

# STUDY OF INTERNAL MIGRATION IN THE AGRICULTURAL SECTOR AND ITS PLACE IN THE ENTREPRENEURIAL EDUCATION

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## ABSTRACT

*The article studies features of the internal migration, justifies its importance in entrepreneurial education. The future entrepreneur should have knowledge of migration processes in the agrarian sector, with the goal of a successful regional economy. The article presents the impact of internal migration on employment in the agricultural sector, outlines the main principles of the state migration policy, considers the socioeconomic aspects of regulating the migration of people from labor-surplus to labor-deficient regions of Kazakhstan. The current problems of rural employment are substantiated. This article proposes a comprehensive method of analysis based on the following aspects: -territorial aspect; -the reasons for migration; -the political situation in the region; -the policies carried out in the region; -the level of development of rural areas. Having defined the features of the migration process, the authors want to emphasize the need to study this topic in the system of entrepreneurial education. Since migration, and therefore the turnover of human resources directly affects the success of the enterprise, its competitiveness and, as a consequence, the general economic situation in the country.*

**Keywords:** Internal Migration, Migration Processes, Agrarian Sector, Productive Employment, Migration Policy, Labor-Surplus Regions, Labor-Deficient Regions, Resettlement of The Population, Unemployment, Entrepreneurial Education.

## INTRODUCTION

Continuous technological progress, globalization and the desire of countries to take a leading position in the world necessitate decisive action for economic growth. Entrepreneurship

is the most accurate indicator of the economic and social condition of a country (Barba-Sánchez & Atienza-Sahuquillo, 2018). Entrepreneurial education is one of the tools contributing to the quantitative and qualitative development of entrepreneurial activity (Johansen, 2010). The term «entrepreneurial education» implies the process of developing professionally necessary qualities of a student's personality for entrepreneurial activity and the acquisition of knowledge and skills necessary for organizing production (Pittaway & Cope, 2007).

For effective functioning, modern entrepreneurial education must work to bridge the gap between knowledge recognition and its provision, as well as to create concepts that meet current market requirements. In general, entrepreneurial education programs should be aimed at developing entrepreneurial competencies among young people, such as:

- Personal qualities (general entrepreneurial abilities);
- Knowledge and skills about starting an enterprise (specific entrepreneurial abilities);
- Positive attitude to entrepreneurship (awareness and desire for self-employment) (Johansen & Eide, 2006).

The main condition for the effective fulfilment of these goals is training based on current and future trends, areas of activity and market requirements. In turn, the implementation of the above conditions requires constant research in the field of business, which is relevant not only for countries with a high level of economic development.

For some countries, creating a flexible and competitive entrepreneurial education system that meets all modern requirements is a big problem. For example, in the UK for a long time, there was a problem of creating a comprehensive education program. The complexity of entrepreneurial training programs, traditional teaching methods, and the lack of orientation on the practical application of knowledge only increased the unemployment rate among graduates (Grass, 2014). Among the solutions there were:

- The implementation of the “*Business and Entrepreneurship*” course in secondary schools,
- The creation of a varied curriculum,
- The use of new teaching methods aimed at developing entrepreneurial thinking,
- Working in a competitive environment,
- Attracting young people to identify problems of modern entrepreneurship, solve them and find favorable opportunities for starting a business.

Therefore, it is important to take into account the experience and mistakes of other countries and build friendly relations with prosperous countries.

The studies show that entrepreneurial training should contribute to the development of leadership skills, creativity, as well as skills in negotiating, developing new products and identifying prospects for the development of the company. It is also important to work with innovations (Carvalho et al., 2015; Nabi et al., 2018). Solomon (2007), argues that the most effective teaching methods are lectures, creating business plans, discussing case studies, and exploring the economic viability of plans.

For most countries, some topics and sectors of the economy have not been explored at all, for example, the problem of migration. This phenomenon is very important for studying in entrepreneurial education, as its result is the loss of potential entrepreneurs, human capital and, as a result, the lack of profit in the state budget. For example, a study of the relationship between

an ethnic group and a propensity for entrepreneurship will help identify problematic and prosperous regions and carry out their regulation (Levie, 2007).

The development of entrepreneurship helps to reduce unemployment and since President of the Republic of Kazakhstan Kassym-Jomart Tokayev and the Government are now placing a huge emphasis on improving the personnel situation in the country, the development and popularization of entrepreneurial education is inevitable. The President of the country set 7 tasks for the Government to implement an employment policy that is aimed at providing people with decent work and fair wages:

The first task is to train personnel in accordance with the needs of the labor market. Knowledge becomes obsolete quickly enough, therefore, the training of personnel with professional competencies has become a global trend. The government of Kazakhstan needs to ensure a comprehensive update of educational programs in the most popular specialties.

The second task is the creation of quality jobs. Today, most of the jobs created in the country are short-term. This approach does not provide effective employment, but only for some time stabilizes the labor market. This problem must be solved.

The third task is to provide new forms of employment. Global technological trends lead to a large-scale transformation of the labor market. The number of so-called freelancers, out-staffers is increasing, and it is necessary to provide regulation of new forms of employment.

The fourth task is designated as youth employment. The rate of graduates employed in their degree field is only slightly higher than 50%. It is necessary to increase the effectiveness of educational programs.

The fifth challenge is to ensure the inclusion of employment policies. The Head of State instructed to make arrangements for the employment of people with disabilities.

The sixth task is to increase labor mobility.

The seventh task is to strengthen gender equality. The task is to develop a set of measures to ensure the participation of women at all levels of government and in the corporate sector (Information Portal–Zakon.kz, 2019).

Migration and entrepreneurship are connected. Many studies confirm that the number of immigrants affects the percentage of the population involved in the creation and management of a business, and determines the growth and success of these enterprises (Neupert & Baughn, 2013). Migrant entrepreneurs are also considered a catalyst for economic development due to their greater entrepreneurial spirit compared to the indigenous people. Having gained sufficient experience of entrepreneurship abroad, they are more open to financing start-ups in their homeland (Naudé et al., 2015).

Currently, the study of internal migration processes, the analysis of the extent, directions and factors that determine them, as well as the identification of various aspects of the impact of migration on employment in agriculture sector of Kazakhstan, are very relevant since no such study has been conducted before. Given the proportion of Kazakhs living abroad, who make up almost a third of the population of Kazakhstan, the diaspora is a significant social resource of an independent state. This information is especially important for future entrepreneurs, as it is the basis for solving the problem of migration.

It is predicted that the population in Kazakhstan will increase to 19.8 million by 2025, and the labor force will be 9.8 million. The labor market will undergo significant changes in the inbound and outbound labor migration. By 2025, structural imbalances are possible, primarily due to the shortage of middle-skilled personnel, the demand for low-skilled labor will decrease,

and labor requirements will increase. Therefore, the Ministry of Labor and Social Protection of Kazakhstan's Republic focuses not only on the implementation of the employment policy, but also works on three other areas:

- To deal with the aforementioned forecast, a workforce forecasting system will be formed. Its main task-forecasting the supply of labor resources and the formation of demand for labor needed for the economy.
- Development of the National Qualifications System, which ensures that the qualifications of the labor force meet the needs of the labor market.
- The introduction of an independent certification and qualification system. It is proposed to introduce a 3-stage management model: National Qualifications Council-National Qualifications Authority-branch councils (Speech, 2019).

Therefore, educational programs should include the development of all these areas.

The structural transformation of the economy of a number of regions of Kazakhstan in the direction of the predominant development of agricultural sectors raise to a new level the importance of the reproductive process of the labor potential of the village.

The agro-industrial complex of Kazakhstan plays a key role in the country's economy. The role of the agro-industrial complex is constantly growing not only nationally, but also globally. Its development will balance the sustainable development of the country, increase labor productivity and ensure an increase in the standard of living of the bulk of the population.

Entrepreneurship plays an important role in the regulation of agriculture and the agricultural sector as a whole. The experience of countries with developed agriculture shows high level of effective entrepreneurial education (Drucker, 2016).

Agrarian policy should base on supporting effective sectors of the agro-industrial complex that produce competitive products, on developing employment in the agricultural sector, creating general economic conditions for stabilizing the production of other types of agricultural products that provide the necessary level of food for the country.

Structural transformations of the economic growth of a number of regions towards the development of the agrarian sector raise the value of the reproductive process of the labor potential of the village to a new level. In this regard, the study of internal migration processes, the analysis of the scale and factors that determine them, the rationale for the relationship of internal migration with employment in the agrarian sector is very relevant. Since such knowledge is necessary for the construction and effective functioning of the business, a significant place should be allocated to the study of this topic. All of the above emphasizes the relevance of this article, the purpose of which is to study the features of internal migration processes. A need is also emphasized to include such migration processes in the current entrepreneurial education. To achieve the goal, the following tasks are set:

- Determining the main aspects of the impact of internal migration on employment in the agricultural sector.
- Outlining the main principles of the state migration policy.
- Considering the socioeconomic aspects of regulating the migration of people from labor-surplus to labor-deficient regions of Kazakhstan and current problems of rural employment.
- Based on the studied aspects, prove the importance of studying migration processes in entrepreneurial education.
- Suggesting aspects and directions for studying labor migration for their use in entrepreneurial education.

## MATERIAL AND METHODS

The migration process is studied on such factors: place of residence, level of education, age, satisfaction with life in rural areas.

Of great interest to the authors of the article are quantitative and qualitative characteristics of modern migration flows in Kazakhstan and abroad oriented to the countryside, the influence of migrants on the labor market, which is forming in the agricultural sector, as well as the processes of adaptation of migrants in places of settlement.

In the investigation there is used a sociological and behavioural approach, which focused on issues related to the adaptation and motivational nature of migration. If the motives for the resettlement of ethnic migrants to their historic homeland are very unambiguous, then the motives for the employment of migrants in the AIC are not so obvious and require further study. Factors affecting employment in the agrarian sector might be of the same nature for both migrants and the indigenous population. Empirical analysis of the data revealed the main factors affecting employment in the agricultural sector.

For a more in-depth study of the relationship between entrepreneurial education and migration, a scientific literature and educational programs review was conducted, which showed that economic development has a linear correlation with entrepreneurial education and migration. The authors consider migration in the context of economic development, both throughout the republic and its individual regions, as well as taking into account the prevailing demographic trends.

The study used data from the Statistics Committee of the Ministry of National Economy of the Republic of Kazakhstan and the Ministry of Labor and Social Protection of the Republic of Kazakhstan.

## RESULTS AND ITS DISCUSSION

An analysis of various topics and training programs showed that the three main learning outcomes are an understanding of entrepreneurial activity, an increase in employment opportunities for graduates, and stimulation of entrepreneurial activity (Huq & Gilbert, 2017; Akhmetshin et al., 2019).

The labor market is one of the accurate detectors of the social status of the population of a country. Table 1 shows the main labor market indicators and provides an opportunity to assess the country's economic and personnel level. The diversity, complexity and inconsistency of the processes of formation of the labor market in the agricultural sector of the economy is determined by the solution of economic problems to ensure the national economy with labor resources.

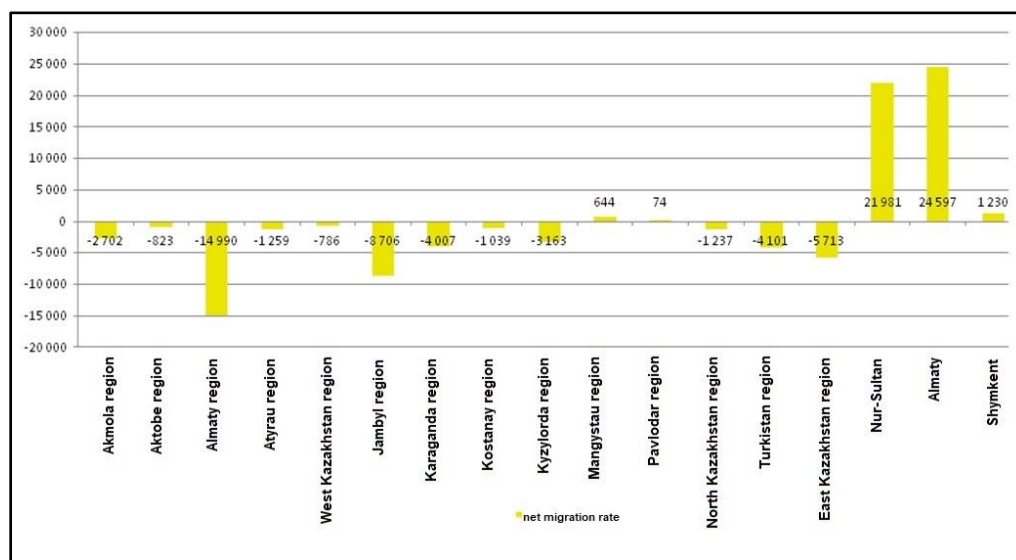
<b>Table 1</b>		
<b>THE MAIN INDICATORS OF THE LABOR MARKET IN THE REPUBLIC OF KAZAKHSTAN*</b>		
Indicators	2017	2018
Labor force, thous. of people	9027.4	9138.6
Employed population, thous. of people	8585.2	8695.0
Hired workers, thous. of people	6485.9	6612.5
Self-employed, thous. of people	2099.2	2082.5
Unemployed population, thous. of people	442.3	443.6
Unemployment rate, %	4.9	4.9
Youth unemployment rate, % (aged 15-24) <sup>1)</sup>	3.8	3.7
Youth unemployment rate, % (aged 15-28) <sup>2)</sup>	3.9	3.8
Long-term unemployment rate, %	2.2	2.2
Average duration of unemployment <sup>3)</sup> , months	6.7	6.2
Persons not included in the labor force, thous. of people	3927.3	3907.3
1) This age group is according to International Labor Organization standards.		
2) This age group is in accordance with the Law of the Republic of Kazakhstan «On State Youth Policy».		
3) Excluding pensioners, full-time students, people with disabilities, classified as «unemployed».		
*The data are based on the results of a sample survey of 208275 households (4.48% of the total number of households), the frequency of the survey is once a year.		
Source: (Labor and employment statistics, 2019)		

The development of agrarian production, the improvement of the sectorial and territorial structure of the agro-industrial complex contribute to a more rational allocation of production in general, to the comprehensive and efficient use of resources, to improve the final results of the functioning of the agrarian sector and to the country's food security. The increase in the living standards of the population and the development of domestic production of food products largely depend on the scale of the agro-industrial complex, the development and improvement of its structure and the efficiency of its functioning.

The Order of the Minister of Health and Social Development of the Republic of Kazakhstan dated June 14, 2016 No. 515 approved the “*Rules for the voluntary relocation of persons to increase labor mobility*”. The main purpose of this measure is to facilitate voluntary resettlement of citizens of the Republic of Kazakhstan, odalman’s (i.e. returnees) and members of their families to the new place of residence. Measures of state support for Program participants are provided both as a result of resettlement and employment (actual migrants) and planned resettlement (potential migrants).

According to the statistics Committee of Kazakhstan, the population of the country by 1 July 2019 amounted to 18507.9 thousand people, including urban–10781.6 thousand people (58.3%), rural–7726.3 thousand people (41.7 percent). Compared to July 1, 2018, the population increased by 235.5 thousand people or 1.3%. It should be noted that during the period under review the greatest overall growth was observed in 3 regions of the country: Nur-Sultan (56.1 thousand people), Almaty (48.6 thousand people) and Turkestan region (42.6 thousand people). In January-June 2019, compared to January-June 2018, the number of arrivals in Kazakhstan decreased by 11.3%, the number of departures increased by 16.9%. The main migration exchange of the country takes place with the CIS countries. The share of arrivals from CIS countries and departures to these States amounted to 82% and 90.6%, respectively (Official statistics, 2019).

The number of migrants moving within the country increased by 23.5%. The inter-regional net migration rates were positive in 5 regions of the country: Mangystau (644 people) and Pavlodar (74 people) Regions, and in cities of Nur-Sultan (21981 people), Almaty (24597 people) and Shymkent (1230 people) (Figure 1).



Source: Social and economic development of the Republic of Kazakhstan (January-September 2019)-  
<http://stat.gov.kz>

**FIGURE 1**  
**INTERREGIONAL MIGRATION OF POPULATION IN JANUARY-AUGUST 2019**

Due to the large number of living population, the maximum number of labor force falls on Almaty region–1043 thousand people, Almaty city–985 thousand people and Turkestan region–819 thousand people. In turn, due to the financial attractiveness of megacities and oil-producing regions, the number of labor force is growing. The highest annual growth was recorded in the Western regions (Mangystau region–14.1%, Atyrau region–6.2%), in the cities of Nur Sultan–6.6%, Shymkent–4.2% and Almaty–2.7%. At the same time, in some regions of the country there is a decrease in this indicator. For example, the decrease in the labor force in North Kazakhstan–1.6%, Kyzylorda and Pavlodar regions–0.9%.

The analysis in the context of industries shows that the main part of the employed population works in trade (1409 thousand people), agriculture (1221 thousand), education (1102 thousand) and industry (1100 thousand), where more than half of the employed citizens are concentrated. According to the statistics Committee, the largest number of unemployed people is concentrated in the southern regions of the country–in South Kazakhstan region (62.2 thousand people), Almaty (49.6 thousand people) and Almaty (49.1 thousand people), which once again indicates that these regions are labor surplus. The lowest number of unemployed persons falls on the Mangystau region (14.2 thousand people) and the North Kazakhstan region (15.2 thousand people). One of the reasons for staff turnover is the heterogeneity of wages depending on the region and industry (Labor market in the second quarter of 2019, 2019).

The government's policy of relocation of labor resources from southern to Northern regions is one of the mechanisms to address the demographic imbalance in the regions, and a

response to the decline in the number of populations in four regions of the country—Pavlodar, East Kazakhstan, Kostanay and North Kazakhstan. The main argument of resettlement is the desire of the state to «unload» the labor surplus of the southern region and fill the shortage of labor resources in the Northern regions, thus providing state support to the economic potential of the industrial North of Kazakhstan.

Regional development disparities, income inequality and labor market imbalance are hampered by structural changes in the economy and employment, the timely provision of new production with labor force forces to recruit foreign labor, cause stagnant unemployment, and social tension in depressed regions. This negatively affects the development of the economy, restraining the growth of labor productivity. The analysis of the current migration situation in the North Kazakhstan region indicates that migration processes are characterized by stable migration trends from regions with low economic development potential to populated areas with high and active measures for resettlement of citizens from the labor surplus areas of the country to the region. A tendency of population decline can be observed annually in the region (Bodaukhan et al., 2018).

In modern conditions, the mobility of labor resources is one of the most important parameters under which economic growth in the economy as a whole is possible. Labor mobility is characterized by the real ability of workers and their families to migrate to other places to choose a place of residence with better employment. Labor mobility contributes to the efficiency and productivity of the national economy.

Currently, the agro-industrial complex (AIC) of Kazakhstan is one of the most important, strategic and developing sectors of the national economy (Bodaukhan et al., 2019). The state is taking all necessary steps to ensure a favorable investment climate in the agrarian sector, support agricultural producers, create conditions for increasing the competitiveness of agricultural products, improve the financial condition of agrarian entities, as well as develop land relations and improve the social sphere of rural areas.

However, a major obstacle to the implementation of the accommodation function of the labor market and increasing in the number of rural residents is the low level of social infrastructure development, the partial absence of the housing market, poor working conditions in agriculture and its poor motivation. In general, the study shows that the formation of labor resources in agriculture is becoming more difficult in market conditions, and employment in agriculture is connected not only with demographic and migration processes, but also with the level of employment in agricultural enterprises. In order to eliminate these problems, a future entrepreneur needs an up-to-date assessment of the economic and personnel situation in the country. Hence, there is a need to update entrepreneurial training programs as often as possible. The future entrepreneurs should learn how to cope with a fear of risky entrepreneurial activity, and develop skills of working on problematic, possibly even unprofitable situations to benefit from them. Entrepreneurial education should focus on real, practical skills and knowledge and preparing future professionals for realities.

In Kazakhstan, a special State Program has been designed for the Development of the Agro-Industrial Complex (until 2021). The Program is being conducted at an active pace in Kazakhstan. The planned effect of the program is as follows:

- Increase in labor productivity 2.5 times to 4.0 million tenge per person employed in agriculture;
- An increase in exports of processed products by 2.5 times to \$ 2.7 billion.



- Increase the volume of gross agricultural output by 2 times.
- An increase in the inflow of investments in the principal capital of the industry by 3 times.
- 9 times increase in the volume of attracted credit by 2021 to the level of 2017.

The main objectives of this program are.

- Food security, access to markets and the development of export potential.
- The efficiency of land and water resources use.
- Development of agrarian science, technology transfer, technical equipment.
- High-quality public services through digital technology (Information Portal–Zakon.kz, 2019).

Emphasizing the need to bring entrepreneurial education closer to the real state of affairs, the authors want to note the following. On the example of this program and taking into account it, a similar program should be created at each enterprise. That is, students should have the necessary skills of an objective economic assessment and different kinds of forecasting.

In the Republic of Kazakhstan, the government pays significant attention to migration issues. To neutralize the negative consequences and enhance the positive effect resulting from the labor migration, a wide system of national and interstate regulation of this process has been created. However, based on the in-depth analysis, we found out that the mechanisms for the resettlement of the population from the southern regions to the northern regions and, in general, migration processes need to be improved both at the regional and the national level (Bodaukhan et al., 2018).

Internal migration is one of the means to solve social and economic problems. At present, the strategy of stimulating internal migration is oriented to the main tasks of the Forecast Scheme of Territorial Development of the Country until 2020, approved by the Decree of the President of the Republic of Kazakhstan dated July 21, 2011 No. 118, which is aimed at the following tasks:

- Formation of economic growth centers.
- Formation of the optimal system of population resettlement.
- Development of competitive economic specialization of regions.
- Strengthening of regional infrastructure.
- Creation of conditions to improve the standard of living of the population.

The state policy in the field of population migration in the Republic of Kazakhstan is based on the following basic principles:

- Recognition and guarantee of the rights and freedoms of migrants in accordance with the Constitution of the Republic of Kazakhstan, laws and international treaties.
- Protection of national interests and ensuring national security.
- A combination of interests of the individual, society and the state.
- Transparency of regulation of migration processes on the basis of updating and reuse of information used.
- A differentiated approach of the state to the regulation of various types of immigration (Official Internet resource of the Ministry of Labor and Social Protection of the Republic of Kazakhstan, 2019).

As can be seen, the relationship of entrepreneurship with political science and jurisprudence is obvious. The authors deem it necessary to include at least basic programs of these courses in the program of entrepreneurial education.

In January-August 2019, the number of arrivals in Kazakhstan decreased by 11.9%, and the number of departures increased by 12.8% compared with the previous year. The majority of migration flows took place within the CIS region, with arrivals and departures amounting to 81.3% and 91%, respectively (Table 2).

<b>Table 2</b>		
<b>POPULATION MIGRATION (PEOPLE)</b>		
	January-August, 2019	January-August, 2018
<b>Number of arrivals</b>		
Total	734177	596801
external migration	7420	8426
among them:		
CIS country	6033	6561
other country	1387	1865
internal migration	726757	588375
<b>Number of departures</b>		
Total	758 044	616112
external migration	31287	27737
among them:		
CIS country	28470	25191
other country	2817	2546
internal migration	726757	588375
<b>Net migration rate</b>		
Total	-23867	-19311
external migration	-23867	-19311
among them:		
CIS country	-22437	-18630
other country	-1430	-681
internal migration	-	-
Source: Social and economic development of the Republic of Kazakhstan (January-September 2019) - <a href="http://stat.gov.kz">http://stat.gov.kz</a>		

In general, the negative impact of almost all types of external migration on the labor market of Kazakhstan is supplemented by the fact that, by 2030, for 1000 people of working age, there will be 496 retiring people. The latter may lead to an increase in the imbalance in the supply of labor and growing demand for labor, and all this is against the background of the expected economic growth rates in the future in some regions of Kazakhstan. The processes of internal labor migration are actively involved in creating a balanced labor market.

There is the Strategy “Kazakhstan-2050”- a new political course of a successful state. Concerning the second challenge of the XXI century-global demographic imbalance, this Strategy indicates a need for measures to increase labor mobility. Namely, measures aimed at stimulating migration from labor-surplus to labor-deficient regions. In addition, with the involvement of legal labor from abroad, an important emphasis is placed on the movement of domestic labor (Shaukenova, 2017).

Kazakhstan as a dynamically developing country, actively implementing accelerated industrial-innovative policy, today is also subject to urbanization and emigration. The territorial concentration of production, capital and human resources in the highly urbanized zones of the republic, on which the policy of territorial and spatial development of the country is oriented, largely depend on migration processes. In Kazakhstan, as in other countries of the world, there is a certain difference between the standard of living of rural and urban residents, which tends to increase. Urbanization is due to declining technical equipment and labor productivity in agriculture, poor infrastructure of rural areas, isolation of agricultural producers from main markets due to remoteness from the centers, different climatic conditions, etc. It should be noted that in stabilizing the demographic situation in the country, not only internal, but also external migration has a significant influence, since during the years of independence about 1.0 million ethnic kazakhs returned to the republic, to be more precise, for the period of independence, the country has taken 260,325 families or 955,894 oralmans (Jussibaliyeva et al., 2019a).

Nowadays, the agrarian sector is one of the most significant, strategically important and priority sectors of the national economy. The expedient and efficient use of labor resources at the stage of industrial-innovative growth of the economy and diversification of the agro-industrial complex of Kazakhstan is the primary factor in increasing the employment of the rural population. The labor market in the agrarian sphere is a wider range of topical issues of socioeconomic relations, which involves the growth in efficiency of agro-industrial production and researching the labor potential of rural areas. State support of employment in the agrarian sector is one of the most crucial priorities in economic policy.

At present, labor mobility is one of the most important parameters under which economic is possible. Mobility of labor resources is characterized by the real opportunities of workers and their families to move to other areas to choose their place of living, where they can have better job offers. Thus, labor mobility contributes to higher efficiency and productivity in the national economy.

Transformation into agriculture, accompanied by denationalization, development of peasant and farm enterprises, formed a new category of employed–self-employed population, whose number in rural areas is 1.7 million people or 48.8% of all employed. In the structure of the self-employed rural population, employers accounted for 2.8%, members of production cooperatives–0.5%, and employees of individual and family enterprises–8.6% (Jussibaliyeva et al., 2019b; Ziyadin et al., 2019).

The authors believe that training future entrepreneurs on business prospects in rural areas and developing skills to create favorable business conditions will help to erase the differences between the city and the village and increase the economic level of rural areas, making it equally comfortable for life.

According to the results of the study, it was determined that external and internal migration has a great influence on the change of rural labor resources. The greatest outflow of the population as a result of migration occurs in those areas where the development of many management forms has completely or partially stopped, and, therefore, the unemployment level has increased. It was revealed that there is a close correlation between migration and the outflow of labor (Bodaukhan et al., 2018).

In the Republic of Kazakhstan, after obtaining sovereignty, several million people were involved in internal and external migration. According to the Statistics Committee of the Ministry of National Economy of the Republic of Kazakhstan, the total population of Kazakhstan

at the end of 2018 was 18 608 079 people, including the rural population is 7 708 352 people (42.5%). In 2018 the population of Kazakhstan increased by approximately 283 842 people. Given that the population of Kazakhstan in the beginning of the year was estimated at 18 324 237 people, the annual growth rate was 1.55 %. The migration growth of the population of Kazakhstan amounted to 34 450 people (Official Internet resource of the Ministry of national economy of the Republic of Kazakhstan, 2019).

The state takes a number of measures to distribute labor resources rationally. The Decree of the Government of the Republic of Kazakhstan of December 29, 2016 No. 919 “*On the approval of the program for the development of productive employment and mass entrepreneurship for 2017-2021*” defines the following main objectives:

- Training of personnel with technical and vocational education taking into account the needs of the labor market.
- Short-term vocational training of workers in the professions and skills which are in demand in the labor market.
- Entrepreneurship training.
- Expansion of microcrediting in the countryside and in the city.
- Facilitate employment for the unemployed and self-employed.
- Increase labor mobility.
- Create a single digital platform for employment.

Based on this, entrepreneurial education programs should be created taking into account state plans, and documents in this area and in cooperation with economists, sociologists and political scientists.

This program must become the main tool for regulating the labor shortage in the northern regions. The program of resettlement from the southern regions of Kazakhstan to the northern regions will solve one of the main problems - the disproportion of population dispersal across the territory of Kazakhstan, especially between the south and the north. The main argument of resettlement is the desire of the state to «unload» the labor surplus southern regions and to fill the labor deficit northern regions, thereby providing state support to the economic potential of the industrial north of Kazakhstan (Official Internet resource of the Ministry of agriculture of the Republic of Kazakhstan, 2019).

Currently, the State program for the development of employment and mass entrepreneurship “*Enbek*” for 2017-2021 covers 281 thousand people, of which 198 thousand people have been employed. The second area of the employment program is the development of mass entrepreneurship. As implementation part of this Program, by the end of 2019, 19 thousand people will achieve microcredits, of which 16.7 thousand people are in cities, and 2.3 thousand people-in rural areas. For the first half of 2019, 4401 microcredits were issued, of which in the village: 3785 or 22.7% of the annual plan (16.7 thousand), in the cities: 616 or 26.4% of the annual plan (2.3 thousand).

From the number of microcredits issued for the development of entrepreneurship:

- 2,500 microcredits (56.8%) were given to support Start-up projects.
- 327 microcredits (7.4%) were given for the development of anchor cooperation.

- 1,574 microcredits (35.7%) were given to expand one's own business.

According to the terms of the Program, microcredit is provided with the aim of opening or expanding an existing business and developing anchor cooperation. Microcredit recipients have created 3,815 jobs in the village (Official Internet resource of the Ministry of Labor and Social Protection of the Republic of Kazakhstan, 2019).

Entrepreneurial education is also an important part of the Program's implementation. 15.8 thousand people, or 106%, were engaged in basic entrepreneurship training on the “*Bastau Business*” project. It was planned to engage 15 thousand people in entrepreneurship training per year. 11.2 thousand people completed entrepreneurial training, 9.2 thousand people completed business projects, including 1.4 thousand people, who received microloans and grants. In connection with the expansion of state measures, 40 thousand people will be additionally enrolled in entrepreneurship courses. In general, the total coverage of training in the basics of entrepreneurship will be 75 thousand people. Table 3 presents some indicators of the implementation of the Employment Program.

Indicator	Unit of measurement	2017	2018	2019
		January-December	January-December	January-June
1. The growth rate of the number of operating small and medium-sized enterprises (SMEs)	%	103.6	108.3	110.3
Indicator	Unit of measurement	2017	2018	2019
		IV quarter	IV quarter	I quarter
2. Unemployment rate, %	%	4.9	4.8	4.8
3. The share of labor resources with basic, secondary, general and primary education in the workforce, %	%	18.1	14.2	14.6
4. The proportion of unproductively employed in the self-employed population, %	%	12.4	9.1	9.3

Source: Compiled in accordance with the Committee on Statistics of the Ministry of National Economy of the Republic of Kazakhstan, 2019

A decisive factor in interregional migration is income disparity. Disproportions in regional and sectoral development have a decisive effect on the vector of external and, above all, internal migration, which is directed to the most, developed regions of the country. Almost 60% of all investments in fixed assets are in the western regions of Kazakhstan, as well as, Nur Sultan and Almaty. In the same areas, more than ½ of the country's total GDP is produced and the highest wages are paid.

Social inequality and the search for sources of raising income levels contributes to the development of informal forms of employment and part-time work (secondary employment) (Official Internet resource of the Ministry of labor and social protection of the Republic of Kazakhstan, 2019). In order to ensure systematization and accounting of the created jobs, the Ministry of Labor and Social Protection of the Republic of Kazakhstan adopted on April 19, 2019 the Rules for monitoring the creation of jobs. The central and local executive bodies, which are responsible for implementing state programs, should monitor the creation of jobs and provide information on job creation. The rules allow for the following:

- high-quality monitoring of the jobs creation,
- forecasting the creation and reduction of jobs,
- analyzing the surplus and deficit of jobs in regions (incl. in rural settlements).

The information system reflects the real situation, and also provides a new approach to assessing the effectiveness of government programs implemented by local executive bodies (Official Internet resource of the Ministry of Labor and Social Protection of the Republic of Kazakhstan, 2019).

A future entrepreneur needs to know government activities and be aware that creation of favorable and convenient working conditions can improve the economic situation not only of his/her enterprise, but also the migration and personnel situation in the country.

Nowadays, the main part of immigrants are ethnic kazakhs, which indicates a sufficiently effective repatriation policy. At the same time, attention is drawn to the fact that among those departing from Kazakhstan for permanent residence, 43.8% are young people from 15 to 34 years old (the so-called «brain drain»). To change this situation the Ministry of agriculture of the Kazakhstan is implementing the «Bastau Business» project on business skills training for start-up entrepreneurs. Education is free, with the provision of scholarships during training. At the expense of funds allocated in 2018, it is planned to issue 11,000 microloans, including 2,200 microloans to start-up projects. As of 10.26.2018, development in the republic is 30.9 billion tenge (or 69%) with the issuance of 8778 micro credits (or 80% of the planned figure). As can be seen, the state provides sufficient support to graduates; therefore, entrepreneurial education should provide the state with highly qualified personnel.

Entrepreneurship training can take place not only in educational institutions and be regardless of age. The use of modern technology is an important condition for successful entrepreneurial education. For instance, as part of the digitalization of the agro-industrial complex, at least 20 digital farms and 4,000 advanced farms throughout the country will be created and 100% automation of processes and public services will be provided. Digitalization will be focused on the farmer-entrepreneur and the simplification of his/her activities from the beginning to the sale. One of the first stages of the digitalization of the agro-industrial complex is the «Online Training and Online Consultation». The development of online training will allow the farmer to undergo training with a choice of teacher, courses and without arriving at the training center and will reduce the time and transport costs of farmers. The launch of online training with the involvement of private IT companies is planned from 2020. The introduction of online consultations will allow the farmer to receive the necessary advice on entrepreneurship, farming, agronomy, seed production, animal husbandry and others, as well as reduce the costs of finding and attracting specialists (Official Internet resource of the Ministry of agriculture of the Republic of Kazakhstan, 2019). Business students can do practical work based on this program and thereby understand the real market situation. It is also efficient to adopt the experience of Britain and introduce subjects related to entrepreneurship in the course of a secondary school. The latter will increase interest in entrepreneurship from an early age.

## CONCLUSIONS

A high level of entrepreneurial activity directly depends on effective entrepreneurial education. That is why entrepreneurial education should be focused not only on knowledge about creating a business, but also on the processes of building capacity and interest in

entrepreneurship. Entrepreneurship training programs should be created with the participation of universities, governments and companies, and based on an up-to-date assessment of the situation in the country.

The problem of migration is an important topic in the process of entrepreneurial education. The migration process was analyzed from the point of view of the place, cause of migration, the political situation in the region and the policies held there. The level of rural areas' development was also analyzed. Having defined the features of the migration process, the authors want to emphasize the need to study this topic in the system of entrepreneurial education. Entrepreneurs need to be aware that the level and success of regional enterprise depend on economic specialization, which affects the level of GDP and wages, growth rates and the structure of employment, unemployment, and the number of self-employed people.

Government and entrepreneurs should work for the benefit of regulation and support of employment in the agrarian sector. The latter will lead to an increase in employment, labor productivity and wages, a decrease in unemployment, an increase in labor activity and the development of human potential.

In the Republic of Kazakhstan, considerable attention is paid to migration issues. In order to neutralize the negative consequences and enhance the positive effect of labor migration, a broad system of national and interstate regulation of this process has been created. However, on the basis of in-depth analysis, we found that the mechanisms of population resettlement from labor-surplus southern regions to labor-deficit northern regions and, in general, migration processes need to be improved both at the regional and national level.

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