

Nature of Labor Migration and Characteristics of its Emergence

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Abstract: Human migration is as old as mankind. People have always sought better conditions, a milder climate, a safer environment, and wider socio-economic comforts. But the consequences of such actions will certainly have a serious impact on the families left behind. The reason for migration has remained unchanged for centuries, that is, to improve one's living conditions. Humanity always tries to move to a better environment. It is not important that this area is in another city, region or even another country.

Keywords: labor force, employment, employment rate, unemployment, wages, globalization, natural growth, birth rate, death rate.

INTRODUCTION

In the context of globalization, international labor migration is becoming an integral part of the labor market. Currently, in the context of the transformation of the world economy, a high level of migration flow is directed from one region to another country. While labor migration provides both positive advantages to donor countries and recipient countries, it also creates certain negative problems. In the last decade, our country has been participating in the process of international labor migration to one degree or another, a number of tasks are being carried out in our country to ensure the well-being of the population, improve life activities and create jobs in the regions of our country, the quality of such targeted programs and increasing its scope is one of the main tasks of our country. Today, the deepening processes of globalization in the world economy are characterized by the quality of the world economy rising to a new level, due to the fact that the globalization of the economy covers many sectors and industries, great changes are taking place in the labor market, and for this reason, the processes of labor migration are manifested in a new way. is happening, that's why the research of this problem is important and urgent.

DISCUSSION AND RESULTS

In general, immigrants are attracted to large metropolitan centers of commercial activity. There are several reasons for this. First, logically, immigrants are attracted to growing, relatively successful cities. Second, they move to cities that have a history of migration and where their ancestors lived. A comparison of "push" factors (hunger, discrimination, social inactivity, low wages and unemployment) and "attract" factors (high wages, high demand for labor, peace, law and order) determines the individual's motivation to move. determines whether or not to decide. Family ties, familiarity, and friendships are the factors that stop migration, while language barriers, cultural barriers, war and level of crime are the factors that prevent migration in general. These factors are influenced by the economic cycle, as well as institutional

factors, changes in laws and regulations. The analysis of migration flows is influenced, for example, by the enlargement of the European Union in 2004. In addition, it is necessary to pay close attention to the wage gap between the country receiving the labor force and the country sending it.

The world is changing with the process of globalization. Economic and cultural integration in countries, societies, and different regions of the world is becoming more and more interdependent. New technologies allow capital, goods, services, information and ideas to move quickly from one country to another, from one continent to another. In addition, thanks to the expansion of the world economy, millions of women and men and their children now have access to better conditions.

President of our country Sh. M. Mirziyoyev noted that "under the program of creating new jobs in our country and accelerating the development of housing and social infrastructure in rural areas, there is a huge amount of work, it is the creation of tens of thousands of new jobs, we should not forget to enable the active participation of the population of our country in these creative works. As we set ourselves the task of implementing this program, we intend to solve the issues of ensuring the employment of the population, thus increasing people's income and improving the quality of life, which are relevant for our country.

Any production process carried out in society is considered social production. Because all factors of production involved in it - objects of work, tools, labor and other conditions of production acquire social importance according to their description. For example, on the one hand, the machine tool used in the production process is the result of the accumulated labor of many people and the live labor of many people who directly participated in its creation. On the other hand, the product created by this machine is the result of the work of a group of people who are connected to each other through production relations, not just one person. Also, the very fact that this product is produced for an unknown consumer in market conditions shows the social description of this process.

In the process of social production, the total labor force is one of the important and leading factors. Aggregate labor force is a generalized set of labor forces that are closely related to each other, participating in the creation of value and consumption values at the level of a society or an individual country. It is important to study the processes of reproduction of the total labor force, and it is appropriate to focus on the labor force itself.

Labor force is the sum of mental and physical abilities of a person for work, and it is the main productive force of society. In the process of reproduction, not only the material factors of production, but also the personal factor, i.e. labor force, are reproduced.

Reproduction of the labor force or its reproduction means, first of all, restoration of the worker's ability to work, that is, his food, clothing, rest and cultural recreation. This is related to the creation of family, housing and other conditions for the worker. In addition, the current generation of workers and servants will age over time. Deputies who will take their place will also have to be prepared. For this, the worker must have a family, children, and there must be conditions for them to grow up, study, and mature as a labor force that meets the demands of the times.

Studying the process of labor force reproduction requires the separation of its quantitative and qualitative aspects. The amount of labor force is expressed through the part of the country's population capable of working, and it is also called labor force resources. The main criterion for the inclusion of a person in the labor force resources is his age and ability to work. Usually, the workforce includes men aged 16 to 60 and women aged 16 to 55. But pensioners who are employed in social production and other fields can also work. The quality of the labor force shows the degree of compliance of its composition with the needs of social production in terms of the requirements of the time. The quality of the labor force is expressed by

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indicators such as its levels of education, professional training, qualifications, work experience. With the rapid development of science and technology, the demand for the quality of the labor force also increases.

Currently, the active and potential part of labor resources are distinguished. People who are engaged in social production and ready to work and looking for work are considered as active part of labor force resources, while those who are separated from production and are studying and are employed in temporary household and various other jobs are considered as potential part. .

Reproducing the labor force means continuously restoring and maintaining the physical strength and mental abilities of a person, constantly updating and improving their labor skills, and ensuring the growth of general knowledge and professional level. Re-creating the labor force involves attracting employees to production, distributing and redistributing labor resources among sectors, enterprises, regions, meeting their needs for personnel, and at the same time keeping the existing labor force full of work and effectively employed. includes the creation of a social-economic mechanism that provides.

Labor force reproduction is sometimes used in scientific literature in connection with the concept of "population reproduction". The term "population" is mainly used to describe the socio-economic characteristics of the population, in which the law of population plays an important role.

The law of population is the law of population growth. The law of population is manifested by the natural movement of the population, i.e., the decrease in the death rate, the increase in life expectancy, the birth rate reaching the optimal level, and ensuring the mutual harmony of the interests of society and individual families.

Reproduction of the labor force is a relatively independent economic and social problem, and some aspects of this problem are manifested in the form of natural actions of the population. Therefore, the basis of reproduction of the labor force is the natural growth or movement of the population.

Natural population growth represents the movement of the population in addition to emigration (movement of citizens from their own countries to other countries) and immigration (immigration of foreign citizens to the country for permanent residence). It is determined by the following general coefficients:

- birth rate (ratio of live births during the year to the average annual number of existing population);
- death rate (ratio of those who died during the year to the average annual number of existing population);
- the coefficient of natural growth (the difference between the total coefficients of birth and death). Usually, these coefficients are estimated as the amount corresponding to every 1000 inhabitants of the country.

Therefore, based on the above, it can be noted that aspects such as the division of labor and cooperation, specialization, and the strengthening of scientific and technical development strengthen the social description of production. In the conditions of social production, it is necessary to approach its factors from the same point of view.

CONCLUSION

Labor migration as a complex socio-economic process is determined by various objective and subjective reasons. There are different approaches to identifying and classifying these causes. The causes of migration are considered in the form of economic, natural-climatic, demographic, ethnic, social and other larger groups. The content of the reasons for migration becomes more obvious when studying a specific direction. Currently, a number of theories and concepts have been developed that explain the

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interdependence of the causes and effects of labor migration. With their help, the scale, directions, speed of various migration flows between regions, as well as the criteria of socio-economic development of regions are jointly coordinated at the macro level. Such coordination is very important to determine the dependence of the behavior of migrants on their composition, age, gender, level of education and professional training.

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