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# Population distribution and migration, in line with the human resources management in the country

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### ABSTRACT

Population and workforce, the most important indicators, which should be considered, and the growth of power in each territory are considered. Today, demographic factors and social characteristics of each country or territory, as a major force in determining the fate of the economy - the political and cultural situation, and the quality and efficiency of their current situation and future prospects, can positive and negative factors. The study also examined the distribution of rural and urban populations, migration and dispersal of non-resident population in the country, in order to plan and manage the appropriate distribution of the population, as well as the cause of the distribution is paid. Required data population ( total population, rural population (total, male and female), non-resident population (total, male and female ), and immigrant intake ), this research is provided for each province, and after review and the data transferred to the GIS environment, and maps of each of the demographic factors, to better understand the zoning for the entire country, and the reasons for the uneven distribution of population was described, The results indicate that, Tehran as the country's most populous province, and the province's most vulnerable immigrant is introduced. Ilam, in terms of population and in terms of immigration, there is the last category provinces, Khorasan Razavi province, has the highest rural population, and Qom, has the smallest population is rural, Sistan and Baluchestan Province has the highest number of nomadic populations, and Qom was seen as the minimum number of rural population, had the province in terms of soil and water are no facilities for pastoral work.

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### Introduction

Efforts to achieve comprehensive development in all fields of economy, culture exists in all human societies, and in order to achieve that, people and governments have different plan (Asadi, 2010, 90 ).

With increasing human race on earth, and the creation of diverse ethnicity, followed by the formation of villages, cities and countries, population and workforce, the most important indicators that were considered, and the number of population in each country is the power factor, Today, it is acknowledged that population statistics and also from the perspective of both a quantitative and qualitative point of view, has a double significance, and we demographic measures, with an emphasis on collecting accurate, consistent and effective statistics is possible, and it is here that the importance of vital statistics, a method is proposed Records ( Office of population Statistics, 2010, 132 ).

Population is a phenomenon that is constantly changing, and this change in two spatial mobility and mobility, changes will be permanent (Nikkholgh, 1995, 45). Today, demographic factors, and social characteristics of each country or territory, as a major force in determining the fate of the economy - the political and cultural situation, and the quality and efficiency of their current status, and future prospects could positive and negative factors. Relationship between populations and geographic areas, enlightening the people enjoying the density of the atmosphere, Undoubtedly, the natural environment, the crucial role of employment, regional distribution and density of

population plays (Farid, 1995 : 4 ). One of the main aspects of social and economic, demographic and cultural fields is discussed (Vosooghi, 2005 : 25 ).

One of the important aspects of population structure, their spatial distribution, In discussing the spatial distribution, how the population density in the country, region, administrative divisions, and changes in the proportion of urban - rural, urban hierarchy urban network, and how the distribution of rural and tribal populations studied is ( Mohajerani, 2010, 46 ).

Number, quantity or weight not only represent the population of a settlement, but also reflects the action of natural and cultural features, and a reasonable relationship between population and natural resources of a land there (Jomepoor, 1996, 156 ).

Population distribution in space of two dimensions is considered, the dispersion of population per unit area, and the establishment of tribal population in rural and urban areas, which is essential for the spatial organization (oezi, 1992, 24). The study also examined the distribution of rural and urban populations, migration and dispersal of non-resident population in the country, in order to plan and manage the appropriate distribution of the population, as well as the cause of the distribution is paid.

### Methods

Required data population ( total population, rural population (total, male and female ), non-resident population (total, male and female ) and immigrant entry) research (Statistical Center of Iran, 2011, 125-101 ), for each provinces provided, and then

analyze the data transferred to the GIS environment, and maps of each of the demographic factors, to better understand the zoning for the entire country, and the reasons for the uneven distribution of population was described, The target population is disproportionately change management,

#### Research questions

1 - The main cause of population displacement and migration, what is the country?

2 - In terms of the Ministry of Displacement and attracting migrates, or how immigrants are taking?

#### Research hypotheses

1 - the most important of the country's population displacement and migration, political factors - economic prosperity.

2 - It seems, possessed of little more than receiving provinces, the growth of the transmission immigrants are entitled.

#### Migration Management

Never migration, especially at the international level, such as the end of the twentieth century and the beginning of the new millennium dynamics, breadth, depth, and it has not challenged (Totomorn Valysia, 2004 : 25 ).

The issue of immigration and attracting migrates, the topic of ' migration management ', for our country, puts in a special place, In recent years, the immigration debate has gradually been on the international agenda, and now this as a very important issue for all governments, is taken into consideration, regardless of the fact that, in the past this is one of the most complex issues in the processes of migration management, migration flows and the movement today, is very upset and confused, so that the migration cycle, forming a constant flow accordingly. Demographic trends, economic, political, social, suggest that governments and communities need to focus more attention on the issue of migration management, in all its dimensions are. If emigration, principally to manage migration, in all nations and societies can be helpful. If this without management or unprincipled method is released, it can lead to explosion is an explosion of individual migration, especially trafficking, and increased activity of speculators, and appears as a major source of tension in society, and the lack of security and poor relations with the nations to be followed. Effective management requires the positive effects of increased immigration, and reduce the potential negative consequences of it. The main issue is that, in principle, the management, to establish safe migration opportunities, while respecting the nations will be met, and the boundaries of sovereign states to be maintained.

Migration management strategy requires that policies, practices and performance, they have to follow the rules and regulations governing the rights and obligations, and duties of immigrants are well defined, and the ethnicities social and economic benefits, and responsibilities government, and the terms have to be considered, Over the past decade, governments focus on isolated elements of the immigration tended, and thus its specific strategies to tailor specific needs and protect their interests, have developed. In some cases, the migrant workforce needs of greater importance, and in other cases, shelter and basic needs of the refugees, However, due to the effectiveness of migration management strategies require that immigrants in its complex form, set up and manage, Over the past decade, governments have focused on the migration of distinct elements, Efforts on this issue, we present techniques themselves, the extensive form, the elements of an " individual focus and ineffective " way " Conceptually sophisticated and conservative " has become, At the same time, it is essential that the underlying policy issues, as identified in the migration, This is a great mission, since the form of rapid and complex nature of

migration has, in every step of the way, with a new form emerges. Most government officials recently wrapped and logical strategies to manage immigration have begun, still need to achieve a better understanding of migration motivations and priorities, and create a common language, the concept of migration is felt. Continuous dialogue between the government, the possibility to exchange experiences, and also employing new and innovative ways, and to obtain the migration management, provides, and this matter is essential. In order to support and facilitate activities in support of the International Organization for Migration (IOM), and provides immigration facilities, the organization has defined the structure or chart analysis, that " the four- part " known and Video the composition of the migration management, highlights, This chart or structure, scope and complexity of migration, explicit, and four main areas of migration management, it can be defined, These four areas are:

\* Migration and Development

\* Laws and Immigration

\* Forced Migration

\* Facilitate migration

Each of these four areas, with the parameters and challenges, but modern management of international migration, not through mere attention to one dimension, to achieve its goals and policies, Other issues, such as protecting and respecting the rights, health, gender, public information, as well as regional and international cooperation, which constitute the basis of migration management, also has its importance, Thus, the four-part structure, in a sense, part of migration management strategies identified, and also the chart, in order to stimulate debate and discussion, and dialogue is also designed, Thread "migrate" to the realities and challenges in each of the four topic areas of migration management, focused, and relevant insights into how to achieve the policies and activities associated with the IOM has provided, Thus, globalization has increased the movement of people within the country and outside the country, and this because of their different social and economic levels, is due to the phenomenon of globalization, Globalization, however, based on free exchange of goods, services, information, capital and people, qualified practitioners is formed, but the freedom of movement of people from poor, low skilled, and those of the coercive force to flee their homeland, they will not tolerate (Collinson, 1999: 3).

#### Distribution of total population

Iran and the Caspian Sea to the north by Turkmenistan, Republic of Azerbaijan, Armenia, Afghanistan, and Pakistan to the east and to the south by the Gulf of Oman and the Persian Gulf, and to the west by Iraq and Turkey, and in 1385, the division of the country's 30 provinces, 336 city, 889 districts, 2400 villages, 1012 towns and 63,904 villages have been inhabitants (Statistical Center of Iran, 2009).

Population in the country, the distribution has been uneven, so that half of the population is concentrated in a few large metropolitan area, In 1385, again as in the past, Tehran province 's largest, is in its place, Then Khorasan Razavi, Isfahan, Tabriz, Khuzestan, Fars, are in the later stages, Ilam is the most sparsely populated provinces, and the provinces Kohgiluyeh and Boyer Ahmad, Semnan and South Khorasan, are in the later stages ( Figure 1 ).

However, due to Tehran's position that its place is the capital and special features, welcomes immigrants also have a large crowd, in the long term, the population has increased, Ilam, due to having a variety of exclusions, has always been considered as one of the first immigrant, The state lacks the capacity to create jobs for young people and college graduates,

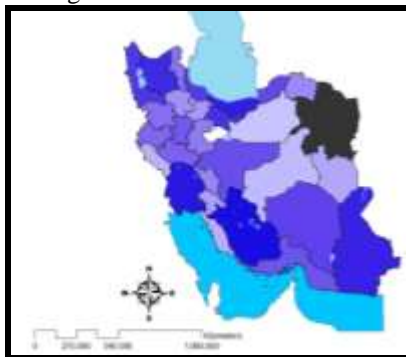
and most young people to get jobs in other provinces, to migrate, and this is one reason why the population is declining,



**Figure 1. Distribution of population in the country**  
**Distribution of the rural population**

Because, yet nearly 30 percent of the population in rural areas live (approximately 22,131,101 people), and the population's role in agricultural production, or in the economic, social, cultural or political, will play requires more attention, the authorities are, themselves and the underlying cause of sustainable development, and prevent rural exodus to the cities, and complications due to migration to cities, In 2006, Khorasan Razavi province, has the highest rural population, The provinces of Fars, Khuzestan, East Azerbaijan, Mazandaran, Sistan and Baluchistan, are also in this category, Qom province with the smallest population is rural, Yazd and Semnan provinces are also in this category ( Figure 2).

Khorasan Razavi province, due to the special geological conditions and topography, land suitable for agriculture is rain-fed cultivation, and almost enough water to irrigate crops is important, because most villagers still farm employment was the key factor in the survival of rural Khorasan Razavi Province, Qom province, provincial, very small, compared to other provinces of the country, and only a few of its population, has made concentrated ; Also suitable soil and water in this province is very low, and most of its land is pickled, and the villagers can not be paid to agriculture in the province, and most of the population concentrated in cities, and industrial and service businesses are doing.

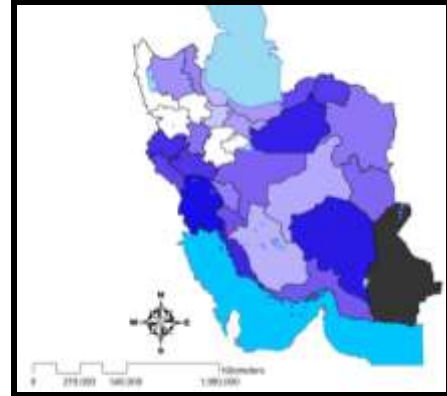


**Figure 2. Distribution of rural population**  
**Distribution of non-resident population**

Currently, many of the country's population (about 104,717 people), are non-residents, who are mostly nomads, who are engaged in livestock, Sistan and Baluchistan province, has the highest population resides, and the provinces of Fars and Khuzestan, in the later stages are. Qom Province, Central Branch, Kurdistan and West Azerbaijan in 1385, are no non-resident population (Figure 3).

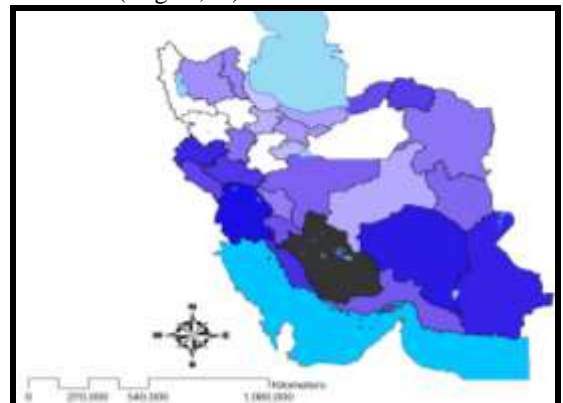
Sistan and Baluchistan province, due to the different tribes, having a rich, good pasture, and various nomadic lifestyle, and also lacks the means necessary to create more jobs, and deprivation in terms of job creation for young people to enjoy

the highest Total population is nomadic, Qom, as was observed also had the lowest number of rural population, the province in terms of soil and water are no facilities for pastoral work, Central Province, due to the mountainous climate and smoothly, as well as intensive industries where no population is nomadic or settled, provinces of Zanjan, Kurdistan and West Azerbaijan, due to the weather, which is not suitable for nomadic job because the job requires two regional pastoral summer or winter, or at least enjoy the rich pastures and is appropriate that these provinces almost no such conditions are, therefore, not entitled to the non-resident population,

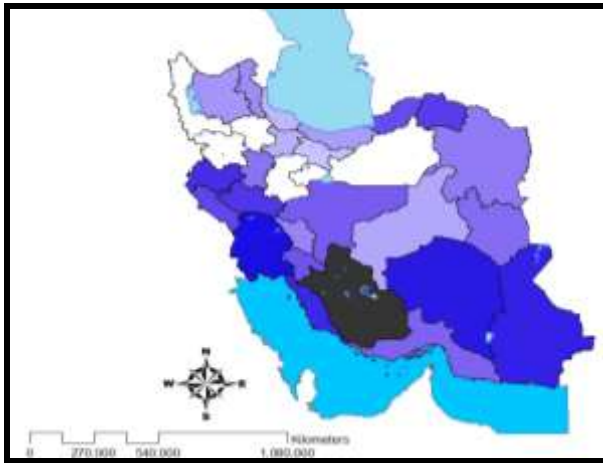


**Figure 3. Distribution of the resident population**

Distributed to non-resident population of men and women Traditional animal husbandry, along with migration, a social life and organization of production, which is based livelihoods, the utilization of animal products and human and livestock migration and displacement, to use natural pastures in winter and summer areas, and avoidance of heat and extreme cold ([www.ngdir.ir](http://www.ngdir.ir)). Pastoral jobs, including jobs, which, during its continuance, men and women, hand in hand, to those working, But now, in a lot of areas for various reasons, especially educational and social reasons, in some years, only male villagers for domestic livestock, livestock alone can be transferred to other pastures, and the women and their children in permanent shelters, which have created, will give up their children to school and other activities. Fars Province has the highest number of non- resident population is men and women, and the province of Khuzestan, Sistan and Baluchistan and Kerman are in the later stages, Zanjan province, western Azerbaijan, Qom, central and Kurdish nomadic populations were entirely lacking, and the lowest number of men and women are nomads, The only difference between the numbers of men and women can be seen in the province, the number of nomadic men in Tehran and Qazvin provinces, mostly nomadic women in the province are ( Figs 4, 5 ).



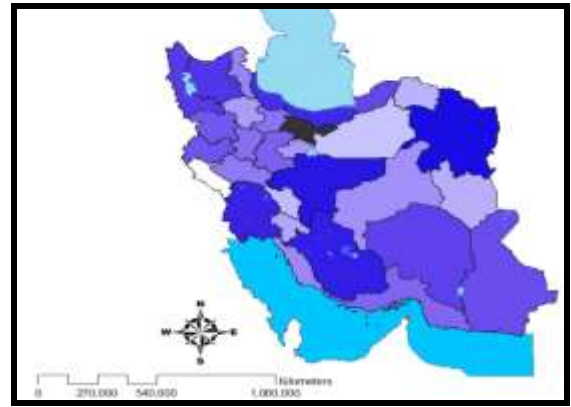
**Figure 4. Distribution of non-resident male population of the country**



**Figure 5 - Distribution of non-resident female population**  
**Distribution of migration taking place in the country**

Michael Todaro stated that migration is essentially based on a rational calculation of economic immigrants is based on (todaro, 1976, 28). Because the migration, and that is essentially interdisciplinary phenomenon, various scholars, according to their expertise, as it has numerous definitions, Migration moves place ( KazemiPoor, 2000, 105 ) is. One aspect of the analysis population, human settlement transfers from one place to another is concerned ( Nazari, 1994, 66 ), In the past one hundred years, rural migration was intense, and it's difficulty, skirt stuck in urban and rural areas of Iran. Including the problems of marginalization is, as far as one of the most important and most complex urban focusing ( Parsapajooh, 2002, 161 ) has occurred, Annual population growth in cities, and cut and leave the villages, represent a serious threat, because according to the needs of the country's population of over 70 million food sources of protein, which is required, the official reasons for the decline in rural population, the root careful consideration, because the empty village, it can not be a good sign ( Zamani and Veisian, 2011). Cities, in 50 years, most immigrants have accepted, and it spread around the body, towns, and destroyed many cities are the foundation and basis, Of rural migrants in cities, causing many problems and changes in the urban areas, because these immigrants, mostly due to financial problems have left the rural areas and the urban-rural income disparity levels, have flocked to the cities, and the lack housing with increasing urban population, causing all the adjacent towns, illegal constructions spread, and sets the margins of cities, the accommodation of irregular and uncoordinated, lacking services become ( mazini, 1994 ).

Now, immigration is one of the fundamental problems in many countries, especially in large cities, has become the third world, and horrible effects it has imposed on cities, Tehran, the capital position of its various facilities, and focus on all kinds of office systems, has always attracted a crowd, and at the present time, the largest number of immigrants, it is allocated, Provinces of Khorasan Razavi, Isfahan, too, are in the later stages, the Khorasan Razavi Province, due to religious and pilgrimage locations, and also focus on various industries, and the province due to the central location, and focus on its various departments and industries, absorbing population. The Ilam various reasons mentioned earlier, the least populated and the least amount of immigration (Figure 6).



**Figure 6. Distribution immigration rates in the country**  
**Results**

The results indicate that the population is imbalanced, such that more than half of the population, are concentrated in a few provinces, and in the meantime, several major metropolitan country, are leading growing populations, Tehran Province, the most populous province in the country, as well as most immigrants are considered in which their capital grounds and facilities management, industrial and service the province. Ilam, in terms of population and in terms of immigration in the last category are the provinces, due to its lack province, industrial facilities and services, and the inability to create jobs for young people, the population of the province are pushing out, In 1385, Khorasan Razavi province, has the highest rural population, The provinces of Fars, Khuzestan, East Azerbaijan, Mazandaran, Sistan and Baluchistan, are also in this category, Qom province with the smallest population is rural, Yazd and Semnan provinces, are in this category.

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Province, due to the different tribes, having a rich and good pasture, and various nomadic lifestyle, and also lacks the means necessary to create more jobs, and deprivation of the enjoyment of creating jobs for young people, has most of the population is nomadic, Qom, as was observed, had the lowest number of rural population, the province in terms of soil and water are no facilities for pastoral work.

#### **Discussion and Analysis Assumptions**

Country of immigration, mainly from the lack of proper infrastructure, economic infrastructure and services, at the origin on the one hand, and better than expected earnings and employment, along with any services and facilities, health and higher education, in other cities, on the other hand, are affected be, Also, as a unilateral domination of the city, in recent decades, and in Iran, especially after the land reform, and the broken cities of reciprocity and mutual dependence of the functions of the economic, social and cultural have, and they complement each other, hands together, and now, a few cities have slipped even further in terms of economic status, and the relative effects led to the development of superior urban, and urban areas of irregular migration available but has aggravated,



and its management is in crisis, Today, one of the main challenges facing our society, leaving the active force of some states, and are turning to other cities, and laws limiting shifts, is powerless against it, Beginning of the last century, and management policies that have been adopted in the field of economic and social modernization, the emergence of the migration phenomenon, and it is increasingly intensified with the passage of time is, This dynamic migration, a series of major changes in the social and economic structure of the country has created, According to the sources thesis research, and field studies revealed through practical responses in the economic, social and environmental objectives demonstrates, development opportunities, in order to take advantage of the relative merits of regional capabilities, the most important strategies, and of sustainability management in them. The results show that, through the development of an entrepreneurial and collaborative approach to the development plans of provinces, and also boost the morale and motivation of extending the promise of fields, small towns have been strengthened, through the impetus of life, the low threshold cemented the deal, The policy, management and government programs, is effective on the immigration issue, Public managers, can management practices, such as supporting local producers, ensuring the acquisition and sale of domestic and foreign markets, and their migration to be dominant, but oriented in the opposite pole of planning can lead to opposite results. Therefore, based on the discussions that took place, both hypotheses are confirmed, the most important factor in immigration, transmission and plasticity, certainly in the country 's economic policies - social, or in some metropolitan counties than the other provinces and big cities is done, and this causes the fat to become big cities and small towns are limited, and the migration from small towns to be larger.

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