

зарурдир. Шу сабабдан бўлажак менежерлар учун магистратурада назарий дарслар бир ўқув йилида ташкил этилиши, иккинчи йили эса корхона ёки ташкилотларда раҳбар ўринбосари тариқасида амалиёт ўташи керак бўлади. Битирув иши ҳам диссертация шаклида эмас, балки амалиётдаги тажрибадан фойдаланган ҳолда кейс-стади ёки конкрет ҳолатни таҳлил қилган ҳолда раҳбар қарорини ишлаб чиқиш салоҳиятини кўрсата олиши керак булади.

Магистратуранинг учинчи гуруҳи педагогик ва амалий фаолият билан шуғулланмоқчи даъвогарлардан иборат бўлиши керак, ўқиш муддати икки ёки уч йилга режалаштирилиб, битирув иши магистрлик диссертацияси шаклида амалга оширилади. Имконияти бўлса ушбу диссертация фалсафа доктори, яъни PhD бажарадиган ишнинг асоси бўлиши керак. Ана шу тоифа магистрантларда кредитлар миқдори 120 бўлса арзийди, чунки булар мутахассислик фанларидан ташқари илмий тадқиқот ишларини олиб бориш асосларини, педагогика, психология, методика ва бошқа фанларни чуқурроқ ўрганиши лозим бўлади. Аммо умумий фанлар ўтилиши фақат ё йил, яъни 2 семестр давомида бўлиши, қолган даврда

магистрант индивидуал равишда ўзининг илмий раҳбари билан ишлаши керак бўлади. Фақат шундай ҳолатда, бизнинг фикримизча, магистратура олдида қўйилган вазифаларни амаога оширишга имконият бўлиб, келажакда ижодий ёндаша оладиган креатив, иқтидорли кадрлар тайёрлаш имкониятига эга бўламиз.

Маълумки, интеллектуал мулкни шакллантиришда нафақат олий ўқув юртлари, ижодкор кадрларга эҳтиёж мавжуд бўлган давлат ташкилотлари, корхоналар ва тадбиркорлик манфаатдордирлар. Демак, уларнинг ҳам юқори малакали, ижодий фаолият юридадиган, бозор шароитида фаолиятни амалга оширадиган кадрларни тайёрлашда фаол иштирок этишлари зарурдир. Бу борада “таълим-илм-ишлаб чиқариш” интеграциясини амалга ошириш муҳим ўрин тутиб, иқтисодиёт университетида амалга оширилаётган йиллик “Очиқ эшиклар куни”, “Меҳнат ярмаркаси”, инновацион ва интеграция бўйича давра суҳбатлари, илмий семинар ва конференциялар, ишлаб чиқаришдаги кафедра филиалларининг фаолияти тажрибасини оммалаштириш муҳим ўрин тутди.

Фойдаланилган адабиётлар:

1. Ўзбекистон Республикаси Президентининг “Илм-фанли 2030 йилгача ривожлантириш концепциясини тасдиқлаш туғрисида”ги Фармони, ПФ29 ,6097- октябрь 2020 йил
2. Ўзбекистон Республикаси Президентининг “Интеллектуал мулк объектларини муҳофаза қилиш тизимини такомиллаштириш чора-тадбирлари туғрисида”ги Қарори, ПҚ,4965-28 январь, 2021 йил.
3. Суннатов М.Н. Ўзбекистон Республикасида интеллектуал мулк бозорини тартибга солиш механизмини такомиллаштириш. PhD диссерт. Автореферати, ТДИУ, 2021
4. ИС в фактах и цифрах, 2020 год, wipo/int
5. www.president.uz
www.stat.uz

SIGNIFICANCE OF YOUTH LABOR MIGRATION IN HUMAN CAPITAL DEVELOPMENT

**Bakieva Iroda Akbarovna –
TSUE, Ph.D., Associate Professor**

**Saidov Nurali Rakhimovich –
TSUE, senior teacher**

Abstract. In the article theoretically observed the impact of labor migration on human capital, learned the state of labor migration and reasons of youth migration, analyzed the migration and given obtained results

Keywords. Human capital, migration, labor migration, reasons for migration, youth migration, educational migration.

Introduction.

At the current stage the development of economic processes is characterized by dynamism, complexity and uncertainty. Currently, the quality of human capital is increasing significantly in developed countries as well as in developing countries. In the 21st century, countries with a high quality of human capital, which are effectively increasing and using it, have great opportunities and competitive advantages to ensure the standard of living and quality of the population.

The fastest and cheapest way to solve the problem of increasing human capital is to increase migration capital, that is, balancing the demand and supply of the labor force in countries by managing labor migration processes.

According to the International Organization for Migration (IOM), In 2020, the total number of international migrants was about 281 million people in worldwide. By this time, the number of people living away from their country of birth or citizenship had increased significantly from 173 million in 2000 to 221 million in 2010. Due to the fact that the number of international migrants is growing faster than the world population, their share of the total world population was 2.8% in 2000, 3.2% in 2010, and 3.6% by 2020. In 2019, the total volume of official remittances of migrants exceeded 689 billion US dollars, which is one of the main factors of increasing human capital in countries [1].

Literature analysis.

According to the concept of the founders of human capital T. Shults and G. Becker in the 60s of the 20th century, its composition is formed at the expense of health care, education, culture, economically important information, and migration capital. [2]. It should be noted that in the theory of human capital, almost all types of migration are considered as investments in human capital aimed at increasing incomes, raising the level of education, etc. [3]. In addition, the reproduction of human capital is based on the rapid development of all its elements, which in turn requires certain financial resources from the individual, firm and state. [4].

Theoretical approaches of international labor migration were researched by researchers Harris J. and Todaro M. [5], Lee E. [6], Ravenstein E.

[7] and by others. The main reasons for migration are differences in net economic benefits, mainly employment opportunities and higher wages. These theories have motivated labor migration to be viewed as an investment that increases productivity and income. [8]. In subsequent scientific studies, opportunities to improve the quality of life, increase the level of consumption, access to education, health and cultural services began to be considered as the main drivers of migration. (for example Glaser, Kerr W. [9, 10], etc.).

In the conditions of the innovative development of the economy of Uzbekistan, scientists and experts are conducting scientific research in the field of migration. In the scientific works of K.Kh. Abdurakhmonov [11], L.P. Maksakova [12], E.M. Mukhiddinov [13] sufficient attention is paid to the role of migration processes in ensuring employment of the population in the labor market of the republic, mitigating the situation with unemployment and improving the standard of living of the population. Despite the fact that the scientists of our country have research materials on the problems of labor migration, the role of youth migration in increasing human capital needs to be researched.

Discussion of results.

It is clear that migration processes have positive and negative effects on the quality of human capital. In this regard, the problem of research on international labor migration, not only as an activator of international trade and cross-border movement of capital but also as one of the factors and components of the globalization process, is of particular importance.

Scientific interest in studying the impact of labor migration processes on the quality of human capital is due to the fact that migration processes have become an integral part of the life and activities of the people of many countries, including Uzbekistan.

Migration issues have always been part of international integration. The study of migration processes showed that in the modern world, the role of migration in the life of society has increased immeasurably, because they greatly influence the formation of the labor market in donor and

recipient countries in terms of human capital.

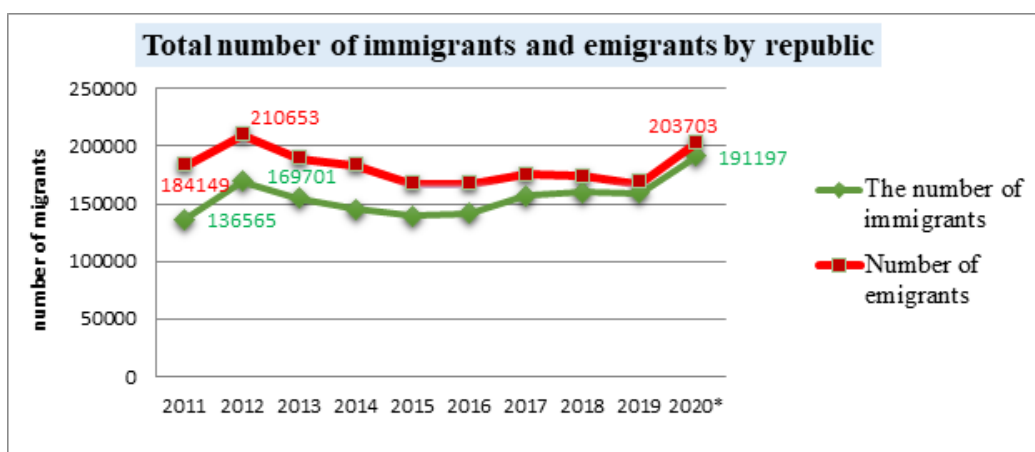
The study of the problem of interdependence between labor migration of the population and the regulation of the labor market in Uzbekistan shows that, in the real practice of market reforms, there are significant differences between the quality indicators and the professional and qualification level of the available labor resources between different regions of the country.

In the current socio-economic situation in Uzbekistan, it is impossible to create a sufficient number of jobs in the near future, as a result, 1 million 740 thousand people have left our country to work abroad today. [14]. Therefore, the state should revise its employment strategy, paying attention to the re-export of labor resources, rather than the organization and regulation of external migration.

When considering the impact of labor migration on the quality of human capital, special attention should be paid to the category of “economically active population”, which includes both employed and unemployed people in the economy, as well as those who do not work full-time, which is one of the forms of hidden unemployment. Because it is precisely this category of the population that takes part in the migration process, and labor migrants make up the vast flow of the migration movement.

Analysis result.

In the Republic of Uzbekistan, the large share of the population capable of working, the difficulty of finding a job due to the lack of suitable jobs in the labor market, and the low monthly wages are the reasons for the high level of emigration processes in the movement of the population. (1- picture).



1-picture. **Emigration and immigration status of the population in Uzbekistan**

Source: Compiled by the author based on the data www.stat.uz

As you can see from the picture, population migration in the republic has a growing tendency, in which the emigration of the working population has been progressing for years. In particular, in 2011, the number of emigrants was 34.8% higher than that of immigrants. At the end of 2019 and throughout 2020, due to the return of migrants who left for income or study due to the spread of the Covid-19 virus, the differences in the immigration and emigration processes of the population of the republic have been relatively reduced.

Decree of the President of the Republic of Uzbekistan dated August 20, 2019 No. PF-5785 «On measures to further strengthen the guarantees of protection of citizens of the Republic of Uzbekistan

and their family members engaged in temporary work abroad», Decision No. PQ-3839 of July 5, 2018 «On additional measures to further improve the external labor migration system of the Republic of Uzbekistan», Decision No. 725 of the Cabinet of Ministers dated September 12, 2018 «On measures to further improve and fundamentally revise the system of organized employment of citizens of the Republic of Uzbekistan abroad» and the adoption of other normative documents were important documents in the regulation of labor migration.

The function of regulating foreign labor migration in Uzbekistan is carried out by the Agency of Foreign Labor Migration under the Ministry of Employment and Labor Relations of

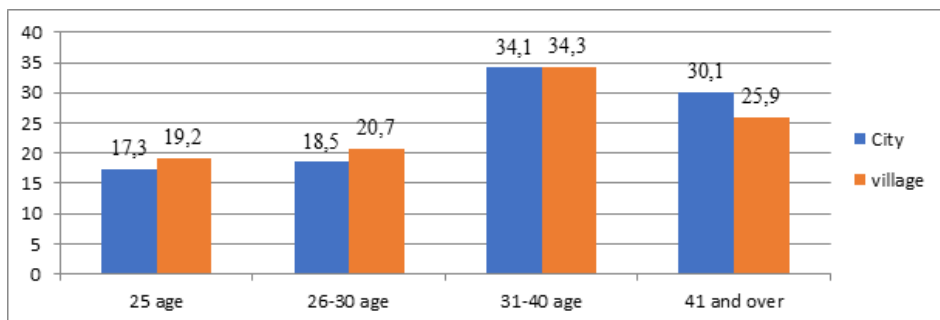
the Republic of Uzbekistan. The agency is tasked with assisting citizens of Uzbekistan in exercising their right to work abroad through organized recruitment, training, adaptation measures, and effective management and control of overseas recruitment processes.

In November 2020, it was noted in the discussion of the meeting held in the legislative chamber of the Oliy Majlis that in the current period, there are more than 60 thousand people who left through the Foreign Labor Migration Agency, and more than 34 thousand of them are young people under 30 years old. [14]. Among them, there are many people with different levels of education and skills, and in modern conditions, the «flow of minds» is replenished on the basis of their diversification (turnover) not only to «capital», but also «with capital and after it». In our opinion, the outflow of scientists from Uzbekistan is increasing mainly due to the difference in the wages of Uzbek and foreign scientists, the conditions created for conducting scientific research.

Increasing competition for qualified and highly qualified personnel among developed and developing countries, acceptance of educational

migration as a factor in increasing the competitiveness of countries and forming human capital are today's global trends in the field of migration processes. These trends apply to Uzbekistan as well as to all the countries of Central Asia, and the pace of their development determines the development of the entire region.

In this regard, the increase in migration of young people in order to get an education or find a job in other countries is an urgent problem for Uzbekistan. The share of young people among foreign labor migrants has been increasing in recent years. According to the results of the survey conducted by the Ministry of Employment and Labor Relations of the Republic of Uzbekistan, 37.7% of all labor migrants were young men and women under 30 years of age. In this regard, the share of the rural population reached 39.9% (2-picture). It can be seen that rural residents go abroad as labor migrants from a younger age than urban residents. Rural youth face difficulties and obstacles in finding a decent job in their place of residence, as well as lack of adequate sources of income.

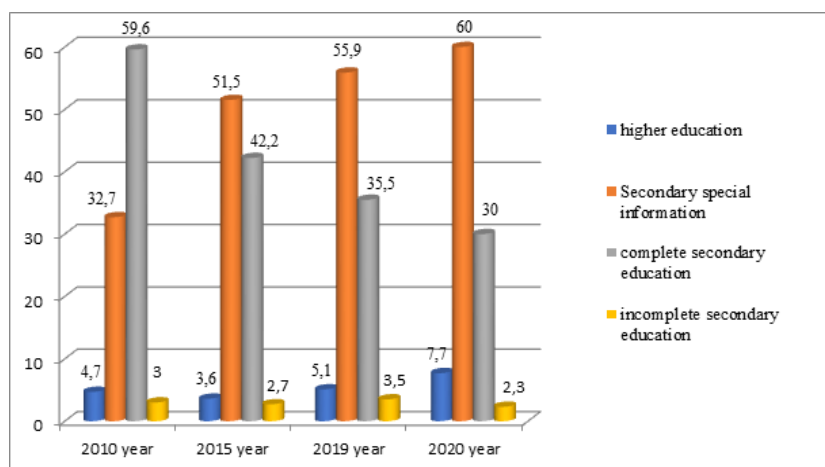


2-picture. Information on the age of migrants, %

Source: Compiled based on the information of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan

In the conducted surveys, 3/5 of labor

migrants are persons with secondary specialized education, and we can see in Figure 3 that this indicator has been steadily increasing in recent years.



3-picture. Information on the educational level of migrants, %

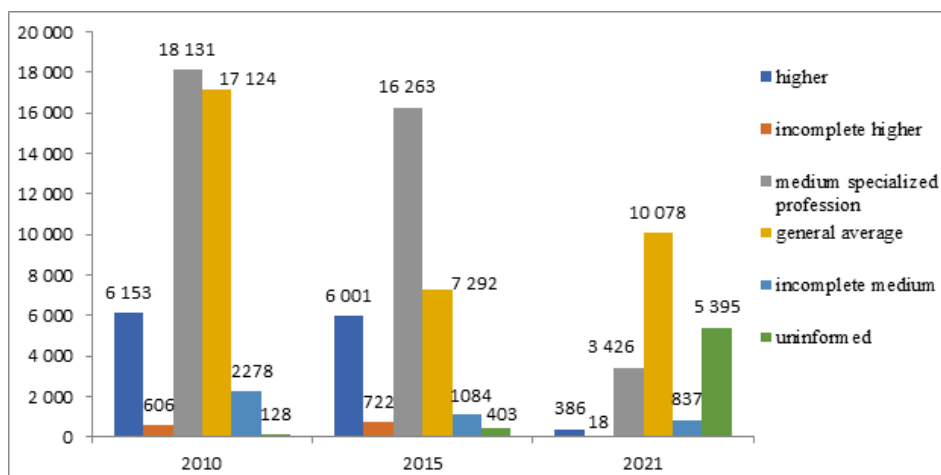
Source: Compiled based on the information of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan

Over the last 10 years, this indicator has almost doubled. This led to a decrease in the share of labor migrants with secondary education almost by 2 times. The main reason for such dynamics is the sharp increase in foreign labor migration of young people under the age of 30 and graduates of vocational colleges. Usually, migrants with full secondary and secondary specialized education are the majority among the rural population. Also, the share of highly educated migrants is steadily increasing, and by 2020 it was 7.7% of the total labor migrants. It was observed that highly educated labor migrants constitute the majority of the urban population.

Increasing competition for qualified and

highly qualified personnel among developed and rapidly developing countries, acceptance of educational migration as a factor in increasing the competitiveness of countries and forming human capital are today's global trends in the field of migration processes. These trends apply to all countries of Central Asia and mainly determine the pace and nature of their development, as well as the development of the entire region. In this regard, the increase in emigration of young people for the purpose of education or employment in other countries is becoming a modern problem for Uzbekistan.

According to the information of the State Statistics Committee of Uzbekistan, the majority of emigrants from the republic are made up of people with secondary specialized professions and general secondary education. (4-picture).



4-picture. About the information of those who moved abroad from the Republic of Uzbekistan, person

Source: Compiled based on the information of the State Statistics Committee of the Republic of Uzbekistan

As we can see from the given picture, the share of emigrants with higher education is decreasing, while the number of emigrants with general secondary education is increasing among those emigrating from the republic in the studied periods. This situation can be explained by the fact that more people go to foreign educational institutions for the purpose of studying, and the movement of those with vocational education is related to labor migration.

According to the International Labor Migration Organization's report on youth migration in the Central Asian republics, the number of citizens in Uzbekistan who officially registered «studying» as the purpose of leaving the country in 2019 was 50,623, and compared to 2018, this figure increased by 22.5%.

As the main directions of educational migration in Uzbekistan in 2019, 19,477 young people went to the Russian Federation (a 7.6% decrease compared to 2018), 4,505 young people went to the Republic of Korea (a 15% increase compared to 2018), 3,915 young people went to the People's Republic of China (compared to 2018 increased by 38.7 %) went to study. In addition, young people from Uzbekistan are studying in developed countries such as Turkey, Latvia, USA, Japan, Great Britain and Malaysia.

A large number of young citizens of the Republic consider educational migration as a stepping stone to further migration from this country. While emigration of young people for permanent residence in Uzbekistan is mainly carried out through educational migration, external educational migration has the opposite effect. Educational programs are aimed at improving the skills of young people, who can invest in the development of the national economy. However, having received education and living experience in other countries, young people who have returned to their homeland are not satisfied with the living and working conditions in the republic, and are heading for migration again in order to work abroad or live there permanently.

The conclusion

As a labor exporting country, Uzbekistan will benefit from its investment in human capital if it can make good use of the experience of returning

migrants, so the benefits to migrants should outweigh the costs.

The connection of educational migration and migration of highly qualified specialists with the human capital and technological development of the country is a positive point for the successful return of this category of migrants. However, in the case of migrants performing low-skilled jobs, such a relationship is less significant. If the country's socio-economic situation has not changed, then transfers will not allow for investment in human capital and will be used to fight poverty on a day-to-day basis. If the quality of education is not improved in all regions of the republic, the chances of emigrating young people to find a higher-skilled job in their countries of origin will decrease and, accordingly, the opportunities for professional development will decrease.

Increasing investment in the education system, opening new higher education institutions aimed at mass graduation of specialists in new technologies, sending students to foreign universities, while maintaining the underdevelopment of innovative and high-tech sectors of the economy will encourage the departure of young professionals to developed and developing countries. This means that Uzbekistan finances the development of innovative economy in these foreign countries. This situation also threatens innovative developed countries with a drain of minds and ideas.

The Republic cannot limit the labor and educational migration of its citizens without violating the basic rights of people and citizens, moreover, such measures can increase the outflow of not only the most educated citizens. Therefore, it is appropriate to revise the format of working with credits allocated by specialists who have received their qualifications abroad at the expense of budget funds.

In order for young people to direct the knowledge gained by studying in foreign countries to the development of the republic's economy, it is necessary to introduce the institution of crediting young people studying abroad. This institution, which differs from the provision of funds through grants, provides for the guarantee of the return of the credit resources entered, as well as the obligation to direct the acquired knowledge to national cooperation.

Literature

1. Доклад о миграции в мире 2020. [Электронный ресурс]. https://publications.iom.int/system/files/pdf/final-wmr_2020-ru.pdf
2. Питайкина, И.А. К вопросу о теории человеческого капитала / И.А. Питайкина // Известия высших учебных заведений. Поволжский регион. Общественные науки. – 4 № – .2015 36)). – С. 245–237.
3. Шарапова, Н.В. Моделирование принятия решения о миграции в рамках теории человеческого капитала / Н.В. Шарапова, И.А. Борисов, Е.Е. Лагутина. [Электронный ресурс]. URL: <http://uecs.ru/uecs942016-94-/item/22-17-07-24-12-2016-4237?pop=1&tmpl=component&print=1> (дата обращения: 10.01.2017).
4. Володин В.М., Володина Н.В., Питайкина И.А. Влияние процессов трудовой миграции на качество человеческого капитала РФ. Вестник Дагестанского государственного технического университета. Технические науки. 2017; 44 (1):173-185. DOI:10.21822/2073-6185-2017-44-1-173-185
5. Harris J.R., Todaro M.D., Migration, unemployment and development: a two sector analysis. Amer. Econ. Rev. – 1970. – 60: 126–142.
6. Lee E.S. A theory of migration. Demography. – 1996. – V.3. – № 1.
7. Ravenstein E.G. The laws of migration // Journal of the statistical society. – 1885. – V.46.
8. Sjaastad L.A., The costs and returns of human migration. J. Polit. Econ. – 1962. – 70, 80–93.
9. Kerr W., Lincoln W. The Supply Side of Innovation: H1B Visa Reforms and US Ethnic Invention. NBER Working Paper, no. 15768. Cambridge, MA, 2010. [Электронный ресурс]. URL: <http://www.nber.org/papers/w15768> (дата обращения: 11.03.2018)
10. Kerr S, Kerr W, Zden 3 & Parsons C. 2018. High-Skilled Migration and Agglomeration. Annual Review of Economics (forthcoming). [Электронный ресурс]. URL: <http://nrs.harvard.edu/urn-3:HUL.InstRepos:32062563> (дата обращения: 11.03.2018).
11. Қ.Абдурахмонов. Меҳнат иқтисодиёти (назария ва амалиёт). Дарслик. Қайта ишланган ва тўлдирилган -Знашри – Т: Ўзбекистон Республикаси Фанлар академияси «FAN» нашриёт давлат корхонаси, 592 – .2019 б.;
12. Максакова Л.П. Узбекистан в системе международных миграций // Постсоветские трансформации: отражение в миграциях / Под ред. Зайончковской Ж.А. и Витковской Г.С. / Центр миграционных исследований, Институт народнохозяйственного прогнозирования РАН. – М.: ИТ «АдамантЪ». 2009.;
13. Мухитдинов Э.М. Меҳнат миграциясини тартибга солиш масаласи муҳокама марказида бўлди. [Электронный ресурс]. <https://xs.uz/uzkr/post/mehnat-migratsiyasini-tartibga-solish-masalasi-muhokama-markazida-boldi>
14. Моисеенко В.М., Чудиновских О.С. Теория человеческого капитала и исследования миграционных процессов в России // Проблемы прогнозирования – 4.№ – 2000 – С. 137–124.
15. Ўзбекистон Республикаси Бандлик ва меҳнат муносабатлари вазирлиги маълумотлари www.stat.uz – Ўзбекистон Республикаси Давлат Статистика қўмитаси расмий сайти маълумотлари

ТЕОРЕТИЧЕСКИЕ ПОДХОДЫ К ИССЛЕДОВАНИЮ ВЗАИМОСВЯЗЕЙ ЗАНЯТОСТИ И ЭКОНОМИЧЕСКОГО РОСТА

Амирджанова Ситора Суннат қизи –

Базовый докторант Ташкентского Государственного
экономического университета, Ташкент, Узбекистан.

Аннотация. Статья посвящена рассмотрению вопросов взаимосвязи занятости и устойчивого роста экономики. Логика приведенного в статье исследования такова. Для того, чтобы судить о такой взаимосвязи необходимо понимать, в чем состоят и чем обусловлены