

## **MEASURES TO ATTRACT HIGHLY SKILLED LABOR TO UZBEKISTAN IN THE CONTEXT OF MIGRATION POLICY AND SOCIAL, ECONOMIC AND POLITICAL INSTABILITY IN CENTRAL ASIA**

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**Abstract:** Currently, the economies of the world are developing day by day, and the struggle for talented technicians and highly skilled workers is becoming the core of the immigration policy of developed countries. Technology is another frontier where countries compete for talent, so over the past five years some countries have become very active in this area.

**Keywords:** Migration, labor force, International Labor Organization, highly skilled labor force, IT specialists, Eurasian Economic Union, Sustainable Development Index

### **Introduction**

In the current context of political and social instability, the flow of migration to Central Asian countries will increase. This is, of course, the result of the ongoing major war between the Russian Federation and Ukraine. When the war broke out in Ukraine, many businesses began to leave Russia. The situation has escalated to the point where online businesses in Russia are also likely to run out of Western customers. At that time, he was required to leave for another nearby country immediately. Thousands of IT professionals from Russia and Belarus have also moved to Uzbekistan. Uzbekistan is not a popular destination for Russians. However, due to the benefits introduced for IT companies in the country, relatively cheap airline tickets, Uzbekistan has become a new emigration hub for professionals in this field. After the Russian invasion of Ukraine, an IT company called EPAM was forced to smuggle thousands of workers from Russia and Belarus to Uzbekistan. Like other IT companies, EPAM is seeking help from local IT parks established in 2019. These companies have come to Uzbekistan for fear of

losing Western customers if they continue to operate in Russia or Belarus. The IT park for guests will develop a special TashRush program. According to him, visitors will be welcomed at the Tashkent airport, given local SIM-cards, escorted to the hotel, taken to attractions, helped to obtain a work permit, insurance and bank accounts. There have even been charter flights to bring in the entire IT park. An EPAM staffer who spoke to Forbes said he arrived in Tashkent from Minsk in early March. To meet him at the airport, to stay temporarily at the hotel

### **The Main Findings and Results**

Labor migration is a process specific to almost all national economies. However, its intensity varies significantly in one or another region of the world. The most rapid influx of migrant workers is observed when there is a significant difference in the level of socio-economic development of exporting / importing countries and the rate of natural demographic growth. Among the four main directions of migration, the migration of labor force from developing countries to developed countries is the first in terms of the volume of total migration flow. Experts highlight the following migration flows: between Western European and North American countries, from former socialist countries to market economies, between developing or transition economies (e.g., on the South American border, from Ukraine to Russia).

Another direction of labor migration is migration from developed countries to developing or transition economies, but the number of migrants who choose this direction is small and they are staffed by branches and subsidiaries of TMCs, members of various charitable organizations and foundations, as well as adventure seekers and adventurers. North America (USA and Canada) is the largest center of labor force and has existed for three hundred years. According to U.S. statistics, more than 1 million migrants enter the United States each year in the 1990s, despite a quota of 675,000.

Another “tune” that attracts migrants is the EU countries. They account for more than a quarter of the total turnover of foreign labor. France (8% of the country's population are foreigners) and Germany (7.5%) lead the region. In

addition, the United Kingdom, Belgium, the Netherlands, Sweden and Austria are also in the forefront of labor recruitment. The third largest center of labor migration is Australia. The Australian government is concerned about the low population density in much of the country and the growing proportion of ethnic Chinese in its composition. That is why Canberra has announced a package of measures to encourage the migration of white people to the Australian continent, mainly women of childbearing age.

It is also worth mentioning Israel as one of the important migration centers. Israel is trying to repatriate all Jews to their historical homeland. Although the migration of Jews to Paradise is generally politically motivated, it also has economic implications, as evidenced by the rapid influx of migrants from low-income countries to Israel.

Over the next two decades, new centers have emerged to attract migrants. Among them are the Gulf countries (Saudi Arabia, Qatar, Kuwait, Bahrain, United Arab Emirates) and Latin America (Argentina, Brazil, Mexico) and the newly industrialized countries of Asia (Indonesia, Malaysia, Singapore, Taiwan). On the African continent, such a center is JAR.

Although Russia is a major center in the CIS, it is both an exporter and an importer. If Russia exports labor outside the CIS (10 thousand people per year), it imports from CIS countries - mainly Ukraine, Belarus, Moldova, Kazakhstan (300-500 thousand people per year).

To understand the composition of the international migration cycle, it is necessary to identify the types of labor migration, which can be classified according to various criteria. The main manifestations of migration are:

- according to the duration - temporary, seasonal and permanent;
- by social structure - unskilled workers, secondary technical and service workers, students (on vacation), specialists, scientists, cultural and sports figures, entrepreneurs;
- By nature - directly and indirectly (within the firm within TMK);
- In the form of an employment contract - individual and collective;

- According to the legal status of the host country - assimilation (later granting citizenship) and non-assimilation.

According to international statistics, the majority of migrants are low-skilled workers engaged in manufacturing and agriculture. However, there is a growing influx of specialists, ie highly skilled labor, who occupy prestigious and highly paid positions in the structure of TMCs (there is talk of a “smart departure”). In addition, the mobilization of women and youth in integration associations such as the European Union is increasing year by year.

Their impact on the economies of the recipient and sender countries is becoming more pronounced due to the intensification of migration flows in the CIS. Therefore, the global labor market should be viewed from this perspective.

The economic reason for labor migration is that wages vary from country to country. The main reason for the international labor movement is that the average real wage level varies in different countries.

International legal instruments provide for the reduction of unemployment, the inflow of foreign currency from migrant workers, and the implementation of an emigration policy in the host country to help ensure adequate living conditions. The majority of migrants are in their 30s and 40s, and their exit will allow them to mitigate competition in the domestic labor market. Consequently, in the context of the instability of the national economy, social tensions will ease.

Foreign exchange earnings from migrant remittances are measured in billions of dollars for the world’s major labor exporters (a number of countries in Asia, Africa and Latin America, as well as some former socialist countries). There are about ten such countries. More than 30 countries receive remittances from immigrants in the amount of \$ 100 million or more per year. In this case, the receipt of foreign exchange earnings through the channel is not accompanied by production costs, because such costs are specific to the sale of goods. As a result, the cost-effectiveness of labor exports is about five times higher than that of trade in goods or services. Experts point to five sources of foreign exchange earnings from migrants: taxes on brokerage firms, taxes on migrants “remittances,

migrants” private investment, capital from interstate to exporting countries, charitable foundations, and subsidies from international organizations.

In addition, migrants bring valuables and savings in an amount equivalent to currency transfers, usually within two to seven years, after returning to work abroad. The inherent positive aspects of labor exports include the increased level of general professional skills of these workers after a long period of foreign activity, and their willingness to work in new areas of economic life in their home countries.

One of the main disadvantages of sending labor abroad is the loss of able-bodied and highly qualified specialists.

Labor-importing countries are typically economically developed countries that regulate the number and quality of migrants. Immigration quotas and various restrictions (age of the migrant, level of education, level of professional skills, health, etc.) are used as regulatory support. Therefore, it is possible to talk about the use of the principle of selection to attract foreign labor.

The undoubted positive aspects of the emergence of additional labor force in the domestic labor market include the following:

- Competitiveness of goods produced by immigrants will increase due to lower costs (foreigners will be more active and willing to work for lower wages than citizens of the importing country);
- stimulating domestic demand for goods and services by migrant workers;
- save money on training qualified specialists, social programs, as well as the purchase of patents, licenses and know-how from other countries;
- giving additional flexibility to the domestic labor market by increasing competition in the field of labor supply.

### **Conclusion**

However, as with labor exports, there are downsides to its imports, in particular, additional competition for jobs between residents and migrants will lead to increased unemployment. Due to the expansion of the flow of immigrants, the outflow of foreign currency from the country will increase. In addition, foreign

labor, especially Africans and Asians, causes ethnic, racial, and religious conflicts in Western Europe and North America, and the economy becomes criminalized.

Thus, the impact of migration processes on the world economy is sufficiently contradictory the relative assessment of its pros and cons will depend directly on the socio-economic situation in the country and its position in the IMF system.

Labor exports have both positive and negative effects on the national economy. This is primarily due to the departure of highly qualified professionals abroad, known as the 'departure of smart people'. The essence of this process is that professionals leave low-income countries for countries with high wages, good working conditions, sufficient conditions for the realization of creative opportunities and, finally, social guarantees.

Negative aspects for the sending country are considered positive for the receiving countries. Because the majority of incoming workers are young people who are highly socially, economically and politically active. An example of this is the situation with the exodus of young people from Poland in 1983-1987: 15 per cent (around 50,000 people) of those who left the country had higher education, which corresponds to one-year graduates of Polish universities. Although "intellectual migration" accounts for 3-5% of total labor migration, this share is currently growing from year to year, and therefore the amount of economic damage to the sending country is growing. This loss is up to 10 percent of the national income of some countries. The outflow of specialists will strengthen the position of competitors in the global market, as many of these specialists will be employed by large transnational corporations.

The main centers for attracting "high-quality" labor are the richest countries: the United States, Canada, Germany, France, the United Kingdom, Sweden, and to a lesser extent Japan, Singapore and Taiwan. The main channels for the departure of smart people are, firstly, the attraction of foreign students and graduate students by foreign universities, and secondly, the invitation of experienced professionals to work in international companies.

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