



Reintegration of Persons Returning from Labor Migration and Ensuring Their Employment

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ABSTRACT

Labor migration is a special type of migration at the present stage of development of human society in order to find a decent job and high income, and it has become one of the main means of solving acute problems of employment and wages in underdeveloped countries with complex economies. Of course, Uzbekistan, having achieved political independence, but faced with the need to urgently solve the complex problems of the legacy of the past in socio-economic development, could not stay away from the process of labor migration, a phenomenon of the 20th century. In this article, a study was conducted that the reintegration of persons returning from labor migration, including ensuring their employment, improving their professional skills and encouraging entrepreneurial initiative, is a topical issue today

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Labor migration is currently one of the most important migration flows in the world. With the growth of integration processes in the world economy, not only commodity and material flows increased, but also the movement of labor. The ILO estimates that the number of migrant workers in the world is 150.3 million, or less than two-thirds of the total number of international migrants. Men predominate among labor migrants, their number is 17 million more: 83.7 million men (55.7%) and 66.6 million women (44.3%). In the world, the period of repeated economic and social recovery of countries after the Covid 2019 pandemic and geopolitical conflicts at the international level have a negative impact on labor migration. We can judge this by the processes taking place today in the geopolitical arena. In the first quarter of 2022, 133,000 migrants from Russia returned to Uzbekistan. 40 percent of them said they want to return to Uzbekistan due to unemployment and currency instability. Considering that about 70 percent of Uzbek migrants come to Russia as labor migrants, one can understand that this figure is high.

The reintegration of persons returning from labor migration, including the provision of their employment, advanced training, and encouragement of entrepreneurial initiative are among the topical issues of our time. In January-May 2022 alone, 50,144 of our citizens returned from labor migration from far-abroad countries to the Fergana region. This indicator explains the need to work with citizens returning from labor migration, that is, to solve their economic and labor problems. To this end, a sociological study was conducted to determine the issues of employment of labor migrants returning from abroad, support for their entrepreneurial initiative and professional training.

Research Methodology

The target group of the sociological study were citizens who returned from labor migrants abroad, and the purpose of the sociological study is to study the current economic, labor and entrepreneurial needs of

the target group and organize free social services specific to these groups. Sociological research: carried out in the city of Fergana (Fergana, Mashal, Akarik, Sh. Rashidov, Nodirabegim MFY and microdistricts within the city). The number of selected respondents is 50, of which 30% (28) are women, 70% (72) are men (the majority of labor migrants who worked abroad in the city are men). 59 percent of respondents are from 18 to 30 years old, 29 percent from 31 to 40 years old, 12 percent from 41 years old and older. Including women (16 respondents aged 18 to 30, 10 respondents aged 31 to 40, 2 respondents aged 41 and older).

In this case study, respondents were first asked the question: "What was the main purpose of your labor migration abroad?" The distribution of answers to the question was as follows (Table 1).

Answer of respondents in percentage

- 4% because I lost my job
- 13% for not being able to find a job in their profession and specialty
- 17% for underpayment of my previous work
- 11% due to offers from close friends
- 14% to raise capital to start a business
- 9% due to my lack of specialization and work skills
- 20% for saving money for a wedding ceremony/buying a house or car
- 9% due to family problems
- 3% for debt repayment

Most of the respondents' selected answers, i.e. 20% answered that they are saving money for a wedding/buying a house or a car. Further, with 17 percent, they answered that it was because of the small amount of payment for my previous work. When we analyzed the answers to this question in the case of women, we received answers that we regarded as having a high coefficient - due to the fact that I could not find a job in my profession and specialty (6 people) and because of the small amount of wages . for my previous work (4 people).

To the next question: "Have you stopped labor migration abroad and specified the reasons for returning?" The distribution of answers to the question can be found in Table 4.

Answer of respondents in percentage

- 28% for the end of the working season / contract period
- 4% for deportation
- 30% due to family or personal problems
- 4% for no overtime
- 8% because working abroad is not healthy
- 4% for not obtaining a work permit (patent)
- 8% due to quarantine restrictions
- 14% due to the economic situation in the country, currency devaluation

Respondents who answered this question indicated that 30 percent were related to family or personal problems, 28 percent to the end of the working season/contract period, and 14 percent to the economic situation in the country and currency devaluation. currency. When we analyzed the example of female respondents, 7 of them noted that this was due to family or personal problems.

Answer of respondents in percentage

- I work in an organization, institution, public sector enterprise 9%
- I work for a company in the private sector 22%
- I am engaged in private business 11%
- I work on a farm (farm) 13%
- I am busy with needlework 4%
- I am busy in the service 2%
- I study at a vocational school, technical school, lyceum, manocenter 4%
- working on one-time, temporary jobs 25%
- I don't have a specific job, 20% unemployed

To the next question "What kind of work do you currently do after you stopped working as a labor migrant abroad?" The distribution of answers to the question is shown in Table 5.

This question was answered by 25 respondents in the course of a sociological survey percent - I work at one-time, temporary jobs, 22% - I work in a private sector company and 20% - I do not have a specific job, I am unemployed. In the responses of female respondents, 7 of them indicated that they do not have a specific job, they are unemployed. The respondents' answer to this question indicates the need to work with labor migrants returning from abroad.

The purpose of the next question: "What, in your opinion, should the state do so that labor migrants who have returned from abroad can work in Uzbekistan?" The distribution of answers to the question (up to 3 answers can be marked) is shown in Table 6 below.

Answer of respondents in percentage

ensuring employment in the specialty 21%

expansion of opportunities for retraining in other professions 11%

organization of jobs with guaranteed decent wages 20%

allocation of targeted preferential loans for starting a business 8%

allocation of land plots (for construction, production and agriculture) 3%

organization and training of entrepreneurship training centers 24%

creating the possibility of going to work in large cities of the republic 3%

natural gas, drinking water, electricity and water on its territory satisfactory and sufficient 3%

expanding learning opportunities in higher education 9%

Analyzing the answers of respondents, 24% of them indicated the following answers: organization and training in entrepreneurship training centers, 21% - providing employment in their specialty, 20% - providing jobs with guaranteed decent wages. Analyzing the example of female respondents, 6 respondents indicated responses to securing employment in their specialty, and 8 responded to expanding opportunities for retraining to other professions. Analyzing the answers above, it can be seen that during labor migration abroad, citizens return as the original specialists of the work they performed there, and it is known that there is an opportunity to come and start a business in this direction. Also, the problem faced by the respondents is a permanent job and a monthly salary sufficient for living.

Such respondents, as well as other answers: development of agribusiness (greenhouse), consultations of specialists (lawyer, economist, psychologist, agronomist), opening and starting a business, consultations on formalization, assistance and inclusion of training in professional retraining as employment, as well as in able to receive benefits and additional payments (receive low-income benefits from the state for children) - determined.

The purpose of the next question is to distribute answers to the question "Why are you not currently in business?" reflected in this 4th diagram.

Analyzing the answers of respondents to this question, 24% answered that they lack the knowledge and skills to start their own business, 20% said that they do not have enough funds to start their own business, and 14% said that they started a business, but did not make a profit.

Using the example of female respondents, 6 answered the question - they lack the knowledge and skills to start their own business, 6 answered that they do not know how to start their own business, they have no idea. Other answers to this question include: preparation of business plans, assistance in obtaining preferential loans from banks, assistance and advice on the purchase of equipment, short-term trainings on entrepreneurship development, meetings with existing entrepreneurs, experts (mentor - mentor - student).

The next question is: "What professions would you choose to become a high-paying and widespread profession?" - the distribution of answers to the question (you can choose up to 3 answers) is shown in Table 7 below.

Answer of respondents in percentage

locksmith (fitter), turner, welder (welder) 12%

electricity 6%

hairdressing 9%

cooking, cooking 9%

driving (passenger/truck) 5%

waiter, bartender (catering) 5%

sewing 5%
 automotive 10%
 cosmetology 5%
 computer operator 5%
 ITE (web programming, web design, etc.) 10%
 accounting 5%
 learning foreign languages, translation 10%
 care 6%

If we analyze the answers of respondents to this question, then 12 percent - a locksmith (fitter), turner, welder (welder), 3 answers out of 10 percent - automotive, IT (web programming, web design, etc.) and learning a foreign language languages languages, translation. When we analyzed the answers of female respondents, 7 answered that they cook food, breastfeed, 6 answered that they sew, are engaged in computer literacy, 5 answered that they study foreign languages and translate. It should be noted that in the section of other answers to this question were indicated: welding (NAKS), women's hairdresser, family care for women, cooking, renovation.

The purpose of the next question is: "What is the main obstacle to your professional training?" The distribution of responses to the question is shown in Chart 5 below.

According to the respondents' answers, 29% of them pointed to life support problems, lack of time, 15% - to the age difference and 14% - to the high cost of education in educational centers.

Also, according to the answers of female respondents, 8 of them gave answers that they were concerned about livelihood, lack of time, 5 people gave answers about the lack of qualified trainers in teaching professions and the high cost of training in training centers. .

Summary

As a result of the study, the following conclusions were drawn:

This research work confirms that the reintegration of persons returning from labor migration, including ensuring their employment, advanced training and encouraging entrepreneurial initiative, is a topical issue today.

As a result of the analysis, we divided labor migrants who returned from abroad into groups according to areas aimed at protecting them in economic and labor matters:

Group 1. Encourage citizens who worked abroad and returned to our country with high qualifications (brain drain) to open their own business;

Group 2. Providing assistance to citizens who want to get a decent job with decent wages and a specific, permanent job in their specialty and profession, close to their place of residence or, depending on the opportunity, in other districts of the region and the republic;

Group 3. Support for citizens planning to engage in self-employment;

Group 4. Assistance through vocational training to citizens who do not have a profession or who have insufficient qualifications and who wish to master professions that are in demand on the labor market.

In order to provide targeted and targeted support to citizens of these groups, create an "Information and resource center for migrant workers" on the integration of labor migrants who have returned from abroad, create an information and resource base in the center

- electronic database, library of legal documents,
- - a small library of necessary literature, magazines, manuals,
- technical basis for using the Internet.

Also, from the answers of the respondents, the need to provide the following social services was determined.

- consultations of specialists (lawyer, economist, psychologist, employment specialist, bank employee, agronomist)
- - conducting socio-motivational and business trainings
- assistance in business plan, project preparation
- advice on opening, registering and developing a business and obtaining a soft loan
- assistance in obtaining tools and equipment

- creation of a call-center for labor migrants to receive answers to their urgent questions regarding employment.

Respondents identified a need for advanced training courses in the following professions.

- hairdressing
- works in the automotive industry
- short courses on agribusiness practices (greenhouse, poultry, beekeeping)
- welding (NAKS)

Professions that are in high demand in the cocktail market were mainly identified by female respondents.

- computer literacy,
- tailoring training
- confectionery, culinary education
- training in family nursing

It should be noted that it would be advisable to provide the above services free of charge.

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