

Article

## The Role of Youth Labor Migration in the Reduction of Incomplete Employment in Uzbekistan

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**Abstract:** Globalization processes are developing more and more rapidly in the international arena today's progress is the protection of human rights and freedom the issue of strengthening guarantees is becoming an urgent task. Migration of every person in the territory of his country, throughout the world, the strengthening of the right to change the place of residence without obstacles the existence and practical provision of human rights determines human freedom serves as one of the important socio-political criteria. Therefore, universal and regional international standards on human rights are different a citizen freely leaves the territory of the country where he lives or himself the right to return to one's country at will is one of the most important rights defines as one.

**Keywords:** Migration, youth employment, human resources, labor migration, part-time employment, youth migration, intellectual migration, regulation of labor migration.

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### 1. Introduction

In the world scientific literature, population migration is understood as any territorial action associated with the crossing of the external and internal boundaries of administrative-territorial entities.

Migration is derived from the Latin word "migratio", meaning to change the location of the population, to move elsewhere. It is from this term that the narrow and broad meaning of migration is distinguished. In a narrow sense, population migration is the alteration of their territorial location, which ends with the alteration of their permanent residence. In a broad sense, population migration is the migration of people between different settlements in one or more administrative-territorial units, regardless of duration, regularity and purpose [1].

In accordance with the recommendations of international labor migration, depending on the period of stay in the country, citizens are divided into the following categories:

1. Visitors are individuals (e.g. tourists) who come for less than three months. This category is not considered immigrants, but practice shows that part of the labor

migration can be carried out over a short (less than three months) period, such as seasonal migration or hiring foreign workers to perform certain short-term jobs.

2. Migrants, including:

- short-term migrants-individuals who move from their usual place of residence to another country for no less than 3 months and no more than 12 months;
- long-term immigrants are individuals who move from their usual place of residence to another country for a period of at least one year (12 months).

While structural changes, especially digitalization and technological changes in industries, dictate the effective use of all types of resources, the effective use of human resources and labor resources, ultimately achieving the well-being and economic stability of the country's citizens, are encouraging the development of important measures before World countries. Under the shadow of the effectiveness of the use of labor resources in labor relations lies both the interests of the employer and the employee.

Scientific research the theoretical-scientific basis of the concepts of " human resources "and" labor resources " refers to the fact that they have different aspects.

In the literature, "human resources" is understood mainly by people. Human resources occupy an important place in the economy of any country as the main contributor to production. The interest of all resources will be inextricably linked with human resources.

It is known that in Turkey, China, India, the Philippines and even in industrially developed Japan, which have achieved great economic indicators over the past half century, great achievements have been made through the consistent scientific study of the sociology of migration processes and human experiences of citizens involved in it. Their experiences are also used productively by other countries that are developing today.

Labor migration in general is a condition caused by the crisis of the local labor market. A number of systemic problems can be distinguished that characterize the crisis situation of the labor market:

- ineffective employment in certain sectors of the economy (for example, in the agricultural sector), which causes poverty of the population;
- weak entrepreneurial activity;
- future population uncertainty;
- tendency to return to primitive technologies, manual labor, direction to low-income, socially unprotected activities;
- underdevelopment of many types of business that compensate for the lack of labor-intensive industries;
- weak territorial and professional mobility in some modern regions, mainly due to the lack of a modern affordable housing market;
- non-compliance of the Occupational and qualification structure of the labor force with the needs of the labor market [2].



Currently, many scientific and practical training in professions include teaching, Learning and learning as professions, skills, skills and segmentation, as well as the possibility of labor market development and labor market development. Also the kangaroo camber concept is necessary.

Once again, the labor market has become the basis of a new order and the improvement of science.

Migrantlar bin nudiga Kira jamiyatning ishbilarmon and navigator. Tarikhga nazar tashlaydigan buzlsak, migrant of the bisishga economy, nationallar, assimilationlashuviga, marginal kulturlar boishiga olib kelgan [4].

A criminal case has been opened on this fact, and an investigation is underway. In particular, most of the hollarda migrantlar exploitation of kilinib, ularning enforcement of ethylade. Migrantlarning Joylashgan is a country of culture and turmoil, like moslashuvi, the integration of Quyin kechadi. During the meeting, the parties expressed satisfaction with the development of cooperation between Tajikistan and China. Two es, as well as in turn, a more masculine ailing migrant targa salbari munosabatini shakllantiradi. During the meeting, the parties discussed questions and answers, as well as questions and answers.

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

In recent years, migration has been the focus of active political debate. Most people perceive immigrants positively, 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 side.

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

The decision of PQ-4829 "on measures to introduce a safe, orderly and legal labor migration system", signed by the president on September 15 of this year, paved the way for solutions to many problems.

### **3. Research Methodology**

The paper used research methods of scientific abstraction, empirical, pictorial statistics, grouping, analogy and dynamic analysis

### **4. Results and Discussion**

It can be especially noted that improving the activities of competent bodies in the field of external labor migration, training individuals who want to work abroad in demanding professions, protecting the rights of citizens during their stay abroad, ensuring the employment of returning labor migrants, as well as social support of their family members are the main goals of the decision.

The main directions of the system of Safe, Orderly and legal labor migration were established: Ўзбекистон Республикаси фуқароларини чет элга вақтинча меҳнат фаолиятини амалга ошириш учун ташкиллаштирилган ҳолда юбориш

ҳажмини ошириш, ушбу мақсадда вазирлик, идоралар ва маҳаллий ижроия ҳокимияти органларининг вазифа ва ваколатлари доирасини кенгайтириш;

- development of international cooperation in the field of foreign labor migration, strengthening relations with organizations of compatriots abroad and Uzbek diasporas;
- to effectively establish the practice of training citizens of the Republic of Uzbekistan for professional and foreign languages before leaving for work abroad, to introduce a system for issuing them internationally recognized certificates confirming professional qualifications;
- financial and social support of migrant workers who have fallen into complex conditions abroad, expansion of their life and health insurance practices, Organization of cultural and educational activities for them.
- implementation of measures aimed at ensuring and supporting the rights of citizens carrying out labor activities abroad, creating favorable conditions for them;
- reintegration of persons returning from labor migration, including ensuring their employment, professional qualification and encouraging entrepreneurial initiatives [5].

One of the main directions of this system was established by the decision to effectively establish the practice of training citizens of Uzbekistan in vocational and foreign languages before leaving for work abroad, to introduce a system for issuing them internationally recognized certificates confirming professional qualifications. Also, according to the decision, from January 1, 2021: «Ижтимоий ҳимоя ягона реестри ахборот тизими»га киритилган кам таъминланган оила аъзоси ташкиллаштирилган меҳнат миграцияси йўли билан вақтинчалик ишлаш учун хорижга чиқаётганда уларга микроқарзлар бериш тартиби жорий қилинади;

- microcarriers are issued for a period of up to 10 million rubles for a period of up to 1 year to cover the costs associated with employment abroad;
- the part of the microcarz interest rate that exceeds the central bank base rate, but not more than 1.5 times the base rate, is compensated.

The effective use of human resources – both economically and socially-is very beneficial and is considered the basis for consequentialism. Human resources occupy an important place in the structure of resource value at any level, while capacity forms its basis. In the context of globalization, the development of the country's economy in an innovative and digital transformational way requires the creation of sustainable jobs, while increasing labor productivity, which is considered the basis of economic growth, requires the effective use of high-potential human resources.

The use of human resources samarlai is a multifaceted, complex socio-economic process that affects the employee, employer and state.

In particular, the full and efficient use of production factors and human resources in the country is an important opportunity to achieve high strategic economic goals. To ensure a reasonable balance of material and intangible resources, which will be spent so that this process is productive – human resources will be taken

over. That is why the efficient use of human resources sets the stage for the use of all other types of resources.

The World Bank in its new chapter 4 study of its 2nd quarter 2020 report titled "prospects for the development of the world economy"...let's look at the economic impact of migration on host countries and concluded that migration generally improves economic growth and efficiency in host countries" [6].

However, as a result of the pandemic, migration flows suddenly stopped. Very large self-isolation is temporary, but the pandemic can exacerbate general feelings of isolation and distrust of openness to the outside world, and have a long-term impact on countries' propensity to accept immigrants. The decline in immigration-an increase in unemployment in countries that support external migration, has stimulated a decrease in foreign cash receipts to households.

In addition, migration is seen as a complex social process that affects many areas of society's life, since migration has played an important role in the history of mankind, they are associated with the development of collective and Labor Relations, the development of lands, the formation of different races, cultures, languages and peoples.

Taking into account the conditions of the pandemic, the rapid expansion of migration flows has become a structural factor of all global changes.

Youth labor migration is currently gaining a global character, and at the same time is also a sign of globalization.[7] it is known that globalization is the process of uniting peoples, States; leading to the destruction of borders between peoples and the creation of a single political, economic and spiritual space. It combines the economic systems of different states in a common system, the world market, which contributes to the change in the way of life of cultures and peoples. The process of globalization facilitates the entry of all mankind into new inventions, technologies, knowledge, removes prohibitions and restrictions on development and creativity, therefore, globalization is systemic in nature and covers all areas of society.

Migration of different types - an increase in economic, ethnic, labor intensity-is a characteristic feature of globalization, and the proportion of migrants in the permanent population of countries reflects the degree of inclusion in globalization processes. At the same time, migration processes have both advantages and disadvantages, and therefore become a source of contradictions and conflicts.

The rapid growth of the population in developing countries has led to an excess of labor resources there. The development of modern education is setting the stage for the adaptation of young people to the requirements of the labor market of developed countries.

For several decades, sustainable youth migration has been leading to the segmentation of the labor market in developed countries and the separation of sectors in which mostly migrants are employed. This includes, first of all, prestigious jobs that do not require high qualifications in the formal or informal employment segments, with harsh conditions and low wages, with the most discrimination.

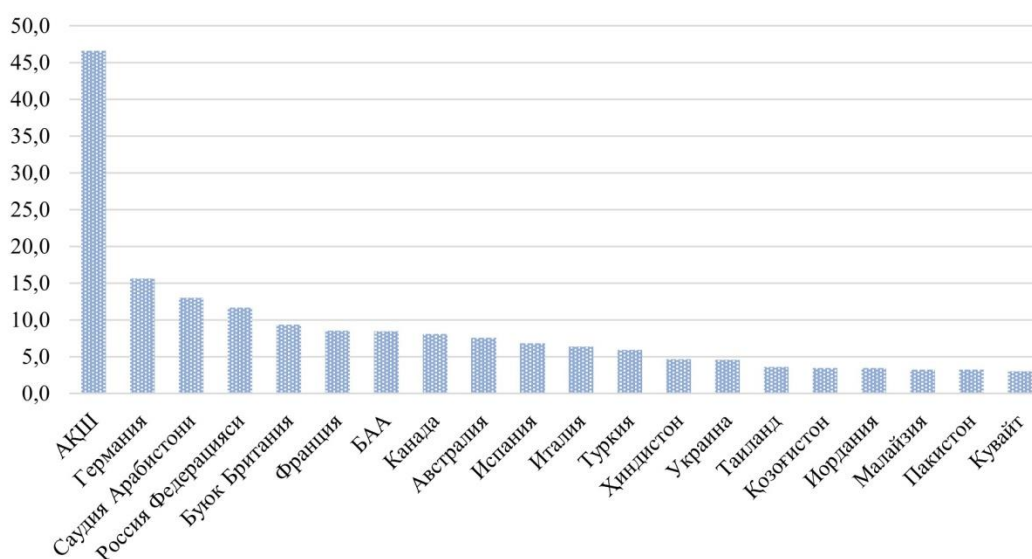
In particular the largest number went to Zosia (20,450 individuals), South Korea (3,184) and Great Britain (1,809).

Increased youth migration activity is the cause of the emergence of interethnic problems. There is a clash of different cultures, values, confessions, which can have serious consequences, such as an interethnic conflict, war, some researchers Note [8].

The effective use of the demographic dividend of the Republic remains one of the urgent tasks of our state. About 650,000 young people graduate from general secondary and secondary special, vocational educational institutions in Uzbekistan every year, 160-165,000 of them are admitted to the undergraduate program of higher education institutions. In the economy of Uzbekistan, on average, more than 300 thousand new jobs are created per year, as a result of which about 200 thousand young people begin to look for work independently, including from abroad.

As of April 1, 2022, the number of Uzbek labor migrants outside the country is 2.4 million. of these, 76% are male and 24% are female. Mainly low-skilled workers and those with secondary special education leave Uzbekistan. Today, the majority of immigrants work in industries such as 51.6% construction, 12.3% agriculture, 9.2% industry, 8.5% trade, etc.

The number of compatriots who went to work abroad in January-March of this year alone amounted to 486.1 thousand people, the geography of departure of immigrants was mainly Russia (70.2 percent), Kazakhstan (13.4 percent), Kyrgyzstan (8.7 percent), Turkey (3.8 percent), Afghanistan (1.1 percent), Korea (0.6 percent), UAE (0.4 percent) and others.



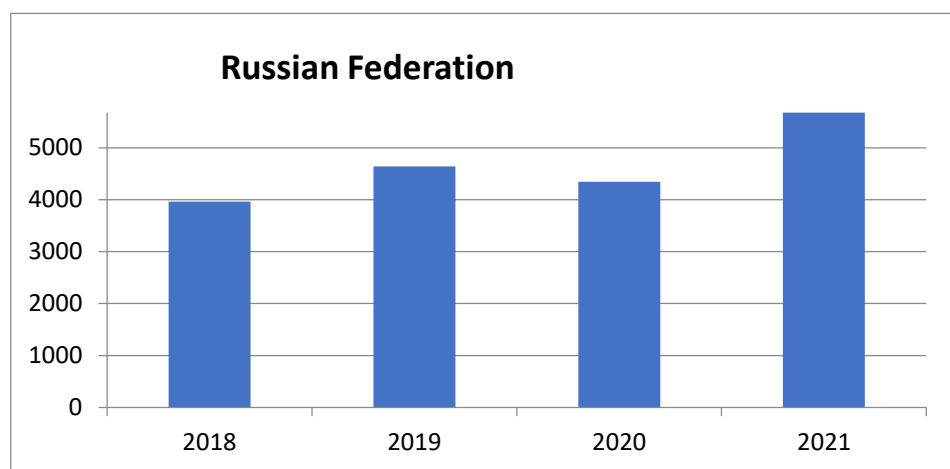
**Figure 2.** The proportion of households with migrant workers is % [9].

According to research conducted by the World Bank as part of the "listening to citizens of Uzbekistan" project, the share of households with labor migrants today rose to the level of 2019, that is, 20 percent, which confirms the presence of a labor immigrant in almost every fifth family.

In 2021, the volume of transfers to Uzbekistan amounted to 8.1 billion. US dollars, of which 5.7 billion. The US dollar (that is, 70 percent) came from the Russian Federation, and the amount of monthly transfers for each migrant of Labor is 453 US dollars. Founded.

**Table 1.** Cash transfers to Uzbekistan by country [10].

	2018	2019	2020	2021
Total	5115	6010	6027	8074
Russian Federation	3963	4637	4344	5674
Kazakhstan	320	357	387	759
USA	188	232	345	501
Republic Of Korea	107	170	258	314
Turkey	204	205	196	230
Israel	55	82	132	149
Swesia	29	35	45	51
UAE	34	38	35	46
Other countries	216	254	286	350



**Figure 3.** Transfers received in Uzbekistan by country.

In analysis, according to the State Statistical Committee of the Republic of Uzbekistan, in 2021, the share of money transfers in the total income structure of the population was 16.6 percent, reaffirming the importance of these sources of income for the family, especially in rural areas not occupied by the official sector of the economy. According to experts from the World Bank, in the absence of labor migration and transfers, the poverty rate could be higher by 3-7%.

The country has equated legal migrants with self-employed since 2021, and a mandatory professional training procedure has been introduced for those who go to work abroad. To maximize the compliance of applicants for work abroad with the requirements of the employer, Centers for teaching the language of the countries were opened. The fund for the support and protection of the rights and interests of citizens carrying out labor activities abroad was established. About 10,000 citizens in dire financial straits abroad received one-time financial aid. Migrants returning from abroad can count on a subsidy of 2.2 million, paying the first three months of renting buildings and structures from the date of registration as an individual entrepreneur.

Today, some areas of labor migration from Uzbekistan are regulated and managed by the state, and some are chaotic in nature. Most Uzbek labor migrants

come to Russia, according to the estimates of the International Organization for Migration, their number is about 2 million. At the same time, the decline in emigration to this country in recent years, there are the main reasons associated with the economic situation in this country. Along with the economic problems of Russia, mainly associated with the application of economic sanctions by the leading countries of Western Europe and the United States, the introduction of a patent for labor activity in the country by the Federal Migration Service in Russia, as well as, factors such as complicating registration procedures can be distinguished. It should be noted that in Russia the trend of importing labor into the economy remains, and the reason for the need for the import of Russian labor resources is the labor-intensive industries that are preserved in the country's economy, and the development of industry is associated with a low level of introduction of innovative technologies.

Benefits of youth labor migration:

- 1) Migration can provide young people with job opportunities that are not available in places of origin.
- 2) The outflow of job seekers can ease the internal pressure of the local labor market associated with the supply of excess labor.
- 3) Migration can provide opportunities for young women and strengthen fair gender norms.
- 4) Migration for reasons related to education or work makes it possible to prevent early marriage between minors.
- 5) The flow of money transfers can contribute to economic growth and poverty reduction in countries of origin and attract investments in human capital.
- 6) Young migrants can become a source of technology transfer, investments and venture capital for their homeland.
- 7) The physical or "virtual" return of skilled workers leads to an increase in domestic human capital, skill transfer and foreign network connections.

Negative consequences of youth labor migration:

- 1) Migration often leads to the loss of highly skilled workers and a decrease in the quality of essential services.
- 2) With the reduction of the reserve of highly skilled workers, economic growth and productivity decrease.
- 3) The influence of mental and social deficits and intervals in the growth of children in young families can negatively affect the upbringing and healthy development of a child.
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- 3) the influence of mental and social deficits and intervals in the growth of children in young families can negatively affect the upbringing and healthy development of a child.
- 4) migration can increase the risk of abuse, discrimination and exploitation of young people, especially young women.

Thus, the globalization of youth migration processes is, first of all, an objective increase in the permeability of Interstate units and a sharp increase in the speed and intensity of national, transnational flows of human resources. The consequences of migration, as we can see, are manifested 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 the development of an effective migration policy, which clearly regulates migration processes in order to ensure the prosperous development of countries, their further economic, political, cultural and social well-being.

In our opinion, the effective use of human resources in turn will not only provide an opportunity to effectively use other resources available from the country, but will also serve as a viable investment in human capital in the future. It is important to increase the effectiveness of measures to practice private, public and non-profit organizations and international experiences on the basis of national interests, increasing the activity of social, legal, organizational, financial and economic mechanisms.

During the 8 months of 2023, 28,207 citizens of Uzbekistan were deployed to foreign countries in a targeted and organized manner. [11].

## 5. Conclusions and suggestions

Based on the results of the above study, we can summarize the following:

- 1) Establishing the universal use of digital labor platforms. This ensures that young people are employed online and have their income divided by the international standard.
- 2) The establishment of relevant international and non-governmental training centers for professional training and international certification in accordance with the international standard profession classifier (ISCO) system in the development of youth qualifications. This allows young people to find work abroad on their specialty.
- 3) Development of a mechanism that deeply analyzes the employment contracts of young labor migrants with higher education in the dependent (receiving labor migrants) States.
- 4) Formation of a data bank on labor migrants. With this, it is possible to develop clearly promising programs on their future economic and social status. This serves as the basis for the development of scientifically based recommendations.

Before talking about the effectiveness of Human Resource Policy on the effective use of human resources as a result of the implementation of measures aimed at reducing migration in the country, it is advisable to analyze human resources itself.

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9. <https://strategy.uz/index.php?news=1813>
10. <https://strategy.uz/index.php?news=1813>

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11. <https://strategy.uz/index.php?news=1813>

12. In 8 months, 28.2 thousand citizens of Uzbekistan were put to work in foreign countries-Uzbekistan news – Gazeta.uz