The impact of migration processes on the construction sector of Kyrgyzstan: problems and strategies of public administration

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Abstract: This article examines the impact of migration on the construction industry of Kyrgyzstan, and also analyzes the main problems faced by government agencies in managing this process. Aspects such as labor instability, increasing demand for housing resources, changes in urban infrastructure and sociocultural changes are discussed. Possible solutions are proposed for the effective management of migration flows in the construction sector, including improving mechanisms for regulating labor migration, developing programs to support local construction companies and creating conditions for improving the skills of local personnel. In conclusion, a conclusion is drawn about the need for an integrated approach to managing migration processes, taking into account their impact on various aspects of the economy and society of Kyrgyzstan.

Key words: Migration processes; construction sector; public administration; work migration; labor market; workforce qualifications.

1 Introduction

Migration processes have always played a significant role in the economic and social development of the country. In the modern world, where globalization has become the main trend, the impact of migration on various sectors of the economy, including construction, is becoming increasingly noticeable and significant. Kyrgyzstan, like many other countries, is experiencing both positive and negative impacts of migration flows on its construction sector.

The purpose of the article is to analyze the impact of migration processes on the construction industry of Kyrgyzstan, identify the main problems faced by participants in this sector in the context of migration dynamics, and propose public management strategies for effectively managing this impact.

In the context of migration processes, the construction sector is one of the key sectors that feels both positive and negative impacts. Positive aspects include an increase in the labor force, the availability of cheap labor, and the transfer of knowledge and technology from migrants.

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However, at the same time, there are also negative consequences, such as increased competition in the labor market, a lack of qualified personnel at the local level, and the need to resolve issues of social protection of migrants.

In light of these factors, analyzing the impact of migration processes on the construction sector of Kyrgyzstan represents an urgent research task. This article will review the main trends in migration flows in the country, highlight the problems associated with these impacts on the construction sector, and propose specific public management strategies to mitigate the negative consequences and maximize the positive aspects of migration for the development of the construction industry in Kyrgyzstan.

2 Materials and methods
An analysis of scientific publications, reports and articles on the impact of migration processes on the construction sector both in Kyrgyzstan and abroad was carried out. This method allows you to review existing research, identify gaps in knowledge, and identify directions for further research. Analysis of legal and regulatory regulation of existing legislation and policy in the field of migration and construction in Kyrgyzstan. This allows us to assess the effectiveness of existing management mechanisms and identify potential problems in legislation, identify areas for improving legal and regulatory regulation in the interests of effective management of migration processes and the development of the construction sector of Kyrgyzstan.

3 Results
The level of internal migration in Kyrgyzstan poses a certain threat to economic processes in the country. The steady replenishment of internal migrants in the Chui region and the city of Bishkek limits the growth of economic potential in less prosperous areas, further reducing the standard of living of the remaining residents. In total, over the years of independence, according to official data, more than 1.5 million people changed their permanent place of residence in the republic. Problems such as the lack of arable land in the south of the republic, the lack of individual housing, and the lack of drinking and irrigation water are pushing people to move to the northern part of the country. A particular problem is migration from border areas, which increases the likelihood of border conflicts [2].

In general, internal migration increases the uneven development of regions, contributes to the growth of tension in more prosperous areas as a result of the influx of internal migrants, significantly increases the load on the infrastructure of individual regions and creates the risk of increased territorial expansion of neighboring states due to the population leaving border areas.

Active construction of residential and commercial projects leads to the creation of a large number of jobs in the construction industry. Which includes various specializations like installers, carpenters, electricians, plumbers, masons, etc. Construction usually requires both unskilled and skilled workers. Unskilled workers are usually employed in jobs such as unloading and moving materials, while skilled workers perform more complex tasks such as building structures and installing equipment, etc. For many migrants from rural areas, work in the construction industry is attractive due to the relatively high wages and availability of vacancies. This stimulates the flow of labor from rural areas to cities [1].

Construction plays an important role in the economy by creating new facilities, improving infrastructure and stimulating the consumption of other goods and services. The growth of the construction industry contributes to economic growth and promotes the development of other sectors. However, some challenges associated with this growth must also be taken into account, such as the need to ensure safety and health in the workplace, improved housing and infrastructure, and the need to provide social protection for workers in the construction industry.

Compared to other industries, jobs in the construction industry often offer higher wages, especially for heavy and physically demanding jobs. This is especially attractive to migrants seeking to provide for their families and improve their standard of living. The construction
industry often has a large number of open vacancies, especially during periods of active construction and urban development. Means that migrants can more easily find work in this industry, even without much experience or qualifications.

For many migrants, work in the construction industry becomes the starting point for career development. Starting from unskilled positions, they gradually gain experience and skills, which ultimately leads to promotion to more responsible and well-paid positions. The construction industry provides some flexibility in work schedule and seasonality. Some construction projects require temporary or seasonal labor, allowing migrants to manage their time and earnings according to the needs of their family or other circumstances [3].

Overall, these factors combine to make construction jobs attractive to migrants from rural areas, stimulating the flow of labor into cities and supporting the dynamic development of the construction industry.

Many construction projects, especially outdoors, are seasonal due to climate conditions. For example, the construction of roads, bridges, railway lines, buildings or other objects is difficult in winter due to snow and cold. This means that certain projects require temporary or seasonal workers who can only work during the warmer months.

For many migrants, flexible work arrangements can be critical. Construction projects may provide opportunities to work part-time, shifts or even temporary contracts, allowing migrants to manage their time and balance work with other responsibilities such as family, training or other working family members [3].

During periods of increased construction demand, in the spring and summer, migrants have the opportunity to earn more by working on additional projects or taking on additional shifts. This is especially useful for those trying to save money or improve their living conditions. Flexibility in work schedules also gives migrants the opportunity to move between different projects or companies in search of better opportunities or earnings. These factors make construction jobs attractive to migrants looking for income opportunities and job flexibility. However, it is also important to consider that construction work is physically demanding and requires a high degree of attention to workplace safety [5].

4 Discussion

During periods of increased construction demand, in the spring-summer season, the number of construction projects increases significantly. Which includes the construction of new residential complexes, commercial projects, infrastructure, etc. Hence, there are more opportunities for migrants to work on additional projects or take on additional overtime shifts. In conditions of increased demand for labor in the construction industry, employers are ready to offer higher wages or bonuses for additional hours of work. This encourages migrants to take on additional shifts or participate in additional projects to increase their earnings [4].

Earning extra money during periods of high demand helps migrants save money or improve their living conditions. Which includes saving for children's education, buying a home, or providing a better quality of life for yourself and your loved ones. Participating in additional projects or accepting additional shifts also provides migrants with the opportunity to expand their professional experience and skills, which can ultimately contribute to their career growth and higher salaries in the future [6].

Thus, additional earnings during periods of increased construction demand represent an important opportunity for migrants in the construction industry to improve their financial performance, expand their professional experience and improve their living conditions.

Problems of managing migration processes in the context of the construction sector

In the context of the construction sector in Kyrgyzstan, there are several problems in managing migration processes. One of the main problems is the insufficiency of legislative regulation in
the field of migration. Inconsistencies in legislation or incomplete implementation lead to employer misconduct, exploitation of migrants and other human rights violations.

The organization of migration policy and monitoring the implementation of laws often falls on the shoulders of several different departments. Lack of coordination between them can lead to inefficiency and duplication of functions, making migration management difficult. The lack of systematic monitoring and assessment of migration processes and their impact on the construction sector makes it difficult to develop effective management strategies. Reliable data and analytics are needed to make informed decisions [7].

Migrants, especially illegal ones, often face problems accessing social services, health care, education and protection of their rights. This creates tension in society and threatens the stability of the construction industry. Difficulties in obtaining work permits lead to illegal migration and the use of unofficial employment channels by migrants. This complicates the control of migration flows and poses a risk to the security and economic stability of the country.

Migrants often face discrimination, exploitation and violations of their rights in the workplace. Insufficient protection and punishment of violators can undermine migrants' trust in the system and worsen their integration into society [6].

To solve these problems, it is necessary to improve legislation, increase coordination between departments, develop monitoring and evaluation mechanisms, as well as improve the system of social protection and ensuring the rights of migrants. This is the only way to ensure sustainable and effective management of migration processes in the context of the construction sector.

Public Management Strategies for Solving Problems

In public administration, legislation on migration and labor relations should be reviewed and improved. This includes strengthening penalties for violating the rights of migrants, ensuring equal opportunities and protecting the rights of all workers, regardless of their migration status. There is a need to develop programs and support measures for local workers in the construction sector. This includes training and retraining, providing preferential conditions for obtaining housing loans and creating jobs in other sectors of the economy. Promote the development of vocational education and training in the construction industry [5]. This should be achieved by developing training programs, subsidizing training and creating partnerships between educational institutions and businesses.

Establish effective mechanisms to monitor and control compliance with migration laws and working conditions in the construction sector. This includes regular inspections to ensure workers' rights are being respected and imposition of fines for violations. Strengthen social protection mechanisms for migrants and their families. This should be achieved by expanding access to health care, education and other social services, as well as providing social benefits and benefits [6].

Public administration can conduct information campaigns about the rights and responsibilities of migrants, available programs and services, and the risks of illegal migration and labor exploitation. This will help increase migrants' awareness and reduce the likelihood of conflicts and rights violations. These policies and government measures can help mitigate the negative impacts of migration processes on the construction sector and maximize their positive impact, contributing to the sustainable and balanced development of the economy and society as a whole [8].

5 Conclusion

Made because of an analysis of the impact of migration processes on the construction sector of Kyrgyzstan, some recommendations for further actions by government authorities and stakeholders should be proposed.
The impact of migration processes on the construction sector of Kyrgyzstan is significant. Migrants play an important role in providing labor in this industry, especially in the context of active construction of residential and commercial projects. However, there are problems such as insufficient legislative regulation, lack of mechanisms for protecting the rights of migrants and insufficient management of social integration [9].

Government authorities of Kyrgyzstan are recommended to take a number of measures to improve the management of migration processes in the construction sector. This includes tightening legislation, developing programs to support local workers, encouraging vocational training and creating social protection mechanisms for migrants. Successful implementation of migration management strategies requires active collaboration between various departments and stakeholders, including government agencies, non-governmental organizations and the construction industry [1].

It is important to continue information campaigns about the rights and responsibilities of migrants, as well as the risks of illegal migration and labor exploitation. This will help improve public awareness and reduce the likelihood of conflicts and rights violations. It is worth noting the upcoming challenges and prospects in the field of managing migration processes in the construction sector of Kyrgyzstan, such as the need to adapt to changing economic and demographic conditions, as well as improving monitoring and evaluation mechanisms [2]. The importance of developing and implementing effective migration management strategies to ensure sustainable development of the construction sector and society as a whole in Kyrgyzstan should be emphasized.

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