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## Export of Labor Resources and Development of Human Capital in the Eurasian Integration

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**Abstract:** The market transformations that have taken place in the Kyrgyz economy and the political crises over the past ten years have had a negative impact on the formation of labor and capital market structures. As a result, the Kyrgyz Republic becomes a “donor” of migrants, loses the most active part of the population, which leads to a deepening of socio-economic problems. The article considers the change in the average GDP growth in the EAEU countries over five years, the main indicators of the socio-economic development of the republic, the main indicators of the labor market, internal and external migration, and the structure of the disposable income of the population of the Kyrgyz Republic. The reasons are established and the economic-statistical system and comparative analysis and generalization of problems in the system of vocational education and in the labor market are carried out. This made it possible to identify and ultimately can have a positive impact on improving the socio-economic situation in the Kyrgyz Republic.

**Keywords:** Labor market, Migration, Investment, Protection of investor's rights, Entrepreneurship, Unemployment, Vocational education, Socio-economic development.

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### INTRODUCTION

The Kyrgyz Republic is a country with a developing economy. In general, as official data show up to and including 2019, the situation in the labor market of the republic is partially stabilized and has stable indicators of the use of the labor potential of the population. But in the youth labor market, the situation looks somewhat different since in Kyrgyzstan as in the rest of the world, youth unemployment exceeds the average level and increases, as is known during economic crises and in our country during political crises. University graduates and other able-bodied youth, middle-aged people entering the labor market in the vast majority of cases face difficulties in finding a job and therefore the employment of young people in the Kyrgyz Republic due to a number of different factors attracts special attention.

The main purpose of the research is to study the export of labor resources and the development of human capital as well as to develop measures to improve the formation of the labor market and reform the system of vocational education.

There are no levers to regulate the migration process and the outflow of working-age citizens is increasing every year. The country is losing its main resource – the population. A constant but insignificant negative balance in the migration exchange with foreign countries has been observed in Kyrgyzstan since the early 1970s. However, with the country's independence, the migration process has acquired significant proportions.

### METHODS

At present due to the active involvement of the Kyrgyz economy in the integration processes of regionalization and globalization, the increased involvement of Kyrgyz enterprises, small and medium-sized businesses in global economic relations, the requirements for new knowledge, skills and competencies of specialists of any level have adequately increased. Entering new stages of economic growth, the policy of diversification of the national economy meets with fierce competition in the labor market.

An analysis of the socio-economic development of the Kyrgyz Republic in recent years has shown that the average GDP growth is 104.2% (National Statistical Committee of the Kyrgyz Republic, 2020), which is a good indicator compared to other EAEU countries. Table 1 shows the Gross Domestic Product in % for the EAEU countries (The Eurasian Economic Commission, 2020).

**Table 1: Gross Domestic Product (%) by EEU countries**

	2015	2016	2017	2018	2019
Armenia	103.2	100.2	107.5	105.2	107.6
Belarus	96.2	97.5	102.5	103.1	101.2
Kazakhstan	101.2	101.1	104.1	104.1	104.5
Kyrgyzstan	103.9	104.3	104.7	103.8	104.5
Russia	98.0	100.2	101.8	102.5	101.3
EAEU	<b>98.4</b>	<b>100.2</b>	<b>102.1</b>	<b>102.7</b>	<b>101.6</b>

At the same time a quarter of the adult population of the country is in abroad in labor migration as a result of the low standard of living of the population and high unemployment. This is due to the peculiarity of the labor market of the Kyrgyz Republic, the redundancy of the labor force due to the high growth rate of the working-age population. And this surplus is expected to continue to grow due to the high birth rate. Thus, the share of the working-age population increased from 3585.7 people in 2016 to 3742.7 people in early 2020. Table 2 below shows the main indicators of the labor market of the Kyrgyz Republic for the period from 2015-2019 (The Eurasian Economic Commission, 2020).

**Table 2: Key labor market indicators of the Kyrgyz Republic**

	2015	2016	2017	2018	2019
The number of the labor force (economically active population), thousand people	2544.3	2547.4	2525.2	2538.7	2583.6
The number of employed population, thousand people	2352.1	2363.7	2351.2	2382.5	2442.7
The official number of unemployed, thousand people	192.2	183.7	174.0	156.3	140.9
Unemployment rate, in %	7.6	7.2	6.9	6.2	5.5

As the official data show, (Table 2) the number of economically active population of the republic has increased slightly over the past five years (by 1.5 %) and amounted to 2583.6 people in 2019, while the number of employed people increased by 3.8% compared to 2015 and amounted to 2442.7 people.

The study shows that there are no levers to regulate the migration process and the outflow of working-age citizens increases every year. The country is losing its main resource – the population. A constant but insignificant negative balance in the migration exchange with foreign countries in Kyrgyzstan has been observed since the early 1970s. However, with the independence of the country, migration has acquired significant proportions.

In 2014-2018, the negative balance of migration outflow from the country amounted to about 25 thousand people. A negative migration balance was observed with almost all CIS countries with the exception of Tajikistan, Turkmenistan and Moldova. The main countries of emigration of the population of the republic for permanent residence are Russia and Kazakhstan. Table 3 below shows data on external migration of the population of the Kyrgyz Republic from 2014 - 2018 and 2019 (State Migration Service under the Government of the Kyrgyz Republic, 2020; The Eurasian Economic Commission, 2020).

**Table 3: Population migration in the Kyrgyz Republic for the period 2014-2018**

	2014	2015	2016	2017	2018
Total number of migrants					
Number of arrivals	35072	34361	36109	41775	45858
Number of departures	43171	38169	38367	42876	51248
Migration growth, the outflow (-)	-7545	-7336	-2258	-1101	-5390
Intra-republican migration					
Number of arrivals	31144	30802	32949	39801	44171
Number of departures	31486	30381	31242	36977	44171
Migration growth, the outflow (-)	-342	421	1707	2824	0
Including:					
Inter-regional migration					
Number of arrivals	22209	21337	22962	25729	26734
Number of departures	22551	20916	21255	22905	26734

Migration growth, the outflow (-)	-342	421	1707	2824	0
Intra-regional migration					
Number of arrivals	8935	9465	9987	14072	17437
Number of departures	8935	9465	9987	14072	17437
Migration growth, the outflow (-)	-	-	-	-	-
External migration					
Number of arrivals	3928	3559	3160	1974	1687
Number of departures	11685	7788	7125	5899	7077
Migration growth, the outflow (-)	-7203	-7757	-3965	-3925	-5390
Including:					
The CIS countries					
Number of arrivals	3698	3254	3004	1864	1608
Number of departures	11506	7572	6859	5765	6788
Migration growth, the outflow (-)	-7808	-4318	-3855	-3901	-5180
The Baltic States and outside the CIS					
Number of arrivals	230	305	156	110	79
Number of departures	179	216	266	134	289
Migration growth, the outflow (-)	51	89	-110	-24	-210

Out of the 39.6 thousand people who left Kyrgyzstan in 2014-2018, 11.5 thousand people (or 29.1 percent) were Kyrgyz emigrants. It should be noted that 13.4 percent of the income is accounted for by the labor activity of the population carried out outside the Kyrgyz Republic. According to the National Bank of the Kyrgyz Republic in January - November 2019 the volume of money transfers reached 2 billion 192.2 million US dollars. Compared to the same period in 2018, the indicator decreased by \$ 287.3 million. More than 90 percent of money transfers are made to the Russian Federation – 2 billion 148.5 million US dollars (National Bank of the Kyrgyz Republic, 2020).

Table 4 below shows data on external migration of the population in 2019 in the CIS countries and outside the CIS (State Migration Service under the Government of the Kyrgyz Republic, 2020).

**Table 4: External migration of the population of the Kyrgyz Republic in 2019 in CIS and non-CIS countries (people)**

	Number		Migration growth, outflow
	Arrivals	Departures	
	<b>1400</b>	<b>7560</b>	<b>-6160</b>
<b>Total</b>	1341	7314	-5973
CIS countries:	-	-	-
Armenia	-	18	-18
Belarus	181	1368	-1187
Kazakhstan	-	1	-1
Moldova	594	5335	-4741
Russia	308	24	284
Tajikistan	-	-	-
Turkmenistan	254	555	-301
Uzbekistan	4	13	-9
Ukraine	59	246	-187
Non-CIS countries among them:			
Afghanistan	9	96	-87
Germany	3	1	2
Israel	1	25	-24
Canada	22	-	-22
China	7	51	-44

The share of income from labor activities carried out outside the country in the total income for the territories in which the largest percentage of those who are in labor migration was 32.1 % in Batken region, 24.8 % in Osh

region, 21.2 % in Jalal-Abad region, 7.1 % in Chui region and 7.4 % in Osh city (State Migration Service under the Government of the Kyrgyz Republic, 2020; National Statistical Committee of the Kyrgyz Republic, 2020). The influence of an external factor on the material well-being of the population of the southern regions is obvious. Calculations show that when the income of migrant workers is excluded from the cost of consumption, the poverty rate increases on average in the republic from 20.1 to 31.2 %. The income of migrant workers has a significant impact on extreme poverty with the exclusion of which the level of extreme poverty increases from 0.5 to 11.4 %.

Table 5 below shows the structure of monetary income of the population by territory in % (State Migration Service under the Government of the Kyrgyz Republic, 2020; National Statistical Committee of the Kyrgyz Republic, 2020).

**Table 5: Structure of the population's disposable monetary income by territory (as a percentage)**

	Labor activity		Social transfers	Income from personal subsidiary farming	Other income
	Total	Outside the Kyrgyz Republic			
<b>Kyrgyz Republic</b>	<b>70.0</b>	<b>13.4</b>	<b>15.8</b>	<b>9.9</b>	<b>4.3</b>
Batken region	71.0	32.1	16.9	10.0	2.2
Jalal-Abad region	70.8	21.2	13.4	10.9	4.9
Issyk-Kul region	47.9	2.5	18.2	23.3	10.6
Naryn region	39.4	0.3	31.3	23.8	5.5
Osh region	75.4	24.8	14.7	8.0	1.9
Talas region	45.7	3.7	15.9	36.4	2.0
Chui region	71.2	7.1	15.7	9.9	3.2
Bishkek	80.5	0.0	14.9	0.0	4.6
Osh	73.8	7.4	16.5	0.2	9.4

At the same time, poverty in Batken region increases from 32.6 to 53.7 percent, Osh - from 14.0 to 37.7 percent, Jalal-Abad - from 26.9 to 42.4 percent, Chui region - from 19.1 to 24.9 percent, Osh city - from 20.7 to 26.9 percent, while in other regions it practically does not change (State Migration Service under the Government of the Kyrgyz Republic, 2020; National Statistical Committee of the Kyrgyz Republic, 2020).

Table 6 below shows the level of poverty without taking into account income from work outside the Kyrgyz Republic (State Migration Service under the Government of the Kyrgyz Republic, 2020; National Statistical Committee of the Kyrgyz Republic, 2020).

**Table 6: Poverty level excluding income from employment outside the Kyrgyz Republic (as a percentage of the population)**

	2015	2016	2017	2018	2019
<b>Kyrgyz Republic</b>	<b>38.4</b>	<b>31.5</b>	<b>34.0</b>	<b>32.2</b>	<b>31.2</b>
Batken region	56.4	53.6	60.2	54.6	53.7
Jalal-Abad region	55.8	39.9	43.0	44.9	42.4
Issyk-Kul region	29.1	25.2	25.3	24.4	26.8
Naryn region	38.0	37.8	29.2	30.6	28.5
Osh region	41.8	36.3	32.5	36.1	37.7
Talas region	21.5	18.1	21.6	24.0	16.5
Chui region	25.1	31.0	36.7	19.5	24.9
Bishkek	23.5	9.8	15.9	15.6	11.9
Osh	43.6	28.9	41.5	42.1	26.9

The economy of the republic does not create enough jobs to meet the growing needs of the population. The overall unemployment rate in recent years has fluctuated to 7 %, but according to some experts the unemployment rate in the republic is much higher and reaches 12%. Today on average more than 11 people apply for one vacant position in the republic, informal or self-employment and underemployment of the

population are very common. Table 7 below shows comparative data on the unemployment rate for the EEC countries in % for the period 2015-2019 (The Eurasian Economic Commission, 2020).

**Table 7: Unemployment rate for the EAEU countries (as a percentage) for the period 2015-2019**

	2015	2016	2017	2018	2019
Armenia	18.5	18.0	17.8	20.5	18.9
Belarus	5.2	5.8	5.6	4.8	4.2
Kazakhstan	5.1	5.0	4.9	4.9	4.8
Kyrgyzstan	7.6	7.2	6.9	6.2	-
Russia	5.6	5.5	5.2	4.8	4.6
<b>EAEU</b>	<b>5.7</b>	<b>5.7</b>	<b>5.4</b>	<b>5.0</b>	<b>4.8</b>

At the same time the country has a structural shortage of labor and jobs. There are not enough highly qualified specialists from among the engineering and technical staff, working technical specialties. In recent years there has been an outflow of doctors and teachers. Young people having received a good education in foreign universities in narrow specialties do not have the opportunity to find a job in their own country and are forced to change their specialty or go to other countries.

A significant part of the young working-age population is in labor migration. Their rights abroad are not sufficiently protected. External labor migration has become a stable and long-term factor in the labor market. Despite the efforts made there are a number of problems related to the protection of the rights of migrant workers their activities abroad as well as after their return to their homeland.

Among those leaving, specialists in education accounted for 19%, health and social services-15%, workers in agriculture, hunting and forestry-22%, construction-14%, repair of cars and household items-13%, transport and communications-7%, manufacturing - 6%.

For its small economy Kyrgyzstan has a very significant numbers of potential labor resources. Their share in the total population is about 70%. At the same time, there are a number of problems, the unresolved nature of which aggravates the socio-economic situation and requires a consolidated state policy to address them.

An important problem in the system of formation of labor resources is the imbalance in the labor market of the republic which indicates the unfavorable situation in the field of training of professional personnel. The system of vocational education for the first time faced such a phenomenon as the lack of demand for its trained personnel in the labor market when there is a demand for new professions.

### Key issues

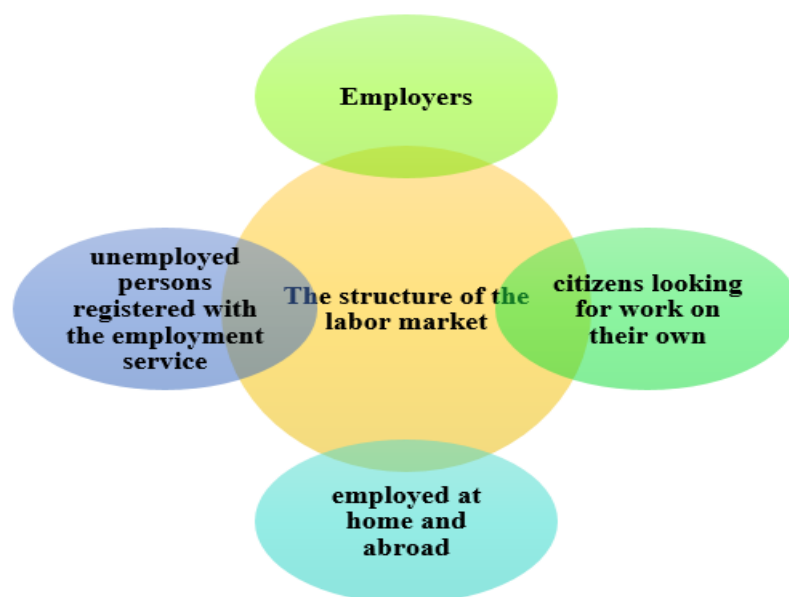
The analysis of the state of the labor market shows that vacancies are mainly available for working professions: young specialists with higher and secondary specialized education in many cases become unclaimed in the labor market, move to the category of unemployed and go to get a new specialty that is in demand by the market.

In the system of primary vocational education there are no experienced qualified teaching staff and masters who could introduce new innovative forms of education using modern technologies. In the NGO system there are no clear criteria for evaluating human resources in the selection of employees as well as retraining programs, although the training itself should be mutual and teachers should be improved and developed. The current situation does not allow us to produce workers with high competencies, knowledge and skills and accordingly are not in demand both in the domestic and foreign labor market.

The complexity of the task of the current situation was that for most people it was extremely difficult to combine adaptation to new often unfavorable conditions and at the same time maintain the accumulated potential. An example is the situation in which people of intellectual work (scientists, teachers, doctors, engineers, etc.) found themselves. In order to meet their primary material needs, they were forced to leave their usual work and engage in activities unrelated to their profession and qualifications ("shuttle" business, manual and physical labor, etc.). For most of them this resulted in the loss of their accumulated human capital which could be effectively used in carrying out reforms.

The pressure on the labor market and the resulting tension due to the lack of work has been partially mitigated by the supply of jobs from the informal sector as well as by the departure abroad for labor migration. At the same time, officially the calculated unemployment rate cannot be considered perfect. Official unemployment takes into account only a small part of the citizens who are looking for work. The main part of the unemployed is "poured" into the spontaneous market, which, as a rule, is not fully accounted for. The lack of reliable data on labor resources casts doubt on the effectiveness of state regulation in this area, which should be based on a clear knowledge of supply and demand in the labor market.

Almost all strategies of socio-economic development of the country and regions do not take into account labor resources as the main factor of production. These documents do not indicate the real need for labor resources in terms of the number and structure of professions. This significantly limits the possibilities of state regulation of the labor market. Figure 1 below shows the structure of the labor market.



**Fig.1: Structure of the labor market of the Kyrgyz Republic**

## RESULTS

### **The advantages of Kyrgyzstan as a result of the export of labor resources.**

1. *Contribution to the development of small and medium-sized businesses.* In the course of their work migrants improve their professional experience, acquire new professions and specialties and expand their horizons and culture.
2. *Investing in the development of human resources.* The money received from migrant workers is often a source of payment for the education of children who remain in Kyrgyzstan for higher education or for improving their educational and qualification levels.
3. *Replenishment of the revenue part of the budget.* The implementation of trade and business activities of hundreds of thousands of Kyrgyz people abroad, provides opportunities for the existence of not only the migrants themselves but also their family members who have remained at home.
4. *Reducing tension in the domestic labor market.* The temporary stay of a significant number of active population outside the republic reduces the number of unemployed population thereby contributing to the stabilization of the domestic labor market.
5. *Development of interstate and regional labor markets.* The growth of the economy in the Russian Federation and in the Republic of Kazakhstan makes it necessary to attract additional labor.
6. *Import of new technologies.* In the conditions of the formed competitive market economy only those enterprises that master new technologies can function.
7. *Professional development and competitiveness.* Kyrgyz labor migrants working outside the republic, master new technologies and thereby improve their skills and competitiveness, becoming more and more in demand both in the external and domestic labor markets.
8. *Improving the system of vocational education in accordance with the requirements of the labor market.* In the face of fierce competition in the labor markets and the use of advanced technologies, preference among the donor-exporting countries of labor will be given to citizens of States with higher qualifications and professional training.

### **Advantage for the Russian Federation and the Republic of Kazakhstan**

- Hiring professionally trained workers in advance allows you to save on the cost of their training and get the effect through the use of a high-quality qualified structure of employees;
- In a labor deficient economy immigration promotes competition in labor markets, increases the level of requirements for workers and increases their educational and professional training, reduces production costs and increases the competitiveness of the national economy by attracting cheaper labor;
- Labor migrants who help eliminate the labor shortage, help develop new territories and their natural resources and implement progressive structural changes in the economy;

- The attraction of legal foreign labor under quotas and agreements has a positive impact on the socio-economic development of the recipient countries, the removal of social tensions and the reduction of crime. Their work activities contribute to the development of entrepreneurship and small businesses. Foreign workers expand the network of services for the population in the field of transport and consumer services, public catering, trade and health, which in turn leads to an increase in the tax base.
- By creating added value in the host country immigrants themselves consume goods and services. The resulting multiplier effect ultimately contributes to economic growth. Some immigrants invest in their own businesses which has a similar impact on the economy.

**The authors believe that in order to achieve these goals the following measures should be taken**

- For a more efficient functioning of the labor market, the export of labor resources and the development of human capital it is necessary to actively involve employers in this process as the main consumers of the required competencies.
- The state authorities of the Kyrgyz Republic in the field of migration and labor need to develop a mechanism for interaction between state authorities, domestic and foreign employers and the professional education system on the development of the quality of the workforce.
- For a successful cooperation between the three stakeholders in the process of human capital development in the country it is necessary to develop and implement actions such as the development and harmonization of professional standards and the standards of SES (State Educational Standards), HPE (Higher Professional Education) for the education system and labor market conducting large-scale surveys of employers.
- There is a need to develop adequate methodological approaches to the study and coordination of the demand for labor resources and its supply to expand the scope of labor application.

## **DISCUSSION**

### **Economic potential**

Kyrgyzstan has developed programs to promote employment and regulate internal and external labor migration until 2020 also announced by the President as the Year of Regional Development and Digitalization of the country. The Government of the Kyrgyz Republic conducts information work in the regions to raise awareness of citizens on access to public services.

Work has been organized on cooperation with state bodies of foreign states, international organizations and international communities to improve the international legal framework of the Kyrgyz Republic in the field of migration.

On an ongoing basis system, a systematic work is carried out with communities of the EAEU, CIS, SCO and CSTO in deliberative bodies and working groups and intergovernmental committees for the coordination of trade-economic, scientific-technical and humanitarian cooperation.

A draft agreement has been developed between the Government of the Kyrgyz Republic and the Government of the Russian Federation on cooperation in the field of migration which is sent to the Russian side for consideration.

The draft Agreement on the organized recruitment of citizens of the Kyrgyz Republic to the Russian Federation, developed by the Russian side is also under consideration by the State Migration Service of the Kyrgyz Republic. After conducting the negotiation with the ministries and departments of the draft Agreement will be forwarded to the Russian side.

For the purpose of regulation of migration processes in the territories of the Kyrgyz Republic and the Republic of Kazakhstan, the draft agreement between the Government of the Kyrgyz Republic and the Government of the Republic of Kazakhstan on cooperation in the field of migration (approved by the GKR from 25.11.2019, No. 441-r) which was signed during the visit of the President of the Republic of Kazakhstan Tokayev in the Kyrgyz Republic on 28 November 2019.

In order to effectively cooperate with the Republic of Turkey, a draft Memorandum on cooperation in the field of migration with the Republic of Turkey was developed and sent to the Turkish side for consideration.

One of the main aspects of the economy of the republic today is to ensure the priority of social goals. Each solved task should be evaluated in terms of how it is consistent with the achievement of full satisfaction of the needs and needs of the person.

Currently labor migrants from Kyrgyzstan work in many countries around the world. Some of these countries have official contracts for the export of labor. The labor markets of such countries as Russia and Kazakhstan are being developed especially intensively. Among the non-CIS countries are the United States, Canada, Turkey, the United Arab Emirates, Korea, Syria, Lebanon, Kuwait, and Australia. For example, in Chicago alone (USA) there are more than eight thousand of our compatriots who have formed a stable diaspora and created a Center of Kyrgyz Culture together with an educational center. Young Kyrgyz people are working not only as unskilled workers; they are already mastering the intellectual labor market. Many young Kyrgyz people work in such famous companies as Amazon, Facebook, Google, Microsoft, Samsung, Huawei, and Apple. For example, only

in the company of Steve Jobs Apple, 8 young Kyrgyz people work as programmers. Kyrgyz people are actively exploring the labor markets of Western, Eastern and Central European countries. The most popular is the United Kingdom especially the capital of the country - London where according to expert estimates from 5 to 8 thousand young Kyrgyz people are engaged in labor activity.

The Kyrgyz Republic among the countries of the post-Soviet space is one of the most significant exporters of labor. Since the mid-90s in view of the socio-economic situation in the republic, the search for sources of income abroad (external labor migration) has become widespread. According to expert and analytical estimates and critical analysis of the balance of labor resources in different seasons more than 1 million citizens of the Kyrgyz Republic carry out labor and business activities outside the republic. In other words, the number of Kyrgyz citizens who annually travel abroad for the purpose of employment varies at different times of the year from 5 to 20% of the economically active part of the population of the republic.

Russia and Kazakhstan have emerged as one of the largest centers of attraction for the labor force not only in the region but also in the world.

The Russian Federation has become the largest labor market for labor migrants from Kyrgyzstan. However, it should be noted that we are talking primarily about persons who are officially registered and have received a work permit. The number of Kyrgyz people who have left and are engaged in illegal labor activities is many times higher. Mainly young Kyrgyz people migrate as a rule having secondary education currently there is an increase in professionally trained workers who want to work in Russia.

According to the available information received from the foreign institutions of the Kyrgyz Republic with reference to the relevant state bodies of the host country, according to official and non-official information the following number of citizens of the Kyrgyz Republic are temporarily and permanently staying:

- The Russian Federation - 728000
- Republic of Korea - 6550
- Republic of Turkey - 30000
- Republic of Kazakhstan-35000
- UAE - 5500
- Germany - 8575
- Other European countries - more than 10,000

The positive thing in labor migration is that the citizens of Kyrgyz Republic unemployed at home have the opportunity to travel and earn money abroad.

The study shows that every year the requirements for labor migrants will become more complicated. It is clear from world practice that every country should develop and implement a social policy for its citizens that will ensure the appropriate placement of the working population, national security, economic growth and territorial integrity.

In the modern world when knowledge has become obsolete within 3-5 years, with the rapid development of innovative means and technologies of production and information and communication technologies, it is necessary to constantly improve the existing general education and qualification training of employees. In these conditions such elements of an employee's quality as rapid adaptation to modern working conditions, readiness to acquire new knowledge and skills, professional skills, responsibility, creativity, initiative, and independence are put forward to the fore in the study of a person's abilities to work.

In recent years the general trend for developed countries is the gradual complication of vocational education systems, the creation and use of new options, most of which are designed for young people aged 18-23 years. There is also a clear tendency to expand the vocational education system to include a contingent of adults who have to change their profession, as well as the rejection of too "narrow" professions or occupations and the training of a young person in several specialties at once the development of which takes place in a short time after hiring. This allows graduates to freely navigate a fairly wide range of problems in the field of professional activity, quickly adapt to the inevitable changes in products, technologies, conditions and nature of production.

Thus, the society has come to understand that those countries that will not be able to provide investment in the development of human labor properties and human capital will lag behind in their socio-economic development from other countries of the world. As a result, in order to ensure the country's competitiveness on the world stage, it is necessary to correctly determine the directions of development of the new economic structure and find adequate mechanisms for training personnel. As a result, the role of analysis and forecasting of professionally significant competencies in the labor market increases as one of the factors of human capital development which is especially important for our country in the development of migration processes and the export of labor resources to the countries of the near and far abroad.

Now it has become generally accepted that education plays a primary role among the qualitative characteristics of the labor force. A person who does not have a sufficient level of knowledge, experience and qualifications, all other things being equal is unstable in the labor market. This leads to the need to achieve real continuity of education which implies the solution of the problem of harmonizing relations between the labor market and the field of education for the formation of an effective system of using labor resources in the country.



Currently Kyrgyzstan has developed the Concept of the National Qualification System of the Kyrgyz Republic (Decree of the Government of the Kyrgyz Republic No. 505, 2019), which provides for the development of professional and industry standards which should establish a list of qualification requirements within the branches of the national economy, their knowledge, skills and competencies.

The importance of these actions is enhanced by the fact that the task of modernizing the economy and transferring it to the investment and innovation path of development is currently set. Its implementation involves the introduction of new ideas to improve the system of forming high-quality labor resources and rationalize their use.

To improve the state of export of labor resources in the country, it is necessary to improve the system of human capital development. The relationship between economic growth and education is difficult to grasp but the ratio of the condition of the education system with the level of unemployment in Kyrgyzstan obvious. Here, in our opinion, two main aspects are important: the structure of trained workers inherited from the previous model; the low flexibility of the existing education system, to a very weak extent, focused on the training and retraining of specialists. This leads to the phenomenon of stagnant unemployment, which is typical for Kyrgyzstan. In addition, rising prices for educational services are increasingly reducing access to higher education for the poor.

## CONCLUSION

In this regard the main goal of the state social policy of the Kyrgyz Republic in the field of development of the education system should be an effective system of continuing education and vocational training, a balanced labor market and the market of educational services.

Today a system of "continuing education" is being introduced in Kyrgyzstan. One of the main goals of the program "Education for all" in Kyrgyzstan is to ensure that the learning needs of all young people and adults are met through equal access to appropriate training programs and the consumption of life skills. At the heart of this goal is the concept of "lifelong learning" with an emphasis on continuous learning to enhance the knowledge, skills and competencies needed for personal, social and professional development. This concept covers all areas and stages of life and is critical to shaping the needs of young people and adults to develop existing and acquire new skills in a rapidly changing world.

Also, in the light of the expansion and use of knowledge, the concept and practice of continuing education is becoming widespread as a set of measures that enable a person to learn throughout life on the principle of "any education is valuable in any place at any time and of any content". Here the requirement is put forward for the distribution of the individual's educational resources throughout his life and not their concentration in a strictly defined period. This involves the formation of a system of continuing education, taking into account self-study with consulting and methodological support (organization of a network of open universities, distance learning, etc.).

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