

The role of mobility in increasing employment

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Abstrat. This article analyzes the state of mobility in the country, the role and features of mobility in providing employment, studies and scientifically substantiates the development of the economy of Uzbekistan, the migration movement of labor resources, causes, consequences, problems of labor mobility, employment problems, negative and positive aspects of migration activity of the population.

Keywords. Mobility, labor market, migration, labor resources, regional distribution, labor potential, education, professional qualifications, external and internal regional mobility.

Introduction. The economic reforms being carried out in Uzbekistan are fundamentally changing the formation of market relations and the development of sectors of the country's economy. The existence of multifaceted enterprises with a wide range of property, size and activities is leading to the formation of new economic and legal relations. This situation also affects the relationship between people, their attitude to property, the result obtained and its effectiveness is changing radically. These processes depend on the employment of the population and the achievement of socio-economic development, primarily through the efficient use of available labor resources.

As Sh.M.Mirziyoyev stated in his Address to the OliyMajlis on December 29, 2020, "the most effective factor in reducing poverty and increasing rural incomes is a sharp increase in agricultural productivity and efficiency, and the process of internal migration" has been identified as one of the main goals for 2021. [1]

Labor resource mobility is a qualitative description of the employee's labor potential competency profile, which determines its actual or potential action in various areas and directions of labor use in the economy, which occurred for socio-economic reasons to change the official workplace. In the modern context of the development of the education system, a competency-based approach serves as a tool for the formation of a systematic-evaluative approach to the objectification of labor potential of employees, as it is a methodological and analytical systematic formalization of requirements. A socio-economic system for high-quality labor activity is created by selecting a set of powers that are objectively controlled characteristics of the integration of the components of the employee's labor potential and its manifestation in the social and labor relations in the workplace. [2]

Mobility is divided into internal and external. Internal mobility leads to a redistribution of the population within the country, between urban and rural areas. External mobility means that the population is leaving the country.

Mobility also plays an important role in reducing poverty and increasing rural incomes. Because research shows that the participants in external labor migration are mainly the rural population. Therefore, the development of the rural labor market and the support of internal mobility will lead to a significant reduction in external labor mobility.

Analysis of the literature on the subject. Labor mobility has been extensively studied by leading economists, demographers, and sociologists. The role of mobility in societies, economies and socio-economic development has been analyzed by Bauyer T., Beine M., Borhas G.J., Julikova O.V., Ivahnyuk I.V., Newland K., Reis M., Safran V. Sheffer G., Terrazas A., Yudina T.N. studied the role of the diaspora in the socio-economic development of societies and countries. The basic concepts used in the study of this process are immigration, emigration, reemigration, migration residue, "brain drain" invited by prof. I.P.Nikolaeva. [3]. Prof. V.A. Ionsev has studied the main types of external labor migration of the population in terms of classification of factors and forms of impact on the country of origin and the country of entry [4].

Academician Abdurahmanov KH, Ubaydullayeva RA, Maksakova LP, Umurzakov BH, Mamarasulov FU, Zokirova NK, Khudoiberdiev Z.Ya., Rasulova D and other professors from Uzbekistan also expressed their views on migration issues. By the last decades of the last century, the industrial-technological system has had a strong impact on the rate of migration, globalization and interstate integration. The interest of sociologists in the study of migration has grown exponentially.

Academician K. Abdurahmanov's research focuses on the regulation of labor mobility by gender, age, education, marital status, profession, previous migration experience. These descriptions are compared with the composition of labor resources in the places of migration and outflow of migrants, which allows a more complete and

comprehensive assessment of the quality of migration, not only the number of labor resources[5].

Research methodology.

During the research, the article discusses the mobility of the population, its importance, the role of mobility in employment in scientific observation, using methods based on the principles of abstract-logical, systematic analysis, analysis and synthesis, as well as analytical analysis, comparative analysis, statistical data analysis. problems were identified and science - based suggestions were made as solutions to the problems.

Analysis and results.

A clear and concise explanation of the factors influencing labor mobility will clarify the problem. A number of theories and concepts have been developed to explain the interrelationships between the causes and effects of labor mobility. They coordinate at the macro level, along with the scale, direction, intensity of various migration flows between regions, as well as criteria for socio-economic development of the regions. (including wages, employment rate, unemployment rate, capital investment, housing conditions, number of jobs, etc.). An important aspect of such interactions is to determine whether their behavior depends on the composition of migrants (age, gender, level of education and training, etc.).

In regulating the mobility of labor resources, we can list the following problems in terms of socio-economic characteristics of external labor mobility:

- insufficient number of bilateral and multilateral intergovernmental agreements between interested countries;
- lack of cooperation with foreign companies that hire foreign labor resources, etc.
- inadequate remuneration of migrants;
- non-allocation of loans to labor migrants from commercial banks to cover the costs of transport and temporary accommodation;
- lack of information on vacancies from foreign employers, the nature of the work, wages, skills required of workers;
- insufficient provision of necessary medical care and good hygienic conditions;
- lack of health insurance for migrant workers;
- non-compliance of migrant dormitories with sanitary and hygienic norms, etc.

Another important aspect of mobility is that the quality structure of international migrants (for example, in terms of education level) is changing, and the participation of highly qualified specialists in interstate migration flows is increasing. While this situation is positive for developed countries, which are the centers of immigration, emigration centers are the opposite for developing countries and countries with economies in transition.

Migration mobility of the Uzbek population is relatively low, according to the latest census, in Uzbekistan it is 4-6 times lower than in European countries. In recent years, this downward trend has been observed. It is estimated that the migration rate of the republic's population in 2000 was 5.8 per thousand, and in 2020 - 5.1 per thousand. The highest intensity (10.9 per mille) occurred in the early 1990s as a result of repatriation processes. Rural-urban migration has been relatively small in recent years. It is estimated that rural-urban migration currently accounts for 5-6 percent of rural population growth.

In 2019, 172.0 thousand people changed their permanent residence in Uzbekistan, including: 156.3 thousand people moved within the country (90.8%), 13.2 thousand people went abroad (9 , 2%) [6].

The most important trend of the current migration situation in the country is the reduction of the total outflow of the population. The number of visitors to the republic, in particular, has decreased significantly compared to the previous decades (71,954 thousand in 2000) (up to 3-4 thousand people a year). Emigration flows have also been significantly reduced. In 2018, 1917.6 thousand people left the republic, in 2020 - 13.2 thousand people. Decreased from 12,862.5 thousand people who left the republic in 2000. As a result, there is a steady decline in the total volume of external migration. According to estimates, in 2018 its share in the total migration of the population of the republic was 13.9%, in 2019 - 9.1%, in the late Soviet period - 50-60%, in the early 90s - 45-50%. This means that the population of Uzbekistan moves mainly within the territory of the republic. In 2020, 1.6% of the total population came to the country and 7.8% left [7].

Table 1.

Balance of labor resources by regions of the Republic of Uzbekistan (as of December 2020, thousand people)

of regions	omically population	in the my	employed	labor rces	ployment to Labor
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						Prices (in%)
	Republic of Uzbekistan	14	14	0	12	
	Republic of Tajikistan				7	
	Regions:					
	Andijan region	5	9		8	
	Samarkand region				1	
	Sughd region					
	Xorazm region	9	0		8	
	Yul'fery region					
	Qashqadaryo region	2	7		4	
	Sir-Daryo region	9	3		2	
	Chirchik region	3			2	
	Qashqadaryo region					
	Surxondaryo region	8	2		4	
	Uzun-Yul region	7	6		3	
	Uzun-Yul region				8	

Based on the data in Table 1, it can be said that one of the main reasons for mobility is unemployment and low wages. The average unemployment rate in the country in 2020 will be 8.1%. There is no decline in mobility in our country. Employment requires the introduction of new professions and the further development of the service sector. Then we think that the two problems, employment and mobility, will be properly organized.

Currently, the largest wave of mobility is moving from developing countries to developed countries. The United States receives the largest number of foreign migrants. In recent years, the number of immigrants in the country has exceeded 45 million. Among Western European countries, the largest number of immigrants came from Germany, the United Kingdom and France. There are 7-10 million immigrants in each of these states. The bulk of immigrants to Western Europe are from Southwest and South Asia, North Africa and Eastern Europe. From other developed countries, Australia, Canada, New Zealand, Israel and South Africa are receiving many foreign migrants. Therefore, the migration balance is positive in all developed countries.

Large migration flows have also occurred among developing countries, most of which have negative migration balances. In particular, large numbers of foreign migrants are attracted by the Arab countries of the Persian Gulf, especially Saudi Arabia and the UAE, as well as newly industrialized countries such as South Korea, Singapore and Malaysia. Millions of immigrants from Asian and African countries such as India, Pakistan, Bangladesh, Yemen, Indonesia, Vietnam and Egypt are working in these countries.

In Latin America, Asia and Africa, there are large migratory flows between neighboring countries not only economically, but also politically, ecologically, ethnically, but in terms of territory. For example, millions of people are migrating from Syria to Turkey, from Afghanistan to Iran, and from Uganda to Kenya. Large migration flows also exist in the CIS, mostly to Russia.

The vast majority of Uzbeks registered as migrants in Russia - almost 82 percent - are migrant workers. In 2020, Uzbeks accounted for 38% of all foreigners registered for work in the country. Citizens of Tajikistan (22%) are in second place, followed by Kyrgyzstan (8%) and Ukraine (8%). The above figures show that last year, citizens of the three Central Asian states (Uzbekistan, Tajikistan and Kyrgyzstan) accounted for 68% of Russia's foreign labor force, while citizens of Uzbekistan and Tajikistan together accounted for more than half - 60 percent.

In terms of other mobility indicators, the share of Uzbeks is much lower than the share of citizens of other countries. Among foreigners who received permanent residency in Russia in 2020, Ukrainians (29%) and Tajiks (16%) were the leaders, Uzbeks are in third place with 11 percent. The share of Uzbeks among foreigners who received Russian citizenship last year is very small, at only 4 percent.

If we look at the migration of Uzbek citizens to Russia in 2016-2020, the number of those who went for study has doubled during this period, the number of those who went for "private" purposes has increased by 50%, and the number of those who went to work has increased by 47%. Over the past four years, the number of Uzbeks going to Russia to work has accounted for between 81 and 84 percent of the total number of Uzbek citizens considered

primary migrants.

As Uzbekistan's economically active population grows, so does the number of people leaving the country in search of work. Interestingly, the ratio of these figures is almost constant at 10-11%. In other words, every tenth economically active citizen of Uzbekistan goes abroad every year to find work. At the same time, in 2020, this figure decreased.

The general indicators of mobility in the country are formed on the basis of the processes taking place in urban and rural areas, so the general trends and characteristics are specific to all regions.

Most regions are characterized by very low participation of the population in external mobility. According to 2020 data, the share of foreign migration in the total number of arrivals in a number of regions of the country was 0.1-0.3% (Kashkadarya, Bukhara, Andijan regions and the Republic of Karakalpakstan). Out of 10,378 visitors to Surkhandarya region, 6 came from outside the country. In other regions, the share of foreigners is slightly higher: in Navoi, Namangan and Samarkand regions - 1.1%, in Khorezm - 0.6%, in Syrdarya - 2.0%. The majority of foreigners came from Fergana (2.6%), Tashkent region (4.2%) and Tashkent city (1.7%) [7].

All regions of the republic are characterized by local movement, i.e. within the territory. It is estimated that in 2020, intra-regional movements accounted for 60.4% of total migration within the country, in terms of these indicators - Tashkent (57.6%), Samarkand (66.3%), Navoi regions (68.1%), Jizzakh and Syrdarya regions (69.0%). In Andijan, Fergana and Kashkadarya regions, the share was high at 87-89%, and in Surkhandarya region - 93.0%. The number of visitors to Tashkent is 98.3% from the regions of the country and 1.7% from abroad [8].

It is important to understand that the higher the level of investment potential of the region, the higher the mobility of labor resources. Taking into account the essence of shaping the investment attractiveness of the region in accordance with the principles of the concept of dynamic efficiency based on a systematic account of changes in regional development goals and resource potential as a result of entrepreneurial activity, entrepreneurship in the presence of a single regional economic space and national institutions is determined by a set of variable alternatives to implement the initiative.

Conclusions and suggestions.

In general, the mobility of the labor force will not be limited only to the creation of new jobs of strategic importance and the preservation of existing ones, but it will create objective conditions for the structural compatibility of the demand for labor resources and its supply parameters by type of economic activity in the regional, sectoral and professional segments. Sectors of the economy also serve to create new high-yield jobs in all areas of business. Taking preventive measures to prevent and reduce the labor market crisis depends directly on a system of measures to encourage labor migration not only from low-skilled labor resources, but also from professionals capable of working in high-tech industries. The implementation of a sustainable migration policy will not only expand the system of compensatory measures to create a sustainable labor market, but also reduce the cost of goods and services, stimulate the growth of budgetary and extra-budgetary revenues. Ensuring the internal mobility of labor resources will contribute to employment.

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