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DIRECTIONS FOR THE REGULATION OF LABOR MIGRATION OF YOUTH IN UZBEKISTAN

Annotation. *Labor migration is a situation that arises on the verge of a crisis in the local labor market. The International Labor Organization identifies the following main types of labor migration: contract labor, migration of skilled labor and illegal migration. It should also be born in mind that there are significant problems in the analysis of migration processes. In particular, in most cases migrants are exploited and their rights are violated. The increase in the international mobility of intellectual labor resources in the country is also due to the fact that migration is poorly regulated.*

Annotatsiya. *Mehnat migratsiyasi bu mahalliy mehnat bozorining inqiroz ostonasida yuzaga keladigan holatdir. Xalqaro mehnat tashkiloti mehnat migratsiyasining quyidagi asosiy turlarini ajratib ko'rsatadi: shartnomaga asosida ishlovchilar, malakali kadrlar migratsiyasi va noqonuniy migratsiya. Migratsion jarayonlarni tahlil etishda uning muhim muammolari mavjudligini ham inobatga olish zarur. Xususan, aksariyat hollarda migrantlar ekspluatatsiya qilinib, ularning huquqlari poymol etiladi. Mamlakatda intellektual mehnat resurslarining xalqaro mobilligi jarayonlarining kuchayishi ham migratsiyaning yaxshi tartibga solinmaganligidan kelib chiqadi.*

Аннотация. Трудовая миграция – это ситуация, которая возникает на пороге кризиса на местном рынке труда. Международная организация труда выделяет следующие основные виды трудовой миграции: труд по контракту, миграция квалифицированной рабочей силы и нелегальная миграция. Также следует учитывать, что существуют значительные проблемы при анализе миграционных процессов. В частности, в большинстве случаев мигранты подвергаются эксплуатации и нарушаются их права. Увеличение международной мобильности интеллектуальных трудовых ресурсов в стране также связано с тем, что миграция плохо регулируется.

Keywords: *migration, labor migration, youth migration, intellectual migration, regulation of labor migration.*

Tayanch so‘zlar: *migratsiya, mehnat migratsiyasi, yoshlar migratsiyasi, intellektual migratsiya, mehnat migratsiyani tartibga solish.*

Ключевые слова: *миграция, трудовая миграция, молодежная миграция, интеллектуальная миграция, регулирование трудовой миграции.*

The world scientific literature as the migration of the population is defined as “any territorial movement which involves the crossing of internal and external borders of the administrative-territorial entities”.

Migration comes from the Latin word “migratio”, which means moving a population to another place. It is from this term that the narrow and broad meanings of migration are distinguished. In a narrow sense, population migration is a change in territorial position, which ends with a change in the place of permanent residence. In a broad sense, population migration is the movement of people between different settlements in one or several administrative-territorial units, regardless of their duration, regularity and purpose [1].

According to the recommendations of International Labor Migration, depending on the length of stay in the country, citizens are divided into the following categories:

1. Visitors are people who are here less than three months (for example, tourists). This category is not considered as immigrants, but practice shows that the share of labor migration may occur for a short period (less than three months), for example, seasonal migration or the hiring of foreign workers for certain short-term work.

2. Migrants, including

– short-term migrants – people who move from the usual place of residence to another country for a period of not less than 3 months and not more than 12 months;

– long-term migrants are people who move to another country with habitual residence for a minimum period of one year (12 months).

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As we see a dramatic increase in the number of people migrating around the world in pre-pandemic conditions, it is no coincidence that the number is expected to increase even after the pandemic. Increased migration is driven by factors such as poverty, unemployment, human rights violations, frustration and despair about the future, unrest and fear over various conflicts and wars.

In general, labor migration is a situation caused by a crisis in the local labor market. There are a number of structural problems that characterize the labor market crisis:

- inefficient employment in some sectors of the economy (for example, in the agricultural sector), which leads to poverty;
- weak business activity;
- uncertainty of the population in the future;
- a tendency to use old equipment and technologies, manual labor, low-income, socially unprotected activities;
- underdevelopment of the manual business due to the lack of labor-intensive industries and sectors;
- weak regional and professional mobility due to the inactivity of the modern housing market in some modern regions;
- discrepancy between the professional and qualification structure of the labor force, taking into account the needs of the labor market¹.

The current stage of the migration process differs from the previous ones in scale, geographical characteristics, dynamic indicators of transformation and integration, and socio-demographic structure. The direction of migration flows around the world is changing, in particular, the migration of citizens of Uzbekistan to distant countries (USA, Europe, Arab countries, mainly the UAE, Egypt, Bahrain, Kuwait, Saudi Arabia, Southeast Asia, South Korea, Thailand, Malaysia), as well as to neighboring countries (for example, Russia, Kazakhstan).

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Today, science and practice have effective tools for vocational guidance of young people, digitization of existing and new jobs, management of high-quality migration processes with the participation of young people, and hence regulation of the youth segment of the labor market, minimizing the professional, qualification, qualification and regional balance. Improvement requires a comprehensive concept is needed.

¹ Яковлева Е.А. Тенденции разделения труда в сельском хозяйстве. Теория и практика. – Воронеж: ВГУ, 2010. (Yakovleva E.A. Labor division trends in agriculture. Theory and practice. Voronezh: Voronezh State University, 2010.)

This, in turn, will form the basis for a scientific study of regulation and improvement of the youth segment of the labor market.

Migrants in their nature are businessmen and active members of society. Historically, migration has led to economic growth, assimilation of nations and enrichment of marginalized cultures [2].

It should also be taken into account that there are significant problems in the analysis of migration processes. In particular, in most cases, migrants are exploited and their rights are violated. It is difficult for migrants to adapt to the culture and lifestyle of the host country. The host countries deprive the indigenous population of jobs. This, in turn, shapes the negative attitude of the local population towards migrants. For these and many other reasons, the problem of migration needs to be studied comprehensively, including politically and sociologically.

Socially in-depth scientific research, on the one hand, covers the new infrastructure of the labor market, labor-intensive industries and technological processes of production, on the other hand, creates and develops market relations in traditional sectors of the economy.

In recent years, migration has been at the center of active political debates. Most people welcome immigrants, but there are also misconceptions and fears. For example, some believe that migrants are burdensome for the economy. Regulated migration has always shown its positive aspects.

The most important tool for regulating migration processes is the improvement of the legal and regulatory framework.

Decree № PP-4829 "On measures to implement the system of safe, orderly and legal migration" signed by the President on September 15, 2020 opened the way to solving the many problems that still exist in Uzbekistan.

The main purpose of the Decree is to improve the work of the competent authorities in the field of external labor migration, training of persons wishing to work abroad in high-demand professions, protection of the rights of citizens abroad, employment of returning labor migrants, as well as social support for their families.

Safe, orderly and legal labour migration system was identified as the following:

– increasing the scale of the organized sending of citizens of the Republic of Uzbekistan abroad for temporary work, expanding for these purposes the range of tasks and powers of ministries, departments and local executive authorities;

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- development of international cooperation in the field of external labor migration, strengthening ties with organizations of compatriots and Uzbek diasporas abroad;
- the establishment of effective ways of teaching practical professions and languages for citizens of the Republic of Uzbekistan before leaving to work abroad, the introduction of the issuance of an internationally recognized system of certificate attesting to their professional qualifications;
- expansion of the practice of financial and social support for migrant workers in a difficult situation, the security of their life and health organizations for their cultural and educational events;
- implementation of measures aimed at promoting and ensuring the rights of citizens carrying out labor activities abroad, creating favorable conditions for them;
- reintegration of those who returned from labor migration, including their employment, professional development and promotion of entrepreneurial initiatives [3].

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Also, according to the decree from January 1, 2021:

- introduced the procedure of issuing microloans persons recognized by the information system “Unified Register of Social Protection,” a member of a needy family and traveling abroad by organized labor migration for temporary employment;
- microloans are issued in the amount of up to 10 (ten) million UZS for a period of one year to cover expenses related to employment abroad (including travel expenses, registration of permits for employment);
- part of the microloan interest rate that exceeds the Central Bank’s base rate, but not more than 1.5 (one and a half) times the base rate, is compensated by the State Employment Promotion Fund.

A new study from Chapter 4 of the World Bank’s World Economic Outlook for Q2 2020 concludes that “... we will look at the economic impact on countries receiving migration, and migration typically improves economic growth and efficiency in host countries” [4].

However, as a result of the pandemic, migration flows suddenly stopped. Excessive self-isolation is temporary, but the pandemic could

heighten a general sense of isolation and mistrust of openness to the outside world and have a long-term impact on countries' propensity to accept immigrants. Reduced immigration has led to higher unemployment in the countries that support external migration, and reduced remittances to households.

In addition, migration is viewed as a complex social process affecting many areas of social life, since migration has played an important role in the history of mankind, they are associated with the development of collective and labor relations, land development, the formation of different races, cultures, languages and people.

Except for pandemic conditions, the rapid expansion of migration flows has become a component of all global change.

Youth labor migration is now global in nature and is a sign of globalization [5]. As you know, globalization is the process of uniting nations and states; leads to the destruction of borders between peoples and the creation of a single political, economic and spiritual space. It unites the economic systems of different countries into a single system, the world market, which contributes to a change in the culture and lifestyle of people. The process of globalization facilitates the access of all mankind to new inventions, technologies, knowledge, removes prohibitions and restrictions on development and creativity, therefore, globalization is systemic and covers all areas of society.

Different types of migration are economic, ethnic, increasing labor intensity, which is a characteristic feature of globalization, and the share of migrants in the permanent population of countries reflects the degree of integration into globalization processes. However, migration processes have both advantages and disadvantages, so they become a source of contradictions and conflicts.

Rapid population growth in developing countries has led to an oversupply of labor resources there. The development of modern education in developing countries allows young people to adapt to the requirements of the labor market of developed countries.

For decades, sustainable youth migration has led to segmentation of the labor market in developed countries and the division of sectors in which migrants mainly work. These include, above all, the most discriminatory prestigious jobs that do not require high qualifications in formal or informal employment segments, harsh conditions and low wages.

The increased migration activity of young people can also lead to interethnic problems. Some researchers note that there is a conflict

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of different cultures, values, confessions, which can lead to serious consequences, such as an interethnic conflict, a war due to the migration activity of youth [6].

The reasons for the increase in the international mobility of intellectual labor resources are: a decrease in the birth rate in developed countries and an increase in demand for highly qualified specialists in the modern sector of the national economy; recipient countries seek to save money and time on their training by attracting appropriate specialists; lack of highly qualified domestic specialists due to technological changes in production in order to ensure the competitiveness of the national economy; expansion of multinational companies; expanding workforce mobility networks; strengthening of intellectual partnership (between research institutes, universities, medical centers, etc.); unification of educational and qualification standards and mutual recognition of diplomas; virtualization of the transfer of knowledge and experience (as a result of the development of information technologies, the possibility of realizing the mobility of labor resources without changing the place of residence).

Advantages of youth labor migration:

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1. Migration can provide young people with job opportunities that do not exist in their places of origin.
2. The exit of job seekers can ease the internal pressure of the local labor market related to excess labor supply.
3. Migration can create opportunities for young women and strengthen fair gender norms.
4. Migration for reasons related to education or employment can prevent early marriages between minors.
5. Remittances can contribute to economic growth and poverty reduction in countries of origin and attract investment in human capital.
6. Young migrants can be a source of technology transfer, investment and venture capital for their home countries.
7. The physical or “virtual” return of skilled workers leads to an increase in local human capital, skills transfer, and foreign network connections.
8. Unmarried youth can actively and easily participate in international migration processes.

Negative consequences of youth labor migration:

- migration often leads to the loss of highly skilled workers and a decline in the quality of important services in the domestic market;

- economic growth and productivity decrease with the reduction of the stock of highly skilled workers;
- the impact of mental and social deficiencies and intervals on the growth of children in young families can negatively affect the upbringing and healthy development of children;
- migration can increase the risk of abuse, discrimination and exploitation of young people, especially inexperienced and young women;
- can allow highly qualified personnel to go abroad and stay there;
- can create a basis for encouraging the negative impact on the national mentality of the country.

Thus, the globalization of youth migration processes, first of all, serves to objectively increase the permeability of interstate divisions and dramatically increase the speed and intensity of national, transnational flows of human resources. The consequences of migration, as we have seen, manifest in different areas and can be both positive and negative. In this regard, one of the main tasks facing countries in the era of globalization is to develop an effective migration policy that clearly regulates migration processes in order to ensure the prosperous development of these countries, their subsequent economic, political, cultural and social well-being.

In this regard, the following proposals and recommendations have been developed in the regulation of youth labor migration:

1. Establish common use of digital work platforms. This will ensure that young people's online employment and income are up to international standards.
2. Establishment of relevant international and non-governmental training centers for vocational training and provision of international certificates in accordance with the International Standard Classification of Occupations (ISCO). This will allow young people to find work abroad quickly and easily in their field.
3. Develop a mechanism for in-depth analysis of employment contracts of young migrant workers with higher education in recipient countries.
4. Formation of a database on labor migrants. In this way, it is possible to develop promising programs for their future socio-economic status. This serves as the basis for the development of science-based recommendations.

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