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## **Arranging labor migration by applying efficient mechanisms in rural areas of Uzbekistan**

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This article is devoted to the consideration of issues related to efficient organizational and economic mechanisms for arranging labour migration in rural areas. In addition, the article presents social surveys conducted with the aim of studying the impact of these mechanisms, as well as scientifically-grounded proposals and recommendations.

Key words: labour migration, labour force export, rural development, social survey, Uzbekistan.

### **1. Introduction**

In the Republic of Uzbekistan 49,4% of the total population is currently residing in rural areas. The number of labour resources in Uzbekistan constitutes 18666,3 thousand people and out of them 8716,8 thousand or 46,7% percent live in rural areas. Inadequate number of jobs in rural areas, low labour costs, poor labour income, poor living conditions, lack of specialized working environment, lack of skilled workers, etc. are considered the the reasons of the labour migration. This requires the study of efficient organizational and economic mechanisms of domestic and external migration and a clear sociological assessment of their impact on the unemployment conditions.

According to the International Organization for Migration, the total number of international labour migrants in the world accounts for 258 million people, and money transfers in the amount of 429 billion USD out of of 601 billion USD, made by these international labour migrants, have been allocated to the developing countries. According to the forecasts, by 2050 the total number of international migrants will constitute 230 million people. Such a high proportion of international migrants occurred in 2013 and accounted for 3,2% of the world population.

It is advisable to use the experience of advanced foreign countries on arranging efficient labour migration in the world. For example, the government of Turkey seeks to attract remittances based on various preferential interest rates and special investment schemes. In particular, the government has set up “Operating Investment Banks”, which provide migrant remittances to various industrial projects and enable returning migrants to work at enterprises with their own funds. In addition, the government has established special cooperatives, with the right to work abroad, envisaged that their members spend their money abroad on various commercial and infrastructure projects.

The Philippines, which ranks third in the world in terms of labour exports and remittances, is admitted as the country with the most reasonable policy in this regard. Unlike other countries in South-East Asia, this country pays a particular attention to the protection of the rights of labour migrants and their families in the process of labour migration organization. As the experience of the Philippines illustrates, the policy, implemented in this area, has become a solid foundation of the increase of the foreign currency reserves, improvement of the balance of payment, establishment of small businesses by the families – recipients of these money remittances, for the opportunity to get education on the contract basis, upgrading qualifications and skills of the migrants returned, raising the volume of

investments made in the construction of housing facilities, as well as inbound tourism development.

The Kingdom of Morocco possesses extensive experience in regulating international labour migration processes. Morocco is considered to be the leading country in Europe with the largest labour force and the number of foreign remittances in the region of Africa. Its geographical location and historic relations have contributed to the development of the country's labour exports and created the Moroccan Diaspora, which accounts for about 10 percent of the country's population permanently residing abroad. In recent years, there has been a decline in the number of migrant workers leaving Morocco, and currently there is commenced the migration from Spain to Morocco. This indicates the improvement of the economic situation in the country.

External labour migration in rural areas of the Republic of Uzbekistan has basically informal character. This is due to the seasonal, temporary and repetitive nature of this type of labour migration. Without the necessary permits, employment contracts, employment visas, migrant cards, customs declarations and other official documents, the labour force has an unofficial status that poses a number of problems in registering citizens traveling abroad. One of the most common problems in the migration process is the inefficiency of private employment agencies dealing with human rights violations, human trafficking and discrimination, as well as infringements in the labour regulations. Moreover, one of the most urgent current issues is the lack of personal safety for migrants, especially informal labour migrants, when traveling or returning home by means of transport.

Inadequate legal literacy of migrants, non-elaboration of normative and statutory acts on the basis of bilateral and multilateral agreements, lack of a systematic framework for regulating labour migration, i.e. absence of a single legal framework can be considered as the factors which cause the problems associated with the labour migration. The way to solve these problems involves the development of agreements, regulations that have the same regional or inter-country effect, based on international conventions and norms.

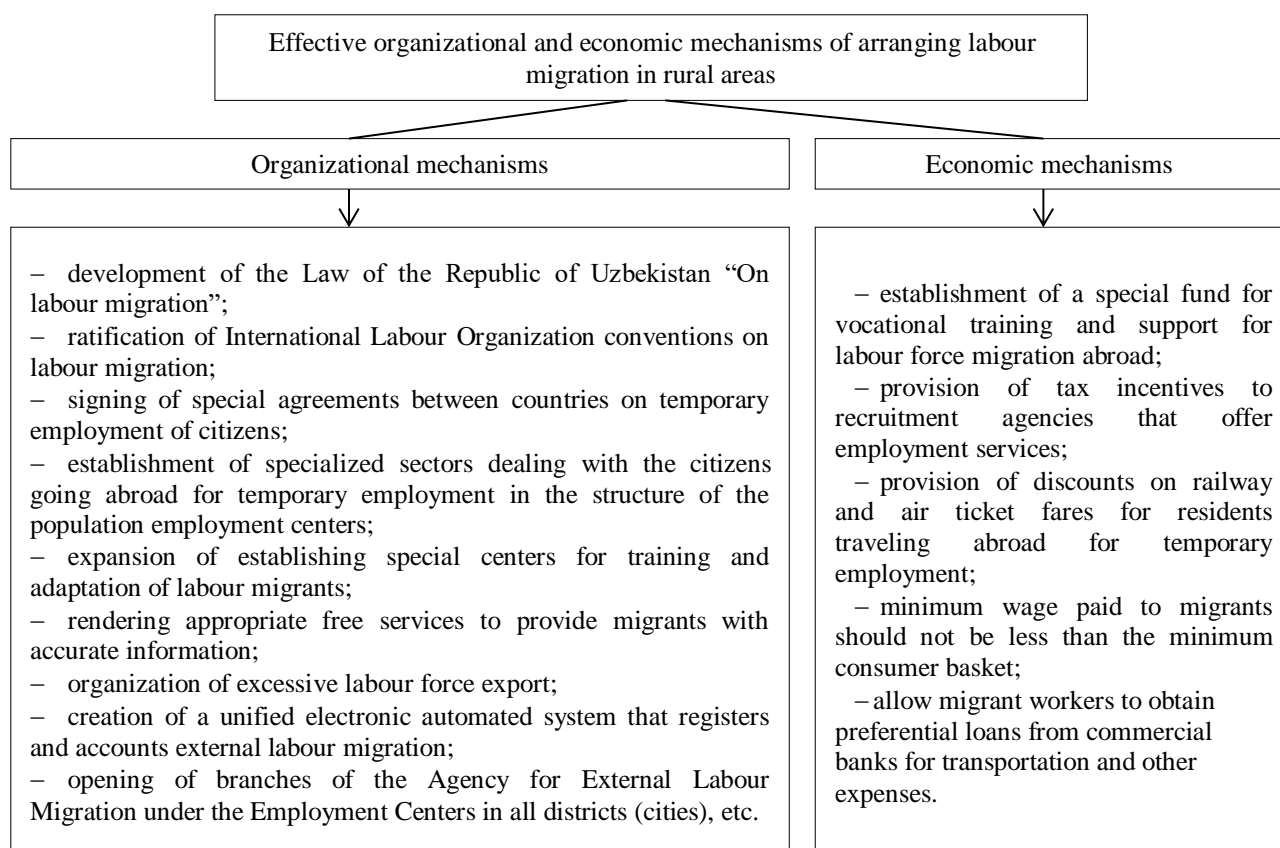
## **2. Methodology**

Organizational and economic mechanisms of arranging labour migration have been comprehensively studied by foreign scientists. In particular, M.S. Blinova has researched the reasons for labour migration occurrence and the prospects for its development, V. Dyatlov, K. Grigorichev and N. Gul have classified the factors determining different forms of cross-border migration and migrants, V.I. Dibirdeyev has made researches on labor migration management in the region.

The researches of Uzbek scientists have examined the development of labour migration, peculiarities of labour migration processes in the country and some aspects of this issue. In particular, L. Maxakova in her research papers has studied the factors of formation and development of labour migration in Uzbekistan, its connection with demographic processes and the prospects of this process development. D. Rasulova has researched peculiarities of the labour migration in the CIS countries, namely, in Uzbekistan, and D.Djunaydullayev has investigated the regulation of the labour migration in Uzbekistan.

The analysis of the scientific researches on this issue necessitates a thorough and comprehensive analysis of the organizational and economic mechanisms of labour migration in rural areas.

In our opinion, to ensure arranging labour migration of the population in rural areas the following efficient organizational and economic measures should be undertaken (Figure 1).



**Figure 1.** Efficient organizational and economic mechanisms of arranging labour migration in rural areas

It is necessary to improve the legal framework for efficient organization of labour migration of rural population. For this purpose the following measures should be undertaken: creation of legislative base on labour migration and manifestation of rights, freedoms and guarantees of foreign citizens working abroad; to allow private sector entities to be involved in formal labour export and to introduce a mechanism for its implementation; to ratify the International Labour Organization conventions on labour migration; expanding the competences of the republic embassies abroad to study and realize the possibilities of exporting labour to partner countries with signature of relevant Treaties (Memorandums) and their further implementation.

In order to efficiently organize rural labour migration, it is advisable to provide loans by commercial banks to carry out labour activities abroad (including travel expenses, accommodation costs, monthly expenses for starting work). On this basis, it is necessary to develop mechanisms for citizens to open special savings accounts with a commercial bank and to save the monetary funds earned abroad, in these targeted accounts. As a result of this mechanism, the economic activity of remittances from abroad would increase.

### 3. Sociological analysis

In order to determine the impact of efficient organizational and economic mechanisms of domestic and external migration in rural areas, a targeted sociological survey was conducted in Beruniy and Ellikkala districts of the Republic of Karakalpakstan, Zarbdor and Pakhtakor districts of Jizzakh region, Pastdargom and Urgut districts of Samarkand region and Kitab and Shahrissabz districts of Kashkadarya region. The survey was conducted on the basis of

completing a special questionnaire with face-to-face interviews in the designated areas. As part of the survey, 800 migrants have been interviewed and entered into the database after several stages of verifying the quality and accuracy of the completed questionnaires.

The analysis implemented within the framework of these studies included views and proposals on socio-demographic composition of labour migration participants, determining factors, directions, geography of domestic and external labour migration, assessing migrants' residency conditions abroad, working environment, and the income of migrants, as well as studying their plans for future, opportunities for finding places for living, regulating procedures for labour migration processes and some others.

Almost three-quarters of the respondents have been the citizens between the ages of 20 and 40, with an average age of 33,4 years old. In the gender composition of the respondents, the share of men constituted 81,6%, and the share of women amounted to 18,4%. According to the analysis, in recent years there has been an increase in the number of migrants with higher education. In the selected districts, the majority of respondents from Kitab, Beruni, Ellikkala, Zarbdor, Pakhtakor districts have had higher education, the majority of respondents from Pastdargom and Urgut districts have had specialized secondary education, and respondents from Shahrisabz district have had secondary education.

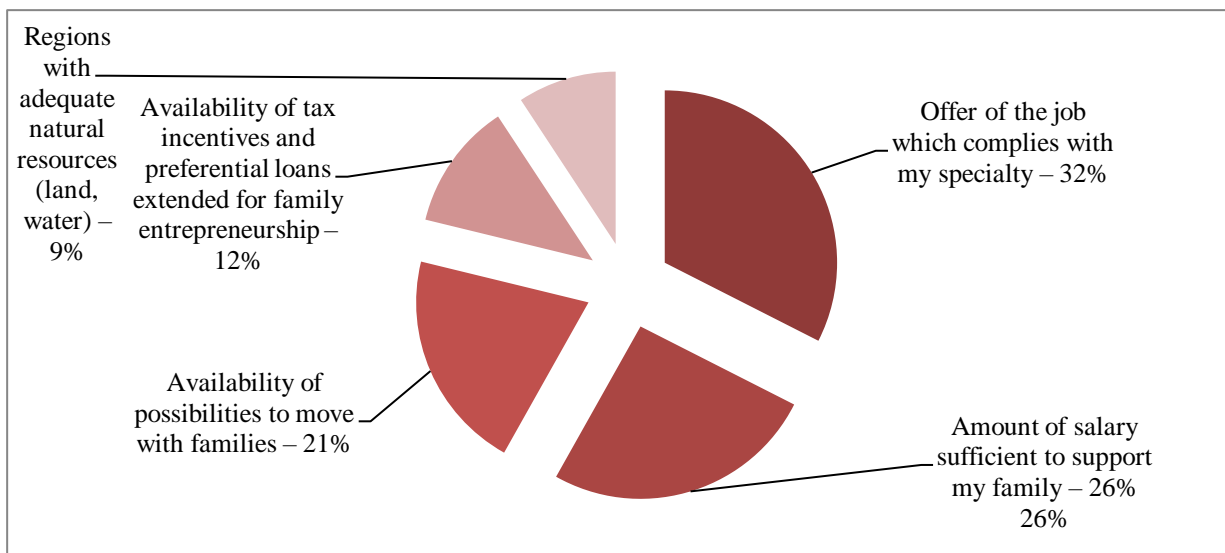
The results of the survey have shown, that the main reason for migration of respondents with higher education to work abroad was such facts that they were not satisfied with their salaries, the level of salaries in local government agencies and organizations was inadequate, as well as high consumer costs (food, utility bills, etc.).

Moreover, it should be noted that teachers, lawyers, weavers and tailors, medical employees of the middle medicine layers, as well as representatives of the services sector have prevailed in the composition of the migrating labour force. On the contrary, among the migrants there are fewer engineers, technologists, locksmiths, tractor drivers, and workers in agriculture.

When respondents have been asked the question "In you were offered a job in other region of our republic, would you go?", 43,1 percent of them have answered "yes", 34,2 percent – "no", and the rest 22,7 percent answered as "I don't know". The answer for this question significantly differs by regions. In particular, in Kitab (88,0%), Urgut (89%), and Pastdargom (48,9%) districts the share of respondents who have answered "yes" is relatively high.

In addition, when the respondents were asked the question "Which region of the republic with little labour force would you agree to work in?", 28,2 percent of the respondents have chosen Jizzakh, 27,1 percent – Syrdarya region, 23,4 percent – Navoi region, and the rest 21,3 of respondents have chosen other regions.

In addition, the survey has examined the conditions under which respondents would like to work in other regions of the country (Figure 2).



Source: calculated by the author on the results of the survey results.

**Figure 2.** Which conditions would you prefer for working in other regions of the republic? (in %, in relation to all respondents)

It is obvious from Figure 2, when answering the question “Which conditions would you prefer for working in other regions of the republic?” approximately 60 percent of the respondents have answered that they would be satisfied in case of the offer of the job which complies with the specialty of the respondent and if the amount of salary is sufficient to provide families of respondents. In addition, the shares of options of the respondents on the availability of possibility to move with families (19,4%), and availability of tax incentives and preferential loans extended for family entrepreneurship (11,2%) are significant as well.

With the aim of determining what respondents need to pay attention to in order to efficiently arrange domestic labour migration of citizens, they have been asked the following question: “In your opinion, when arranging efficient domestic labour migration, which aspects deserve a particular attention?”. The survey responses are provided in Table 1.

**Table 1.** In your opinion, when arranging efficient domestic labour migration, which aspects deserve a particular attention? (in %, in relation to all respondents)

Indicators	By all districts	Including by districts:							
		Kitab	Shahrisabz	Pastdargom	Urgut	Beruni	Ellikkala	Zarbdor	Pakhtakor
establishment of a special department dealing with internal labour migration	26,8	42	28	28,3	30	22	26	21	17
creating social infrastructure of the region	13,3	12	16	17,4	12	10	10	18	11
provision of housing on the basis of preferential loans	20,3	13	33	23,9	22	18	22	14	21
providing a guaranteed job according to the specialty	17,7	7	17	20,7	19	23	14	24	17
providing a salary to support the family	16,7	19	5	7,6	17	27	28	20	20
other areas	5,2	7	1	2,1	-	-	-	3	14
Total	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0

Source: calculated by the author on the results of the survey results.

As Table 1 demonstrates, almost half of the respondents participated in the survey have replied that establishment of a special department dealing with internal labour migration



(26,8%) and provision of housing on the basis of preferential loans (20,3) are considered to be preconditions required for the efficient arranging of domestic labour migration.

According to the survey results, responses associated with to guaranteed employment according to the specialty and the provision of a salary sufficient to support families prevailed as well.

In the process of the sociological survey, the processes of external labour migration have been studied along with the domestic labour migration of citizens. Figure 3 below illustrates the reasons why citizens go abroad to work.



Other reasons
With the purpose of debt repayment
Necessity to earn money for my wedding party
Necessity to earn money for the wedding party of my child as soon as possible
Insufficient development of the social infrastructure
Desire to buy a motor vehicle or a valuable expensive item
Make savings to launch my own business
Untimely payment of salaries
Necessity to earn money to buy a house, an apartment in the nearest future
Inadequate housing conditions for the family
Absence of well-paid job in the place of residence

Source: calculated by the author on the results of the survey results.

**Figure 3.** What are the main reasons for your working abroad, in%

As it is obvious from Figure 3, the main reasons for the citizens to work abroad are “absence of well-paid job in the place of residence”, “necessity to earn money to buy a house, an apartment in the nearest future”, “inadequate housing conditions for the family” and etc. If we analyze the situation by the selected districts, the reason of “absence of well-paid job in the place of residence” prevails in Pstdargom district (47,8%), Shahrisabz district (43%) and Ellikkala district (32%).

Despite the fact that the share of such reasons of going to work abroad as “necessity to earn money for the wedding party of my child as soon as possible”, “necessity to earn money for my wedding party”, “necessity to earn money to buy a house, an apartment in the nearest future” is relatively high, these factors are considered to have less negative consequences. The reason for this is that after working abroad and having earned enough money for necessary

purposes, migrants can return to their homeland and continue working for the domestic entities.

The share of migrants who go abroad to work due to the absence of well-paid jobs in the places of residence accounts approximately 28 percent, however, the share of respondents who plan to go abroad for working constitutes 44,1 percent. This is definitely a high indicator and requires paying a particular attention to the regulation of the processes associated with the movement of migrants abroad and their activities there.

It should be noted that 25,8 percent of the respondents participated in the survey are going to work in the Russian Federation. Taking into account this situation, it is important to create a convenient and affordable transport service to and from the Russian Federation, to prepare migrants before leaving the country, as well as to provide practical assistance in solving problems and difficulties in Russia. This would be an important basis for preventing various accidents that may occur. During the survey we have revealed that the number of people planning to travel to Turkey, South Korea and the United States – the countries which are favourable for labour migration in recent years – is constantly increasing.

The analysis shows that the majority of migrants (17.3%) remain engaged in general construction works. This is due to the fact that among migrants, the share citizens with secondary special education (55,9%) is always higher in the total number of migrants. Moreover as it has been noted above, the number of migrants with secondary special education is steadily rising. In addition, it is obvious that the number of migrants engaged in retail trade and food preparation has increased as well.

Since the majority of migrants work in the Russian Federation, the most common problem they challenge is the difficulty of obtaining a work permit (patent) (26,6%). Taking into consideration, that the solution to this problem does not depend on migrants, but on the basis of agreements between countries, it can be concluded that it would be efficient to do a lot of work in this area in future.

Furthermore, not knowing the language of the country where they work (24,9%) is also common among labour migrants, which means that there is a high need to open foreign language learning centers for migrants in our country.

The activities undertaken by the government in recent years to regulate external labor migration in Uzbekistan have been positively assessed by migrants surveyed, and 33,6% of them said that “an efficient policy is currently being pursued” (see the table below).

**Table 2.** What is your opinion towards the government policy implemented in the Republic of Uzbekistan in terms of labour migration? (in relation to all respondents, in %)

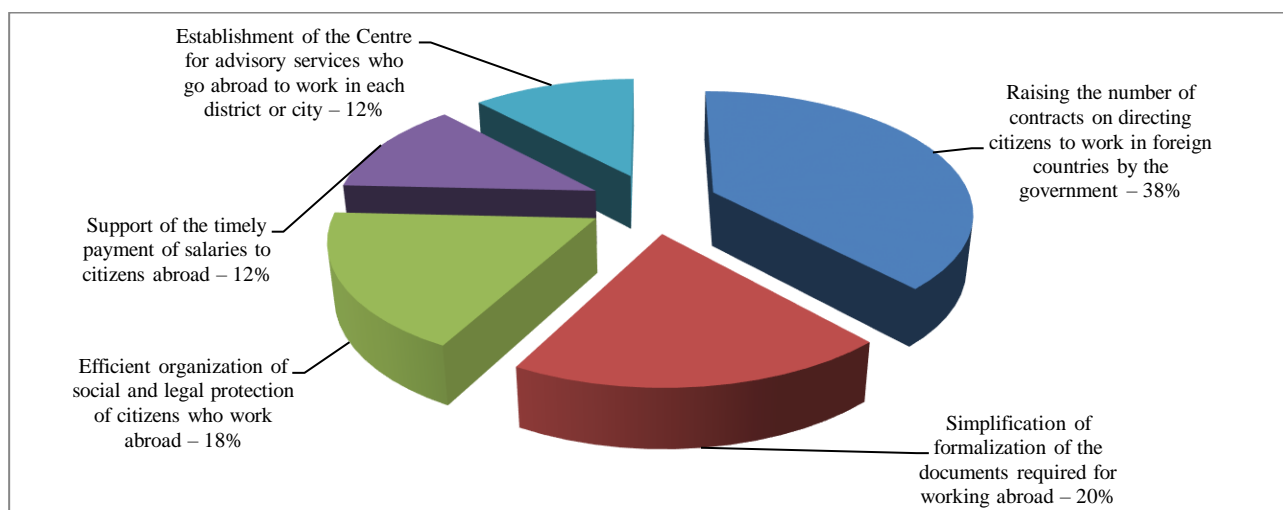
	By all districts	Including by districts:							
		Kitab	Shahrisabz	Pastdargom	Urgut	Beruni	Ellikkala	Zarbdor	Pakhtakor
efficient policy is being pursued;	33,6	99,0	26,0	21,7	70	9,0	13,0	18	12
opportunities to go abroad to work officially have increased	10,3	1,0	12,0	20,7	11	3,0	9,0	9	17
opportunities for qualified employment abroad have increased	10	0,0	18,0	19,6	7	4,0	3,0	13	15
the performance of the external labour migration agency has improved	7	0,0	14,0	7,6	6	3,0	3,0	17	5
the level of protection of labour rights of migrants working abroad has been further strengthened	6,1	0,0	10,0	5,4	3	5,0	3,0	15	7
no change at all	10,2	0,0	16,0	4,3	0	21,0	15,0	15	12

implemented activities are inadequate	10,7	0,0	1,0	3,3	2	17,0	13,0	11	14
neither agree or disagree	12,1	0,0	3,0	17,4	1	38,0	41,0	18	18
Total	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0

Source: calculated by the author on the results of the survey results.

In addition, almost 10,3 percent of migrants have confirmed an increase in opportunities to go abroad, and 6,1 percent of respondents have said that the level of protection of labour rights of migrants working abroad has strengthened. However, about 10,2 per cent of respondents have expressed a negative attitude towards the question given.

Besides the views on the policy implemented on regulating external labour migration in our country, the respondents participated in the survey, have expressed the following opinions on the radical reforming of the external labour migration (Figure 4).



Source: calculated by the author on the results of the survey results.

**Figure 4.** Proposals on efficient regulation of external labour migration in Uzbekistan (in %, in relation to all respondents)

About 37,0% of migrants suggested that citizens should be sent to work mainly to developed countries. In addition, respondents have mentioned the importance of reducing bureaucratic barriers in sending citizens abroad and simplifying paperwork - the topic that has been under discussion for a recent period.

#### 4. Conclusion and suggestions

1. Taking into consideration that the majority of the regulations related to labour migration were adopted several years ago and nowadays do not fully reflect the current situation in the field of labour migration, it is necessary to reconsider them and make appropriate additions and alterations by reference to the current situation.

2. It is required to develop and approve a special law determining the principles of protection of the rights of Uzbek labour migrants in different situations abroad. The absence of such a law does not allow for an efficient and comprehensive approach to ensuring the rights of migrants in case of necessity.

3. It is necessary to raise the scope and quality of work on the issue of labour rights for citizens going abroad for work, relevant aspects of the legislation of the host countries, preparation of special notes on the prevention of human trafficking, and their free distribution at customs offices, airports and railway stations.

4. It is necessary to develop and implement the concept of reducing external labour migration, particularly among young people, at the expense of internal labour migration, including construction and organization of self-employed migrant housing facilities in major cities of the country.

5. Ensuring the transparency of information in the regional offices of the Agency for External Labour Migration, as well as the establishment of a special department for the recruitment of citizens abroad in each district and city employment centers. This department should receive weekly information from the regional offices of the Agency on new jobs offered by the foreign state and ensure that the employment assistance centers provide the population with the information on the new job places through the regional labour inspectors. Citizens should be able to get information about all new jobs offered abroad at community gatherings in their neighborhoods.

6. With the aim of sending citizens abroad for working, it is necessary to extend preferential loans with the account of the cost of travel abroad (travel expenses, accommodation costs, monthly expenses for launching a work). In this regard it is necessary to develop the mechanisms for opening of special savings accounts in the bank for citizens and directing the funds earned by citizens abroad to these savings accounts. As a result of this mechanism, the economic activity of remittances sent by citizens from abroad would increase.

7. It is necessary to arrange short-term retraining and qualification upgrading courses to prepare citizens for the required professions and specialties in order to go abroad. Moreover, these courses should include additional lessons on the language of the country, labour legislation, technical and transport safety regulations, and the rights and freedoms of migrant workers.

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