to locals. For example, in May 2020, the authorities of the Atyrau region (the West of the country) brought 600 people from Uzbekistan to employ in the agricultural sector. Atyrau region, like other regions of Kazakhstan, faced a labor shortage in 2020, when borders were closed due to a pandemic and migrants could not enter the country (Nadzhibulla, 2021).

The dynamics of interregional migration in Kazakhstan in 2015-2021 is presented in Figure 2.

The volume of interregional migration in the Republic of Kazakhstan in 2015-2021, thousand people

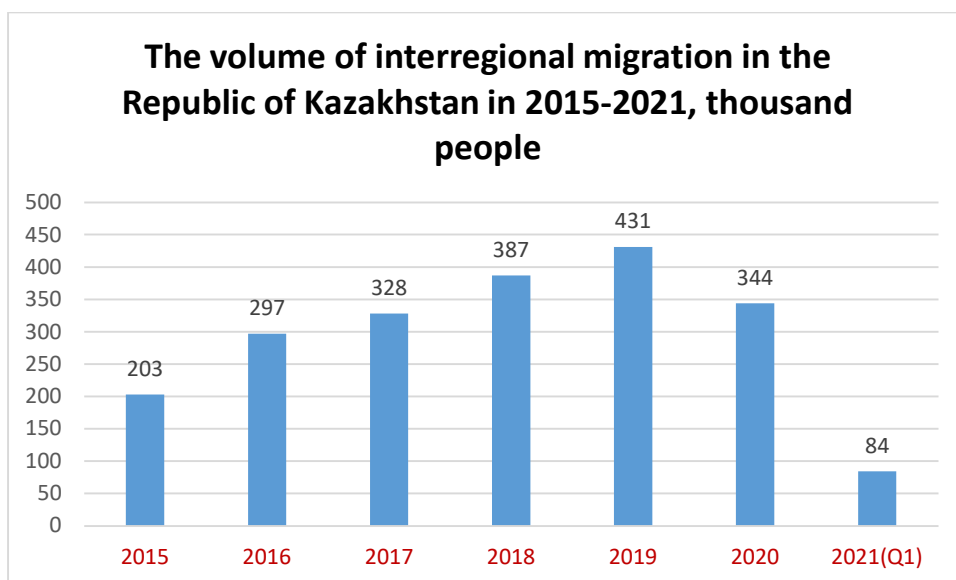| Year	Value
2015	203
2016	297
2017	328
2018	387
2019	431
2020	344
2021(Q1)	84

Figure 2. The volume of interregional migration in the Republic of Kazakhstan for 2015-2021, thousand people (Annual report of WDC, 2021)

In general, the main regions of departure across the country are the southern regions. On the one hand, this is due to the fact that the southern regions are historically characterized by the largest number and population density. On the other hand, this trend is partly the result of the ongoing government policy to stimulate resettlement from labor surplus to labor-deficient regions.

Within the framework of the state program "Enbek" for 2017-2020, approximately 26 thousand people were involved. Among these people, 13 thousand people are characterized as a labor force. Almaty, Zhambyl, Kyzylorda, Mangistau, and Turkestan regions are defined as donors of labor, whereas East Kazakhstan, North Kazakhstan, Kostanay and Pavlodar regions are defined as regions for receiving immigrants. State support for voluntary inter-regional resettlement includes reimbursement of displaced housing and communal services, financial assistance for relocation, assistance in retraining, employment and starting a business, providing subsidies to employers assisting in resettlement (Workforce Development Centre, 2021).

There is a visible disparity in the migration situation in the regions of Kazakhstan. The migration balance of the regions for 2020 is shown in Figure 3.
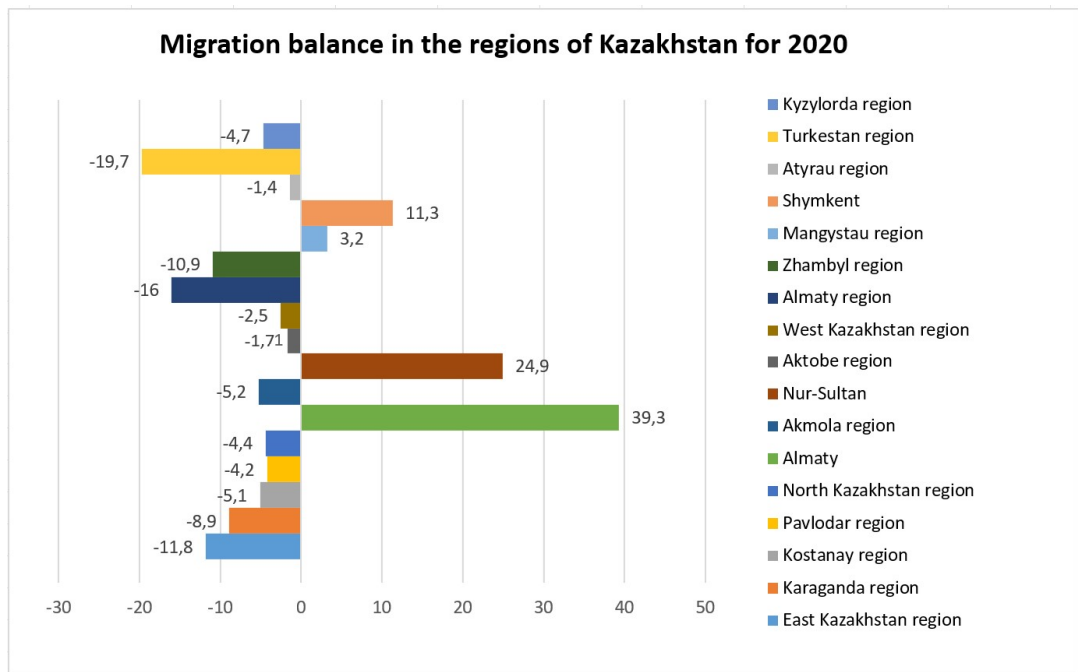
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Figure 3 - Migration balance in the regions of Kazakhstan for 2020, thousand people

Note: compiled on the basis of data from the National Bureau of Statistics

In the regional context, the largest number of migrants migrated from the Turkestan region, Almaty and East Kazakhstan regions. Zhambyl and Karaganda regions are also among the five most populous regions. The leader in terms of population migration is Almaty city, followed by Nur-Sultan and Shymkent. It means that the process of urbanization develops rapidly. This trend, on the other hand, leads to a disparity in the concentration of the population in the country and increases the economic and social burden for large cities. Along with major cities, a positive migration balance is recorded in the Mangystau region. Mangystau region ranks second after the Atyrau region in terms of per capita nominal monetary income (141,506 tenge – 2020). The region has a high industrial, transit, and tourist potential.

Among the regions with a negative balance, East Kazakhstan, Karaganda, Pavlodar, and Kostanay regions belong to the third group of socio-economic development. These regions are rich in natural mineral resources. The main industries: mining and processing industries are local raw materials, as well as mechanical

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engineering, light, and food industries. Regional programs for the development of the second and third groups of regions are aimed at the diversification of industrial production mainly in industrial areas, the development of entrepreneurship in agriculture, the development of transport and communication infrastructure (Temirova & Abdimomy`nova, 2016).

According to the Speech "New Kazakhstan: the way of renewal and modernization" of the President of the RK, K.Tokayev on March 16, 2022, it was proposed to introduce the following reforms in the administrative-territorial structure of the state: the division of the East Kazakhstan region into two parts and the creation of a new Abay region (Center – Semey); the division of the Karaganda region into two parts and the creation of a new Ulytau region (Center – Zhezkazgan); the division of the Almaty region into two parts - Zhetysu (Center - Taldykorgan) and Almaty regions (Center - Kapshagai). These changes would provide a new impulse to the development of the relevant regions, in particular, infrastructure development, production activation, and the creation of new jobs. These conditions would reduce the problem of unemployment and contribute to the attraction of labor resources.

The problem of unemployment is closely related to labor migration. According to a study by Finprom.kz, in the first quarter of 2021, the unemployment rate was 4.5% in the Karaganda region, 5.2% in the Turkestan region and Almaty. In 2020, the unemployment rate was 5.1% in Almaty, and 5% in the Turkestan region. The number of unemployed people in the Turkestan region increased by 2.3%, (42.6 thousand people), in Almaty - by 3.4%, (53.2 thousand people) (Strategy2050.kz, 2021). By territorial division, the main share of unemployed people (58%) lives in cities of Kazakhstan, the rest (42%) - in rural areas. The urban labor force has increased by 742.3 thousand people since 2010, making up 57% of the total economically active population. At the same time, the number of labor forces in rural areas has decreased by more than 183.6 thousand people or 4.5% over ten years (Zholdaskyzy, 2019). That is, the process of urbanization in Kazakhstan is accompanied by an increase in the labor force in cities, as well as an increase in migration flows from rural to urban areas and an increase in the total number of unemployed people in the structure of the urban population.

Youth unemployment differs significantly by region. According to the NEET index (15-28 years), Karaganda, Turkestan, and North Kazakhstan regions have a high level of youth unemployment (Musaripova, 2018). Taking into account the scale of the territory of Kazakhstan and the unbalanced concentration of the population, these trends indicate topical issues of demographic and economic security of the country, especially in regions where the population is sharply declining. Therefore, it is very important to control the flow and pace of migration, the direction of migration, by improving the living conditions of the population and providing employment in remote regions.

According to the Statistics Committee on employment in 2018 of the Ministry of the national economy of the RK, numerous factors affecting the difficulties in finding a job or the causes of unemployment were identified. Among the most important causes of unemployment in Kazakhstan are voluntary dismissal (23%); impossibility to find a job (22.5%); family reasons (11%).

Voluntarily, they work mainly in the northern regions. This is due to the observed trend of internal and external migration. The main departure countries are Russia and countries outside the CIS (especially Germany, USA). The negative balance prevails in the north-eastern and central regions of Kazakhstan, regions with a predominance of the Russian population.

There are also several opinions supporting the idea that currently, the country's education system does not provide an adequate level of training for young people for the labor market. There is a significant imbalance between labor and supply.

As a result, it is necessary to note the main reasons for youth unemployment in the labor market of Kazakhstan: the lack of a system for allocating jobs for graduates of higher educational institutions in accordance with the received specialty and the difference between the required specialties in the labor market and the specialties of graduates. For developing countries, one of the main sources of solving youth unemployment is small and medium-sized businesses. In this regard, it is necessary to pay attention to the revitalization of the private sector. It is also necessary to create conditions for long-term trips to regions where there is a shortage of Labor. Thus, in each region, a unique labor market should be formed

under the influence of the sectoral structure of the economy, population density, migration processes, the level of professional training, the activity of enterprises, the activities of the public sector, and various other factors.

In Kazakhstan, at the regional level, there is a tendency to increase the outflow of young people to study outside the country and continue to leave for permanent residence. There is also a high trend of young people moving from rural to urban areas. In this regard, youth unemployment is becoming more relevant. At the same time, currently, in the labor market of Kazakhstan, there is a large influx of humanitarian specialists and a shortage of technical personnel. Therefore, specialists in the foreign labor force are a temporary alternative solution to quickly meet the needs of enterprises for highly qualified labor.

Pulling factors for the educational migration of Kazakhstani youth can be divided into three groups:

1) Group of economic factors. Educational migration reflects the differentiation of regions in economic and social terms. Kazakhstan has a high unemployment rate, limited employment opportunities, low wages, and a lack of jobs in certain fields. At the same time, there is a higher level of socio-economic development, high living standards (including high-quality medicine and education), a high level of accommodation and comfort of life and social security, wages, fair competition and opportunities for business abroad.

2) The state of the education field. Receiving a high-quality education remains the most effective social lift and is regarded to resolve economic issues. Education obtained abroad enables broader opportunities and allows the establishment of international contacts. A sociological survey conducted as part of the study showed that educational migration turns into labor migration

3) A group of political factors: young people's perception of the political system of their country, the provision of public services in education, healthcare, social protection, and the comparison of these factors with their capabilities (Ledeneva & others, 2021).

Another trend is climate migration. The Groundswell report predicts that by 2050, 216 million people in six regions, including Central Asia, could migrate to other countries. Internal climate migration will increase over the next few decades and accelerate in the second half of this century unless countries reduce global greenhouse gas emissions and build resilience to the current and future impacts of climate change (Forbes, 2021). Climat migration is observed in the harsh regions of Kazakhstan - in the central, eastern, and western regions, and the ecological situation leads to a large outflow of the population from some regions (Semey, Kyzylorda).

In this regard, labor migration in Kazakhstan takes place in two formats:

- official participation of foreign labor force;

- labor migration, coming mainly from Central Asia and Russia, is difficult to assess within the framework of the EEU and is not spontaneous (Analytical report, 2017).

In general, during the observed period, 308.6 thousand foreign labor forces were involved in the production, including the management staff of companies. The main share is made by highly qualified specialists, as they are in demand in the local labor market.

Since 2010, China has been the leader among countries in terms of the number of foreign specialists (31.2% of the foreign labor force). This is due to the construction of the highway that connects Western Europe and Western China. At the same time, the main share in the structure of direct investment between Asian countries is made by China.

Besides China, in the labor market of Kazakhstan, the main cohort of the foreign labor force is citizens of Uzbekistan, Turkey, India, and the United Kingdom.

The reason for this trend is the investment climate of the regions. The investment climate of Kazakhstan is divided into five main territorial divisions: the central-eastern territory (30%), the south-eastern territory (25%), the Northern Territory (18%), the Western territory (16%), and the southern territory (11%). However, the attractiveness of the regions for foreign investment, on the one hand, leads to a

problem solution of unemployment in the region, and on the other hand to the increase of the labor market by foreign labor.

Thus, from a macroeconomic point of view, immigration provides a number of benefits to the host country. In addition, international labor migration offers certain benefits to the sending country:

- the unemployment rate and the cost of its social services will be reduced;
- citizens working abroad improve the balance of payments;
- business activity will be intensified. Some emigrants return to their country with capital to start their own business.

Whereas the negative consequences of labor emigration include:

- there is a loss of national resources spent on the population.
- there is a brain drain, thereby weakening the national economy and weakening the scientific potential of the country;
- there is an imbalance in the demographic situation.

Conclusion

Overall, the decline in the population can be assessed as a threat to the economic and demographic potential and national security of the region. In particular, it leads to a shortage of new labor resources in the national economy, and, accordingly, to an increase in dependence on foreign labor, and to an increase in interregional disparity. This threat is typical for Turkestan, East Kazakhstan, and North Kazakhstan regions, as well as Karaganda regions, which are primarily peripheral regions of the country.

Therefore, the problem of "brain drain" becomes more relevant since it is accompanied by a decrease in the level of human capital and a decline in labor productivity. The loss of a highly skilled workforce for the country reduces the chances of generating groundbreaking ideas and innovations that could drive technological progress and fuel economic growth.

In conclusion, in order to reduce the negative dynamics of population migration in the conditions of the EEU and its negative impact on the labor market of the regions, it is important to implement a set of measures at the regional and state

levels. Notably, by creating special economic zones for the development of industrial and tourist potential of the regions; by solving issues of infrastructure development of the regions, i.e., transport, public places, facilitating the availability of universities; by improving the investment climate, as well as strengthening legal control and responsibility for the impact of large enterprises on the environmental situation in the regions.

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