

меры поддержки, однако, они оказались менее успешными, чем в области политики для непрофессиональных кадров. Политика, направленная на привлечение квалифицированной рабочей силы, оказалась менее эффективной, что отражается на ограниченных масштабах и коротких сроках пребывания иностранных профессионалов. Текущее количество иностранных квалифицированных работников составляет не менее 50 тыс. человек, иностранцев в общей численности домашних работников составляет не более 10%. В частности, большинство из них являются профессионально подготовленными работниками, среди всей иностранной рабочей силы такая группа как иностранные преподаватели английского языка, работающие в образовании, составили 60%, научные и технологические эксперты составляли только 6-7%.

В XXI веке в глобальном обществе, основанном на знаниях, привлечение зарубежного опыта очень важно для повышения конкурентоспособности предприятий в стране. В Южной Корее на государственном уровне созданы административные инфраструктуры в иммиграционной системе, которые привлекают иностранных работников, специализирующихся в области технологий [8].

2. *Политика социального объединения.* Государство поддерживает иммигрантов с целью разрешения конфликтов, возникающих между гражданами и приехавшими в страну, предотвращения их дискриминации, в свою очередь иммигранты адаптируются к обществу для улучшения своего благосостояния и повышения своего социального статуса [9].

В 2009 году вступил в действие Закон «О защите мультикультурной семьи», направленный на женщин-иммигранток и поликультурные семьи в Корее. Специальные центры помощи предоставляют полезную информацию, необходимую для знания о социальной жизни корейцев, профессиональном образовании и обучении, консультирование в области семейных отношений, обучение языку, различную административную поддержку, юридические консультации для того, чтобы успешно адаптировать иммигрантов к местным законам, ограничить браки между имми-

грантами и т.п. [10].

Таким образом, развитие иммиграционной политики и ее эффективность способствуют дальнейшему социально-экономическому росту Южной Кореи, усилению конкурентоспособности экономики и повышению производительности труда.

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Мақалада Оңтүстік Кореяның иммиграциялық саясатының негізгі бағыттары және әлеуметтік-экономикалық аспектілері талданады. Иммиграция экономикалық дамудың жоғары деңгейінің, туудың өсуі мен халықтың қартаюының артуы, экономиканың шет елдік жұмыс күшіне сұранысының көтерілуінің нәтижесі ретінде қарастырылады.

The social-economic aspects and main directions of immigration policy in South Korea are analysed. The immigration is considered as a result of high level of economic development, reductions of a birth rate, increasing of the diligence of the population, rising of the economy demand on a foreign labour.

M. Sadyrova

MIGRATION AS A FORM OF OCCUPATIONAL MOBILITY OF INTELLECTUALS

Contemporary migration issues relevant consideration for the following reasons. Social changes of the last decade have dramatically

changed the political and social situation in the former Soviet Union, and millions migrants were displaced.

Studies of this phenomenon on a global scale are urgent due to the circumstances, among which are:

- Expansion of the legal field and focusing international attention on human rights issues, which certainly includes the right of free movement;
- the need for migration analysis in view of its goals, objectives and content in specific regions of the CIS and the extent of its impact on other areas of public relations;
- changes in social and political parameters of political neoplasm's, adoption and implementation of laws that infringe the rights of alien ethnic populations;
- The need for scientific interpretation and understanding of the socio-political nature of relations between the migrants themselves, as well as between migrants and local people.

Professional moving of intelligentsia of Kazakhstan are often associated with different forms of migration. Especially in terms of transformation of economic relations, modernization of political institutions the desire of some workers to change prevailing disparities in employment by a change of residence and profession is quite natural. In contemporary Russian sociology, migration is treated as a change of residence, movement of people for another territory. Relocation of employees takes place in two directions: 1) the resulting change of domicile, i.e. permanent migration (emigration), 2) redistribution of the employee on long enough, but a limited period, i.e. temporary migration (immigration). Consequently, the migration processes are a set of movements, committed people spontaneously volunteered in search of better living conditions, forced – to isolate or voluntary-organization – to rational allocation of labor resources, particularly in new development areas. In the western division of sociology theories on the migration are divided into three groups: classical, conflict, system ones. They are determined by the nature of the decision of a migrant worker to leave:

- a) real, by comparing the income and expenses (classical theory)
- b) forced, by economic and political pressures (conflict theory)
- c) many-causal (system theory) [1].

By way of implementation the migration is divided into:

- 1) an organized one, i.e., carried out with the participation of state and public institutions, and
- 2) an unorganized, individual, amateur way, which is produced by the means of the migrants themselves.

Migration involves the following steps:

1. potential migration

2. migration itself
3. adaptation to new conditions
4. the identification.

Territorial displacement can be simultaneously caused by professional qualifications and industry.

The nature of territorial displacement of workers is determined by:

1. Regional differences in the level and quality of life
2. Changes in the distribution of production and jobs
3. The extent, nature and regional differences, the reproduction of labor resources
4. Ratio of labor force growth and employment across regions and settlements.

Migration organically combines objective and subjective factors.

The desire of employees to achieve better conditions for the reproduction and development of their abilities through the territorial movements, meets the essential requirements of law for labor mobility.

Regional movement of labor caused primarily by certain differences in the conditions of reproduction of labor power in certain areas, and the intensity of this movement depends ultimately on the degree of differences in living standards. Contradictory trends of migration draw an attention of scientists and politicians. On the one hand, migration is a way to solve long-term economic and demographic problems of the society as a whole. On the other hand, migration processes carry the social, cultural and ideological threat (or, conversely, incentives) at the level of society and the individual regional communities.

Replacement purposes on state funds leads towards a solution exclusively of socio-political problems due to the fact that a significant proportion of migrants move individually. Kazakhstan adopted a law on migration and immigration. But at the same time it has not yet established a legal framework for international relations by signing the employment-based immigration. Adjustable at the state level immigration enriches not only the immigrants themselves, the host country, but also a donor country which the employee leaves.

Volunteer workers often go to those places where there is need for their work or profession. Cultural and professional nature of migration is associated with economic instability. Traditionally, the Russian population owned creative professions, intellectual work and as a result of the economic downturn, most technicians were among the unemployed. Those who did not lost their job, do not satisfy the low wages. This reason is more likely to explain the potential migration not only of the Russian population, but also for the indigenous,

who was forced to leave the republic in search of higher earnings. Results of research conducted by author in the late twentieth century among intellectuals, covering 950 respondents in the five regions of Kazakhstan, have identified the main reasons for the migration of RK intellectuals:

1. Improve their service status (27.4%).
2. Improve the financial situation (22.2%).
3. Find a job (8.0%).
4. Other (10.6%).

Representatives of mobile diaspora are aware of their belonging to the advanced civilization of their professional, communication and organizational skills allow them to take significant positions in their countries of residence.

Strengthening of emigration is highly undesirable for Kazakhstan, as it is an outflow of skilled personnel, i.e. of the contingent, which became necessary during the transition to a market economy and integration into the global economy. An outflow of intellectual forces deserves special attention. Of course, the threat of «leakage» of the brain exists, and it is particularly desirable in times of crisis. As a result of traveling of intellectuals on long-term contracts The Republic loses skilled workers. This provision in the development of the

Kazakh intelligentsia is also confirmed by sociological studies conducted by the author. Among the respondents who would like to work abroad: 1) all time – 8.7%, 2) temporary contract – 59.5%. These data indicate that more than 60% of the representatives of intellectual labor are potential migrants. The first group is dominated by lawyers (13.5%), journalists (13.3%). Teachers and doctors are less likely to work abroad. In this group of mostly young people (2.5%) there are people of 25-30 years old (3.9%). In the second group are representatives of all professional groups who would like to work abroad temporarily, under the contract. This group may include representatives of the artistic intelligentsia (85.7%), doctors (68.6%), managers (62.5%). Women and people of middle age are dominated. The problem of migration as a fact and the potential still exists and is well-known by social and political consequences for the Republic. 68.2% of respondents intend to live in Kazakhstan. 14.5% of respondents are going to leave Kazakhstan. 31% of respondents are going to send a child from Kazakhstan. In a national context to live permanently in the Republic of Kazakhstan intend 87.9% of Kazakhs, 56.5% of Russians, 54.1% of other national groups [2].

Table 1

Socio-demographic characteristics of the potential mobility of the Kazakh intelligentsias

Response options were	22-30 years	31-40 years	41-50 years	more than 51	Man	women	blank	family	Kazakh	Russian	All
I agree unconditionally	2,8	4,8	2,4	1,1	5,7	6,0	4,4	7,2	6,8	5,7	11,1
I agree with objectified conditions	10,5	21,7	11,0	3,1	22,7	24,0	17,0	29,7	32,2	14,4	43,9
I want to work, a thief only to her to free-spec.	8,5	13,5	11,5	6,1	16,8	22,5	16,0	23,4	30,4	9,0	42,2

The intensity of the planned migration increased in the group of engineers and technical workers. In 1996 21.7% of this group of workers arrived in Kazakhstan, then 34, 7% arrived in June 1998. Migration to other socio-professional groups is less. This trend is mostly common for architects, doctors, lawyers. These results indicate that the level of potential territorial mobility of intelligentsia of Kazakhstan is high – 53.0%. High level of potential territorial mobility is among lawyers (73.3%), journalists (60.0%). Low levels of migration of the population is shown by the representatives of creative intelligentsia (28.5%) and managers (37.5%).

In the regions of Kazakhstan high level of potential migrants has been observed in Aktobe, a bit less in the cities of Astana and Shymkent. Among potential migrants proportion of working age is higher

28.1%. The main part of potential migrants are young people (14.6%) and people aged 31-40 years – 16.1%. Women are more susceptible and are ready to migrate than men (30.4% and 22.5%). Potential migration does not correspond to the actual migration. Only about a third of the scientists are not designed to work abroad, more than two-thirds are ready to go and to work abroad. If the proportion of potential migrants is reduced in older age groups, it is critically high among those who have worked abroad (80%), young scientists, their share increases slightly (up to 35 years – 90%). There are few who are ready to leave at once and forever (5%), but the proportion increases slightly in the most promising group of 31-35 – year old (65%).

As a result of internal and external migration is changing and occupational structure of society. Most

of Kazakhstan's leaving people with higher education, which leads to a reduction in the proportion of this group. Internal migration affects the balance of labor resources in the regions of Kazakhstan. The development of oil and gas in Western Kazakhstan, moving the capital to Astana led the migration of managers and other intellectual workers.

On the basis of a specific case study the author identified the reasons for changing the profession as the main form of actual mobility. The movement of personnel is seen as a concrete manifestation of the economic movement of workers, which promotes the rights of individual choice. The author concludes that as a result of internal and external migration is changing and occupational structure of society. The author notes that the actual mobility – a real indicator of an individual professions change in the shape of the selection or development of a new profession [3].

Migratory activity of the population significantly affects the parameters of the modernization of society and the demographic situation of the country. Population responds to the following ten factors of major: the health of the nation, macroeconomic stability, transparency, social, infrastructure, institutional quality, innovative potential, education level, the established market relations, micro-

economic stability, and foreign investment. These external factors combine to favor the demographic growth of the population and its dispersal across regions, sectors, areas of activity. In everyday life, and in the long run more important is to look for answers to the questions: what to do in terms of specific and comprehensive, timely, and the simultaneous solution of these factors, the migration activity.

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2. Program demographic and migration policy of the Republic of Kazakhstan for 2004-2010. Astana. – 2003. – 26 p.

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Мақала интеллектуалдардың академиялық мобильділігі ретіндегі миграцияға арналған. Интеллектуалдардың миграциясы Қазақстандағы демографиялық жағдай мен қоғамдағы модернизация процесін қозғайды.

Статья посвящена теме миграции как форме академической мобильности интеллектуалов. Миграция интеллектуалов затрагивает процесс модернизации общества и демографическую ситуацию в Казахстане.

Д.Қ. Мамытканов

ТҰЛҒАНЫҢ ҚҰНДЫЛЫҚТАР ЖҮЙЕСІНІҢ ҚАЛЫПТАСУЫНА БАҚ-ТЫҢ ӘСЕРІ

Қазақстан қоғамы соңғы жиырма жылда глобализациялық процестердің ықпалында дамуы халықтың рухани және адами құндылықтарының трансформацияланып, әлемдік стандартқа сәйкес жалпылануына алып келді. Соның нәтижесінде халықтың өмір сүру салтында, идеалдары мен дүниетанымында батыстық үлгінің басым болуы қазіргі Қазақстан жағдайында үйреншікті құбылыс. БАҚ-тың қазіргі күнгі қоғамдық санаға әсер ету мүмкіндігі мен ықпалдылығын сипаттайтын «төртінші билік» деген анықтама-ның кең қолданысқа ие болуы соның көрсеткіші. Сол себепті қазіргі күні бұқаралық ақпарат құралдарының қызметі мен қоғамдық құндылықтардың қалыптасу мәселесі маңызды болып отыр. Ғылымның дамуы, жаңа технологиялардың пайда болуы және адамдардың өмір сүру ерекшеліктері мен талғамының өзгеруіне байланысты бұқаралық ақпарат құралдарының әсері артып отыр.

БАҚ-тың жалпы қоғамдық ой-санаға, оның ішінде тұлғаның әлеуметтенуіне әсер етуі түрлі құндылықтарды өндіру және қалыптастыру арқылы жүзеге асады. Қазіргі уақытта БАҚ-тың

мәдени салаға әсері көбінесе бұқаралық мәдениеттің кең таралу процесімен тікелей байланыстырылады. Қалың көпшіліктің БАҚ арқылы жалпыға ортақ мәдени құндылықтарға қол жеткізуі бір жағынан халықтың танымдық деңгейін көтеруге мүмкіндік берген позитивті құбылыс деп бағаланса, екінші жағынан әлеуметтік нормалардың талаптарына сәйкес келмейтін құндылықтардың таралуына байланысты негативті процесс ретінде қабылданады.

Жалпыхалықтық сауалнама жүргізу БАҚ-тың қоғамдағы әлеуметтік ролін ғылыми зерттеудің құралы ретінде әлеуметтануда кең қолданылады. Қарастырылып отырған тақырып аясында жүргізілген сауалнама барысында респонденттердің құндылықтары жөнінде сұрақ қою арқылы қазақстандық қоғамның идеологиялық және дүниетанымдық ұстанымдары анықталды. Абсолютті көпшілікке ортақ, маңыздылығы ешкімде күмән тудырмайтын құндылық – бұл *денсаулық*. Оны сауалнама нәтижесі бойынша респонденттердің 75%-ы белгіледі. Кейінгі 3 құндылықты жоғары деңгейлі құндылықтар тобы