

Yerezhopova A.A.
**Trends and current issues in
common labor market of EAEC**

The article analyzes the state of the labor market and the formation of the Eurasian space, the problem of formation of effective labor market and the role of the state in maintenance and development. In this regard, the relationship and identified problems in the formation of a common labor market in the framework of the EAEC, which guarantees the treaty establishing the EAEC.

The article discusses the characteristic features of modern migration and possible socio-economic consequences of international labor migration, areas of improvement and control measures the total labor market, adopted by states that would extend social rights and labor guarantees for foreign workers from the EAEC countries. Such measures would stimulate the movement of the mobile workforce in a single economic space, which in turn promotes the formation of a common labor market and the provision of social protection measures workforce guaranteed contract states participating.

Key words: national labor market, exporting countries, importing countries, labor migration, social security, social security, synchronization, effects of integration.

Ережепова А.А.
**Еуразиялық экономикалық
одақтың жалпы еңбек
нарығының өзекті аспектілері
мен тенденциялары**

Мақалада Еуразия кеңістігіндегі еңбек нарығының жағдайы мен қалыптасуы, еңбек нарығының қалыптасуы мәселелері, сонымен қатар оны мемлекеттің қолдауы және реттеудегі ролі қарастырылады. Осыған байланысты ЕурАзЭҚ шеңберінде жалпы еңбек нарығын қалыптастыру проблемалары және өзара байланыстары анықталды, мұндай ортақ мәселелерді шешу ЕурАзЭҚ құру Шарты кепілдігімен бекітілген.

Мақалада қазіргі заманғы халықаралық еңбек көші-қонының ерекшеліктері, халықаралық еңбек көші-қонының әлеуметтік-экономикалық салдары, ЕурАзЭҚ мемлекеттерінен келген шетелдік қызметкерлердің әлеуметтік құқықтары мен еңбек кепілдіктерін кеңейту бойынша барлық мемлекеттерде қабылданған жалпы еңбек нарығын жетілдіру және бақылау іс-шаралары, олардың аудандарға тән ерекшеліктері қарастырылады. Мұндай шаралар ортақ еңбек нарығы кеңістігінің қалыптасуына ықпал етеді, ал ол өз кезегінде бірегей еңбек нарығының және жұмыс күшінің мемлекетаралық келісімшарт кепілдігімен бекітілген әлеуметтік қорғау шараларының қалыптасуына әсер етеді.

Түйін сөздер: ұлттық еңбек нарығы, экспорттаушы елдер, импорттаушы елдер, еңбек көші-қоны, әлеуметтік қамсыздандыру, әлеуметтік қауіпсіздік, интеграция тиімділігі.

Ережепова А.А.
**Тенденции и актуальные
аспекты общего рынка труда
ЕАЭС**

Статья посвящена анализу состояния и формирования рынка труда на евразийском пространстве, проблеме формирования эффективного рынка труда, а также роли государства в его поддержании и развитии. В связи с этим выявлены взаимосвязь и проблемы в формировании общего рынка труда в рамках ЕАЭС, которые гарантирует Договор о создании ЕАЭС.

В статье рассматриваются характерные особенности современной миграции, возможные социально-экономические последствия международной миграции рабочей силы, направления совершенствования и меры регулирования общего рынка труда, принятые государствами, которые позволили бы расширить социальные права и трудовые гарантии для иностранных работников из государств ЕАЭС. Данные меры стимулировали бы мобильное передвижение трудовых ресурсов на едином экономическом пространстве, что, в свою очередь, способствует формированию единого рынка труда и предоставление мер социальной защиты трудовым ресурсам, гарантированных договором государств-участниц.

Ключевые слова: национальный рынок труда, страны-экспортеры, страны-импортеры, миграции рабочей силы, социальное обеспечение, социальное страхование, эффекты интеграции.

**TRENDS AND CURRENT
ISSUES IN COMMON
LABOR MARKET OF EAEC**

Ensuring the effective functioning of national labor markets is one of the most urgent and priority problems in a globalizing world economy. Creating the conditions necessary for the interaction of workers and employers and ensuring stability and equivalence of their relationship are rather complex and serious problems. It is important to create conditions in the labor market where workers and employers fare competent and equal participants in labor relations.

The problem of forming an effective labor market, as well as its maintenance and development, is primarily the task of the state. Therefore, governments need to:

1) to prepare a full-fledged participants in the labor market – employers and employees;

2) it is very important to create the conditions in which participants will be able to communicate, that is, it is the market itself;

3) it is important to provide professional and territorial mobility of labor market participants, to solve everyday problems of workers – problems associated with housing and education;

4) it is important to involve all regions of the country, all strata of the population in production process, evenly distributing work places across the country and developing weak and depressive regions;

5) The development and creation of unique rules and conditions of the action in the market, as well as the regulation and control of their observance is a very serious objective besides to the participants preparation of the production process and creating conditions for its functioning. It is necessary to develop legislative procedures that would allow, equal participants of workers and employers in labor relations;

6) Finally, analyzing trends and issues of common labor market, it is essential to take into account national peculiarities.

There are two types of countries depending on the direction of labor flows in international migration – exporting countries («donor») and the importing countries («recipients») labor. A characteristic feature of contemporary migration is that its flows often consist of two opposite directions simultaneously.

In general, there are two areas in the migration flows of labor: the «brain drain», the most important reason which allocated is outflow of highly qualified staff, firstly, the difference in the price of

labor with same qualification among, and secondly, searching for the self-realization opportunities in other host country; at the same time immigration of unskilled labor is wide spread, also virtually uncontrollable massive influx of migrant workers with low skills are carried out. Yet, mainly folding ratio between imports and exports of labor allows us to speak about the country as an exporter or importer of labor.

The possible socio-economic consequences of international labor migration depends on the type of national labor market. They manifest themselves in:

1) the impact of migratory flows on the structural changes in national economies and their different sub-systems;

2) transformation of labor markets.

First of all, the outflow of own labor in the «exporting countries» may affect the ability to implement labor-saving technologies and stimulation of the development of those sectors of the economy that require just such a process of structural adjustment. At the same time, the overall decline in employment due to labor export process creates a reorientation of investments with development of productive resources on consumption. In addition, countries – exporters of foreign workers get tangible benefits as a result of its works in other countries.

The dominant type of labor flows is formed by a number of measures: the length of the existence of the labor flow, restrictions on residence and work of immigrants, their legal status, membership in the international markets, socio-economic and political situation in the countries' entry and exit, «focus on the labor force and structural homogeneity. The effectiveness of the impact of immigration labor flows on the economy of its «input» and the segment definition of such influence depends on the determining measure which affect more than others.

At the same time the possibility of obtaining economic benefits in countries that host foreign labor is not so obvious and contradictory. The influence of foreign workers in the «importing countries» as a whole for the economic development play a positive role to some extent affecting the pace, direction and speed of restructuring of regional economies. But at the same time, if the volume of immigration labor flows become comparable employment in certain sectors of the economy, there may be processes that prevent implementation of labor-saving technologies and the strengthening of social tension.

Formation of an effective integration space with Russia, Belarus and Kazakhstan is impossible without an effective mechanism of legal regulation of labor migration and control migration. The effects

of integration in the field of migration that would extend social rights and labor guarantees for foreign workers from countries EAEC, there would be incentives for the mobile movement of labor in the common economic space, which in turn promotes the formation of a common labor market, in which there is the ability to effectively regulate, direct and redirect flows of labor, distributed in accordance with economic needs of the workforce both low and highly skilled.

EAEC member states will receive additional revenues from legalization now hidden employment and be able to reduce their costs associated with the fight against illegal migrants, border posts and content, etc.

Within the framework of existing EEA migration issues were largely settled, it does not cause serious problems and contradictions. Liberal conditions for the movement of manpower between the two countries have been in existence since January 2012. Initially, they were provided within the framework of a tripartite agreement between Kazakhstan, Russia and Belarus on the legal status of migrant workers and members of their families, which our country has ratified June 27, 2011.

Illegal migration is the most difficult problem of attracting foreign labor to create a single labor market of the EAEC. The labor of illegal migrants tend to rely on coercion; frequent facts of labor exploitation of migrants in terms of their manifestations of xenophobia and racism. Conditions of illegal immigrants, especially in large cities, can hardly be called civilized.

First of all, solving the problems of illegal migration is in the economic field. Secondly solution to the problems lies in tightening the responsibility of officials and employers for violating the law on regulation of labor migration, including criminal. Improve the transparency and efficiency of the use of foreign labor market EAEC could contribute to creation of a single EU Member Information Network (labor exchanges) wherever drifts information about industries and professions. The creation of a single information network require recipient countries to bring about the availability of jobs. At the same time the real needs of the economy, individual companies should determine the conditions of (more or less stringent) the influx of foreign workers. It would be advisable to increase the funding of projects of vocational training in the countries – donors workforce by function. In which there is a shortage in countries such as Russia, Belarus and Kazakhstan. Recipient countries should be more focus on language training for migrants

coming. This will enable them to integrate more quickly and reduce political and social tensions in their societies).

Since January 1, the Eurasian Economic Union started. One of the fundamental freedoms, which involves the creation of the EAEC, – freedom of movement of labor. Labor migration of citizens of the CIS countries and now is large enough, and the creation and expansion of the EAEC may even increase. This means that the countries – participants of the union will face with a question on the implementation of social guarantees for workers.

One of the liberty guaranteed by the treaty establishing the EAEC, is the liberty of movement of labor resources throughout the integration association.

The liberty of movement of labor means the removal of the main constraints for the citizens of our countries in access to the labor market of States Parties EAEC. We are talking about such restrictions and measures to protect the domestic labor market, as the quota of foreign workers and issue work permits and foreign workers.

In relation with the third countries which are not members of the Eurasian Economic Union, Kazakhstan has a certain system, in which, the government established an annual quota (this limit the number of foreigners who can be attracted to the domestic labor market in a given year). On the basis of quotas, government agencies permit employers to hire foreign labor, either directly foreigners – employment. In relation with the citizens of the EAEC such requirements are necessary.

The improvement of the directions of labor immigration EAEC is the next step in the development of integration. Therefore, the treaty on the EAEC, are fully integrated into all the provisions of the tripartite agreement of the liberalization of movement of labor. And from January 2 this year, the above conditions also apply to citizens of Armenia.

Liberty of the movement of labor resources is determined by the specifics of the country and the limited legally, allow countries to establish and apply restrictions in order to ensure: first, national security, including in the sectors of strategic importance and, secondly – public safety, exercised against the workers of the Member States of employment, occupation and the territory of the host, which is the sovereign right of each of the participating countries.

The integration plans to address these problems in the areas of improving the legislative aspect in the EAEC Treaty provides a variety of solutions.

One of the highlights of liberalization is the recognition of qualifications obtained in one of the States members of the Union, other States Parties without taking any procedures.

It gives the right to engage in professional activities in the specialty in any of the states parties. But there are limits: the rule does not apply to teachers, lawyers, pharmacists and doctors. Representatives of these professions for employment in another country EAEC must undergo the procedure for recognition of education certificates, established by the legislation of the State of employment. Similar procedures are exposed documents on scientific degrees and academic titles.

Employers participating countries have the right to request the applicant certified translations of documents on education in the language of the state of employment, as well as for verification of documents – to send a request to the educational organization, issued a document on education.

Workers of the EAEC members, in addition to these basic freedoms are entitled to: join unions on a par with the citizens of the resident; to receive from the public authorities of the State of employment and the employer information regarding the order of his time, of the conditions of employment and the rights and obligations provided for by law.

The period of temporary stay of the worker of the State party EAEC and the members of his family in the territory of the state of employment is determined by the duration of the employment or civil law contract concluded with the employer. In the event of early termination of the contract within 90 days from the date of entry into the territory of the state of employment citizen has the right within 15 days to conclude a new treaty, without leaving the country.

All citizens of countries participating in the union, who arrived in the territory of another Member State for the purpose of employment under the contract, provided social security (social insurance) in the following amounts: compulsory insurance for temporary disability and maternity, compulsory insurance against accidents at work and occupational diseases and mandatory health insurance.

In accordance with paragraph 3 of Article 98 of the Treaty, social security (except pension) of workers of member states and members of the families carried out under the same conditions and in the same manner as for the citizens of the state of employment. Seniority in the country of employment shall be included in the general seniority.

The important point is to workers from partner countries and members of their families, regardless

of whether they have health insurance, free ambulance (in emergency and urgent forms) medical institutions, which belong to the state and municipal health systems of the state of employment.

But if they continue to treat the patient in such medical institutions after the removal of the immediate threat to his life or health of the payment for services rendered is carried out on the prescribed tariffs or negotiated prices.

Kazakhstan, like all member countries, is as a «donor» and «recipient» of the workforce.

In September 1, 2014, according to the Ministry of Internal Affairs of Kazakhstan to our country with the purpose of employment or have to carry out activities directly entered 8672 Russian citizens and 598 citizens of the Republic of Belarus.

According to the authorized bodies of the partners for the same period, with a similar aim in Russia entered 52900, and in Belarus – 666 Kazakhstanis.

Involvement in the Kazakh economy foreign experts remains one of the most important public policy issues in the field of labor migration.

In general, at the beginning of the year for the permission of local executive bodies on the territory of our country is carried out labor activities 30,7 thousand. Of foreign nationals, including the following measures:

- First (managers and their deputies) – 2 000 people;
- Second (heads of departments) – 6337 people;
- Third (experts) – 13 196 people;
- Fourth (skilled workers) – 8661 people;

The analysis shows that to work in Kazakhstan come mostly highly skilled professionals – their share in the attracted foreign labor is 70% (1, 2, 3 category – 21533 pers.).

On the seasonal agricultural work involved – 534 people. The number of employers attracting foreign labor force at the end of the reporting period – 3736.

In enterprises, attracting foreign labor, working 245.9 thousand. Kazakh citizens, accounting for 87.6% of the total number of employees.

The main countries of origin of migrant workers

are China – 9644 people. (31.3%), Turkey – 6085 people. (19.8%), India – 2335 chel. (7.5%), Italy – 1487 people. (4.8%) and Uzbekistan – 1119 people. (3.6%).

At the same time employ foreign labor for Kazakh citizens created 15,169 jobs, retraining implemented in 2088 Kazakhstan citizens, organized training of 10,920 local workers, training of Kazakhstan's 487 employees, 25 foreign specialists are replaced by local personnel.

The most significant share of foreign labor recruitment is necessary for the construction (44.4%), mining (13.4%) and manufacturing (5.4%). In 2015 the quota for foreign labor force is set at 0.7% of the economically active population of Kazakhstan, which is about 63.9 thousand. people. Changing the order of attracting foreign labor, self-employment and intra-corporate transfer is provided from January 1, 2017.

The main problem of Kazakhstan's market is, according to the department accountable – retention of qualified personnel in its own country. Here, of course, raises the question of responsibility of the state and business leaders who have sought not only to prepare qualified and competitive professionals, but also to create such conditions that they remain and benefit their country.

In this regard, certain measures are being taken at the state level:

- Currently, a number of ministries and agencies develop a phased strategy, the basic component of which is an early professional orientation, which aims to inform young people about how much in demand this or that profession in Kazakhstan.

- Need clear professional standards – requirements that are determined by the employer for knowledge and skills of workers, according to these standards should be educational programs and schools.

- To fix the tandem professional standards and educational programs – introduction of a national system of qualifications.

The main task is to synchronize up to the labor markets of the participating countries of the Eurasian Economic Union.

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