



Directions For Improving State Migration Policy and Uniformity

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ABSTRACT

This article talks about state regulation of labor migration, directions for effective migration policy implementation

Keywords:

Labor market, labor migration, informal migration, migration policy, incentive policy, restrictive policy, private employment agencies, state regulation of migration.

Globalization processes, which are growing in the world economy, serve to increase the interdependence between countries, the liberalization of separate markets and the deepening of their integration into the general world labor market.

Today, almost 200 countries of the world participate in the international labor market, which is a component of the global labor market. According to the International Organization for Migration, the total number of international labor migrants in the world has reached 281 million people.

In order to reduce the negative consequences of labor migration and increase its positive aspects, it is necessary to develop measures related to the state regulation of this process based on the experience of many countries. Due to the fact that the consequences of state regulation of labor migration are the cause of debate, the regulation of this process can be aimed not only at attracting immigrants and encouraging migration, but also at reducing migration flows. Therefore, it is necessary to implement the migration policy at the state level.

Migration policy refers to the sphere of public administration and includes the decision-making process controlled by the competent government and regulated by legal norms aimed at regulating migration processes.

It should be noted that labor migration is regulated at 3 levels, that is, at the state, regional and international levels.

The complexity and conflict of labor migration objectively implies the regulation of this process, the conduct of migration policy. There are different ways to determine its goals and evaluate its effectiveness. Generally, migration policy refers to special measures that limit migration or, on the contrary, encourage it.

In the conditions of the current market economy, direct and indirect methods are used in the state regulation of population labor migration. Direct methods of regulation include allocating funds for the migration of migrants from one place to another, providing them with the necessary information.

The set of indirect methods is also diverse. It includes, for example, the construction of industrial enterprises, the development of infrastructure in places where the labor force has left en masse, and so on. Limiting the

arrival of labor leads to the emergence of forms of illegal, that is, informal migration.

Its promotion, including the use of various benefits, increases the attractiveness of the region, causes excessive labor turnover.

Below we want to dwell on the state regulation of labor migration and its mechanisms.

The state's migration policy is a conceptually integrated system of tools, with the help of which the state seeks to achieve goals that correspond to the current and future stage of development of society.

State regulation of labor migration consists of directions such as controlling migration flows, eliminating the negative consequences of migration processes, and creating conditions for protecting the rights of migrants. Also, the policy of regulating labor migration is an integral part of the foreign political, economic, demographic, socio-cultural and other directions of the state.

The regulatory legal framework for both immigration and emigration rests on a number of laws and regulations.

State priorities for labor migration regulation:

- coordination of decisions on regulation of the labor market taking into account national interests;
- prevent illegal migration;
- development of normative documents on the control over the organizations that ensure the effective operation of labor migration and the protection of the rights of migrants.

To date, 188 Conventions and 200 recommendations have been adopted by the ILO. During its activities, the ILO paid special attention to the issues of labor migration processes and the protection of the rights of labor migrants. 3 Conventions have been adopted by this organization.

The following 3 Conventions are known as the "International Charter on Migration" and serve as a broad legal framework defining the rights of migrants. These Conventions serve as a basis for the regulation of migration processes, for international cooperation, and for the development of national

macroeconomic policies, taking into account the international labor force.

The slow progress of the ratification of these Conventions in the last decade can be explained by the presence of political resistance in the recognition of universal human rights and standards of labor migrants, especially illegal migrants.

But at this point, it is necessary to emphasize the positive achievements and results of the countries that have ratified these Conventions in effectively regulating and managing labor migration, ensuring the rights and freedoms of labor migrants and their family members, and preventing illegal migration.

Today, it is no secret that the Republic of Uzbekistan is rapidly integrating into the world economy and the international labor market. Also, in recent times, attention to the issue of labor migration in our country has changed radically.

As the Republic of Uzbekistan is a labor supply country, emigration policy is implemented. The basis of this policy is to regulate the complete three phases of the re-emigration cycle, which is related to the exit of the labor force from the country, its stay abroad and its return to the country.

Emigration, i.e., migration policy is aimed at reducing unemployment, inflowing currency transfers, providing migrant workers with a decent standard of living abroad, and adapting the profession and education acquired by the migrant abroad to the needs of the migrant back home. In order to create a favorable emigration environment, the size and composition of emigration flows will be directly and indirectly regulated.

There are several flows of foreign labor migration, one of which is directed to the Republic of Korea. According to the agreement signed between Uzbekistan and the Republic of Korea in 1995, Uzbeks were sent to the Republic of Korea on the basis of the "Industrial Internship Program". During the last ten years, conditions were created for employment of 19,000 Uzbeks in the Republic of Korea on the basis of the "Industrial Internship Program".

In this regard, the Korean government began to operate on the basis of the "Employment Permit System-ERS" for hiring foreign workers.

Between these years, 48,000 Uzbek migrants were sent to Korea on the basis of the "Employment Permit System". Despite the introduction of a new system for studying and solving the life and needs of migrant workers based on a number of the above normative legal documents, there are illegal migrant workers among our compatriots abroad. announced that it should take out its incoming migrants by June 15, 2021.

According to the results of 2020, more than 1 million 630 thousand of our citizens left the country in order to find a job.

About one million of them, more precisely, 944,328 left for the Russian Federation, 626,791 for Kazakhstan, and the rest for Turkey, South Korea and other countries.

It should be admitted that the indicators of organized employment of our compatriots abroad are still not at the level of demand, and the issue of providing employment to citizens who returned from abroad after eating abroad has not been fully resolved. In addition, there are cases of delays in the payment of wages to citizens by employers abroad, problems with their living and food.

It is noteworthy that today there are no rating indicators and general information about the working conditions, wages, labor safety, and social security of potential employers abroad. Also, taking into account that the main source of providing labor resources to the national economy is the people of the country, it is necessary to create favorable conditions for voluntary migration of labor resources.

The Foreign Labor Migration Agency under the Ministry of Employment and Labor Relations of the Republic of Uzbekistan operates to regulate labor migration by the state. This Agency performs the following tasks:

firstly, it establishes international cooperation regarding the involvement of highly qualified specialists in various fields of economy. The agency determines the need for highly qualified specialists and implements close cooperation with all business structures, ministries;

secondly, implements measures to ensure labor rights and interests of migrants during their labor activities in the territory of the Republic of Uzbekistan;

thirdly, a single information base will be created in the agency, where the results of local observance of labor rights and interests of migrants and compliance of their activities with established standards will be recorded.

Currently, the agency is conducting negotiations on the organization of its issuance in Uzbekistan, as well as the development of labor migration in Japan, Eastern and Central Europe, and the Middle East countries, as the terms of obtaining a patent that gives the right to work in Russia are being extended with the official authorities of this country.

Private employment agencies also play an important role in providing employment to labor migrants abroad. In a number of CIS countries (Russia, Ukraine, Kazakhstan, etc.), the market of employment support services is developed. In them, the activity of agencies that receive money from an employee for a suitable job selection has developed.

In Uzbekistan, the service market (that is, the activities of various organizations mediating between employees and labor, each of which has a specific task in terms of employment) was limited to the employment sector. In September 2018, the Law of the Republic of Uzbekistan "On Private Employment Agencies" was adopted.

Since 2019, the development of an organized, safe, and protected external labor migration system has begun. Unfortunately, at present, the scale of informal labor migration constitutes a very large share. Therefore, providing social protection and guarantees to citizens who leave the republic to work in foreign countries and earn high income is considered one of the main issues of today.

It is known that a lot of information about demographic changes is being distributed in the world mass media.

In the second half of the 20th century and the beginning of the 21st century, due to the rapid growth of the population of the countries of the world, the following trends were observed in this process.

In the period 1950-2020, the total number of the world's population increased by 2.5 times and reached 7.6 billion in 2020. He organized high-speed business in Africa, Latin America, and Asian countries. The main reasons for this are the improvement of the quality of life of the population and the widespread use of modern medical technologies. That is, the high birth rate has been achieved in these regions. In general, during this period, the increase of the earth's population was more than two percent.

Most of the population growth comes from developing countries. Therefore, it is estimated that the countries with the most people in the future will be China, India, USA, Nigeria, Indonesia, Pakistan, Ethiopia, Congo, Mexico and the Philippines. But the situation in this regard is not the same in all regions of our planet. Because of this, demographic problems may arise in some regions. In particular, the aging of the population is accelerating in some countries.

According to the sources, before the industrial revolution, 65-year-old people made up 2-3% of the world, and by 2021, their number will reach 29.7%. This situation can cause social and economic problems. In developed countries, there is 1 pensioner for every 3-4 workers. In the near future, this ratio may become 1:1 in these countries. As a result, the increase in the expenses of the pension fund leads to an increase in taxes, a decrease in savings funds and a decrease in investment potential.

Another reason for this is that the birth rate is decreasing as a result of participation of women in homogeneous social and economic processes in these countries. This means that some countries will not have enough labor resources in the future. Such countries should pay attention to the issue of migration. That is, they are opening the doors of their countries to foreign workers. As a result, a lot of money is being diverted. There is another side of the issue, that not all countries have the opportunity to receive such labor forces.

Countries of this category should increase the length of service and retirement age in the

creation of workplaces and attract those who are willing and able to work.

Another aspect is that among the population, the number of young people who are unable to work is the majority. Therefore, youth employment is becoming one of the most urgent problems in developing countries. Taking into account the limited birth rate in some countries, population aging is faster in developed countries. Experts assess this situation as a problem of global aging.

Indeed, at the beginning of the 21st century, migration has become more popular. The fact that there are not enough jobs in some countries also contributed to this. The inhabitants of the new world began to move towards places with high and comfortable living conditions.

In our opinion, it is appropriate for the state's target directions in the field of migration policy to include the following:

1. Maintaining and expanding the active part of labor resources in the regions;
2. Increasing the mobilization of labor force and the efficiency of their use within the republic;
3. Establishing permanent monitoring of the foreign labor migration system;
4. Creating programs aimed at reducing the outflow of skilled labor migrants (creating jobs for them in the labor market, creating conditions for retraining);
5. Creation of regional programs on educational migration, monitoring of students who have gone to study and development of a system of activities aimed at ensuring their return;
6. Development of measures to combat illegal migration;
7. To improve the scientific and information-statistical support of decisions on migration;

At this point, we would like to make the following suggestions for improving the country's migration policy:

1. Introduction of labor migration statistics and a new accounting system; It is impossible to determine trends, positive and negative consequences in this regard without having real and complete information on the number, composition and indicators of migrants.

2. It is necessary to systematically determine the main indicators of the labor market and introduce a mechanism for determining the segment of migrants returning for employment;

3. Introduction of a permanent mechanism for monitoring foreign labor migration in Uzbekistan.

Development of a program for continuous monitoring of labor migration (creating a research institute in this regard);

4. Improvement of normative and legal framework aimed at regulation of labor migration in Uzbekistan;

5. Improving the mechanism of concluding bilateral intergovernmental agreements with the countries receiving labor migrants to regulate their problems, including the establishment of contacts on social protection of migrants abroad;

6. Development of criteria for the appropriate protection of state interests in the regulation of migration processes and implementation of the accountability mechanism, development and systematic updating of a personalized database of migrants;

7. Introduction of a mechanism to ensure decent pension prospects for labor migrants working abroad.

In conclusion, it is desirable to solve such problems at the state level.

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