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SOCIAL FACTORS OF THE EMERGENCE AND TRANSFORMATION OF LABOR MIGRATION

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Annotation: In this article, according to the country's migration movement, the process of international labor migration is carried out on the basis of cooperation between states and the personal initiative of migrants. As a result of accelerating the process of labor migration, it is shown that Uzbekistan takes the place of an active participant in the process of international labor migration and the international labor market.

The current situation and trends of migration movements in the country are also scientifically analyzed and the migration process is monitored in all aspects, with special attention paid to issues of legal regulation. At the moment, the article presents the conclusions obtained as a result of a comparative analysis of sociological research and official data conducted by the author.

Key words: Labor migration, trend, international labor market, country, wages, standard of living, need.

MEHNAT MIGRATSIYASINI VUJUDGA KELISHI VA TRANSFORMATSIYALASHUVINING IJTIMOIY OMILLARI

Annotatsiya: Ushbu maqolada mamlakatning migratsion harakatlanishiga ko‘ra, halqaro mehnat migratsiyasi jarayoni davlatlarning hamkorligi va migrantlarning shaxsiy tashabbusi asosida amalga oshirilishi keng yoritilgan. Mehnat migratsiyasi jarayonining jadallashishi natijasida O‘zbekiston ham halqaro mehnat migratsiyasi jarayoni hamda xalqaro mehnat bozorining faol ishtirokchisi sifatida o‘rin egallashi ko‘rsatilib, mehnat migratsiyasi harakatlanishi muayyan vaqtlarda kuchayib-pasayish tendensiyasi ilmiy izohlangan.

Shuningdek, mamlakatda migratsion harakatlarning joriy holati va o‘zgarish tendensiyalari ilmiy tahlil qilinib migratsiya jarayonini har tomonlama nazorat qilish bilan birga huquqiy tartibga solish masalalariga alohida e’tibor qaratilgan. Shu o‘rinda, maqolada muallif tomonidan o‘tkazilgan sotsiologik tadqiqotlar va rasmiy ma’lumotlar orqali qiyosiy taxlil qilish natijasida olingan xulosalar taqdim qilingan.

Kalit so‘zlar: Mehnat migratsiyasi, tendensiya, halqaro mehnat bozori, mamlakat, ish xaqqi, turmush daraja, yehtiyoj.

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СОЦИАЛЬНЫЕ ФАКТОРЫ ВОЗНИКНОВЕНИЯ И ТРАНСФОРМАЦИИ ТРУДОВОЙ МИГРАЦИИ

Аннотация: В данной статье, по мнению миграционного движения страны, процесс международной трудовой миграции осуществляется на основе сотрудничества государств и личной инициативы мигрантов. В результате ускорения процесса трудовой миграции показано, что Узбекистан занимает место активного участника процесса международной трудовой миграции и международного рынка труда.

Также научно анализируется текущая ситуация и тенденции миграционных движений в стране и контролируется миграционный процесс во всех аспектах, при этом особое внимание уделяется вопросам правового регулирования. На данный момент в статье представлены выводы, полученные в результате сравнительного анализа социологических исследований и официальных данных, проведенного автором.

Ключевые слова: Трудовая миграция, тенденция, международный рынок труда, страна, заработная плата, уровень жизни, потребность**.**

INTRODUCTION

Labor migrants working abroad make a substantial contribution both to the socio-economic life of their home countries and to the development of the countries that employ them, a fact that continues to demonstrate the enduring, organic connection between state and society.

Here it is worth considering the concept of transformation as it applies to state–society relations. It would not be an exaggeration to say that this phenomenon has touched every country in the world without exception. The social transformation of labor migration performs important functions: its positive effects advance human development, help different countries exchange new knowledge, experience and skills, and drive the growth of national economies.

The relationship between state and society also plays a central role in the development of societies and the social progress of populations. Internal factors such as economic stability, natural resources, international cooperation, the labor force and the division of labor accelerate the emergence of transformation as well, ultimately raising humanity’s intellectual potential, that is, human capital.

METHODOLOGY

Studying labor migration requires close attention to its distinctive features and typology.

Among earlier researchers, A. Smith identified, in his eighteenth-century work An Inquiry into the Nature and Causes of the Wealth of Nations [1.3], the disparities and inequality within the labor market as factors behind the formation of migration processes.

As Smith put it, every person shares one and the same desire: to improve their living conditions and way of life, an aspiration that never disappears in human beings [1.5].

This view supports the idea that one of the principal drivers of labor migration is precisely this pursuit — people seeking higher incomes, better living standards and the fulfillment of essential needs relocate to other countries in search of the conditions they aspire to. Smith also observed that a person acting in pursuit of their own benefit involuntarily comes to serve the interests of society and the welfare of the population [1.7]. We share this view: migrants leaving regions of limited opportunity for regions offering greater prospects for success not only improve their own social and economic standing and build human capital, but also contribute significantly to the institutionalization of labor activity.

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The Belarusian scholar A. Fedorako links labor migration directly to economic exchange: the labor migrant sells their labor to the host country, while, in turn, purchasing that country's goods [2].

The social transformation of labor migration can accordingly be classified into the following types:

✓ By territorial scope, labor migration divides into external (cross-border) and internal migration. Temporary internal labor migration has become an objective reality for many countries today, a distinctive feature of the new global era tied to the development of new economic relations. In Uzbekistan, too, the number of labor migrants seeking work abroad is substantial: official data put the current figure at nearly 300,000 temporary migrant workers [3].

A series of reforms carried out in the Republic, granting citizens broader opportunities, has allowed both internal and external labor migration to expand considerably. Migrants have, in turn, contributed to the country's economic development through the circulation of money, inflows of investment, the emergence of various innovations, and access to modern equipment and its proper use.

MAIN PART

Given its complexity, labor migration and workforce mobility, including refugee flows, has become one of the defining global phenomena of the present era. In many countries, the disorderly state of the labor market and weak governance systems are fueling illegal migration, the underutilization of the working-age population, mismatches between vacancies and migrants' qualifications, discrimination, unequal hiring practices, and growing exploitation — all of which, in turn, drive the informal growth of labor migration itself.

Left unregulated in both donor and recipient countries, these conditions can leave labor migrants and their families without access to decent work and may produce long-term negative socio-economic consequences in destination countries.

Labor migration helps rejuvenate the workforce, sustains labor-intensive sectors such as agriculture, construction and personal services, encourages entrepreneurship, supports social security systems, and helps meet demand for labor.

Over recent decades Uzbekistan has ranked among the fastest-growing countries by birth rate, third in the CIS and fortieth worldwide. As of 2023 the country's population stood at 36.024 million [8]; UN projections put it at 37.5 million by 2030 and above 43.2 million by 2050, up from 20.61 million in 1991 [9]. Between 1991 and the start of 2021 alone, the population grew from 12.08 million to 35.3 million, a 2.9-fold increase and this growth has itself driven the rise in labor migration. While labor migrants make a considerable contribution to economic growth in both donor and recipient countries, managing the process still requires resolving complex problems around migrant protection and international cooperation.

The need for internationally coordinated migration services across all countries gave rise to the International Organization for Migration (IOM).

The IOM Constitution's core objectives — protecting the rights of labor migrants and ensuring fair governance of labor migration — are reflected in the Convention concerning Migrant Workers [10], whose Fair Migration Agenda sets out the following goals:

- making labor migration a matter of choice rather than necessity, by creating decent work opportunities in countries of origin;
- ensuring respect for the human rights of all migrants, including the right to work;
- protecting labor migrants from exploitation and guaranteeing fair working conditions and equal treatment with citizens of the receiving country;
- establishing a fair migration regime within regional integration processes;
- supporting orderly, fair bilateral migration agreements between member states;

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- combating unacceptable practices through broader respect for fundamental labor principles and rights;
- advancing social dialogue by involving labor ministries, trade unions and employers' organizations in migration policy decisions;
- contributing to a multilateral migration agenda grounded in international law.

These objectives give labor ministries, employers, workers' organizations and civil society a shared basis for a common position on fair migration, aimed at protecting the rights and interests of all workers in the labor market.

The government resolution adopted in 2018–2020 on additional measures for implementing the conventions ratified by the International Labour Organization, in our view, shows that Uzbekistan's government bases its management of migration on frameworks developed by the IOM and recognized internationally by the ILO.

Identifying the factors, both driving and restraining, that shape the emergence and transformation of labor migration – including the systematization of labor division within Uzbekistan – and pinpointing where knowledge, experience and resources are most needed allows this process to be carried out effectively.

Building on this classification, we focused specifically on the social transformation factor of labor migration. Our research examines the negative and positive aspects of both the emergence of labor migration and its social transformation, together with the types of migration and the factors that shape them.

The International Labour Organization identifies five categories of international labor migrants:

- those who have left for permanent residence;
- contract workers;
- highly skilled specialists;
- irregular labor migrants;
- forced migrants.

➢ Migrants leaving for permanent residence generally choose countries with more developed economies and higher living standards. In doing so they establish a permanent home and workplace while fully abandoning their previous location — that is, this category is defined by relocation to another country, or from a rural area to a city.

➢ Contract workers form the next category, holding the right to reside in the host country for a fixed period. This group generally consists of unskilled or low-skilled workers, who can be further divided by circumstance into:

- seasonal workers;
- temporary (project-based) workers;
- contract employees;
- workers performing a specific professional role for a defined term;
- workers eligible to obtain citizenship of the host country;
- highly skilled workers (craftsmen).

The next category comprises migrants with higher education, such as students moving between universities worldwide. Related to this:

➢ Academic mobility is a further example, covering the international movement of scholars, the exchange of scientific and pedagogical experience among highly educated instructors, and migration for other professional purposes;

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- The following category consists of those engaged in irregular labor activity;
- The last category comprises migrants who left under compulsion for specific reasons, primarily refugees.

We also examined what "working conditions" mean as a factor shaping the social transformation of labor migration, since conditions directly affect migrant workers' productivity. For some specialists, including economists, working conditions cover the labor process itself, the set of factors affecting how people carry out their activity, and the economic causes of migration.

The influence of working conditions on migrants can be grouped into four areas:

- psychological effects (temperature, noise, vibration);
- chemical effects (toxic substances, environmental degradation, dusty air);
- biological effects (infectious disease, physical strain, stereotyping);
- the intensity of labor migration itself (intellectual, emotional and psychological strain, stress, work regime).

Working conditions matter most to labor migrants precisely because favorable conditions in the workplace safeguard their security and help prevent the stress that migration itself can produce.

The principal factors behind labor migration can be grouped as demographic, ethnic, political, climatic, economic, and others.

Demographic factors relate to sex, age, marital status, and birth and death rates. Some demographers argue that migration has no net effect on world population, since the number of immigrants and emigrants is always assumed to balance out to zero.

In sum, the distinctive features and trends of labor migration within the country, its effects on the socio-economic situation of society, and the resulting positive and negative consequences call for comprehensive, systematic scientific analysis. In the author's view, several questions are especially urgent for the future of our society: state regulation of labor migration, the country's demographic development, the loss of specialists, increasing monetary circulation, and the psychological effects of migration on migrants' children.

CONCLUSION

By way of conclusion and recommendation, analyzing migration processes requires close study of the key problems associated with migration.

A two-pronged approach to these problems is advisable.

First are the problems within state and society that give rise to migration in the first place: poverty, unemployment, human rights violations, loss of confidence in the future, various conflicts, and constant fear.

Second are the problems that arise once migration has already occurred: the exploitation of migrants, violations of their rights, the difficulty of adapting to the host country's way of life and culture, and negative attitudes toward migrants stemming from local fears of unemployment.

It is worth emphasizing that labor migrants also bring about social change in receiving countries:

- they contribute to the formation of population groups holding diverse spiritual, religious and cultural views;
- they can shift the psychological climate of the country and give rise to various fears.

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