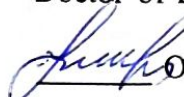MINISTRY OF SCIENCE AND HIGHER EDUCATION OF THE
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Institute of Economics and Management

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Program director
Professor,
Doctor of Economics

D. P. Nedospasova

«23» ___06___ 2023

GRADUATE QUALIFICATION WORK OF MASTER'S DEGREE STUDENT(MASTER'S THESIS)

MANAGING INTERNATIONAL LABOR MIGRATION: A REGIONAL ASPECT

on the basis of the educational program for preparing master's degree students

38.04.02 – Management
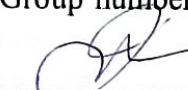
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Research Supervisor
Doctor of Economics, Kaz M. S.
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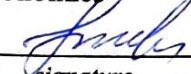
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Tomsk-2023

Ministry of Science and Higher Education of the Russian Federation
NATIONAL RESEARCH
TOMSK STATE UNIVERSITY (NR TSU)
Institute of Economics and Management

APPROVE
Head of the main educational program
Associative professor, Doctor of
Economics
_____ O.P.Nedospasova
signature
15. 02_____ 20 23

THE TASK

of completing the final qualification work of a master to a student
Eshboev Mirjalol Bakhrom ugli
_____
Last name First Name Patronymic of the student
in the direction of training 38.04.02, main educational program (profile) "International Management"

1 Topic of the thesis
Managing international labor migration: a regional aspect

2 The deadline for student to complete the thesis:
a) to the academic office / dean's office –   20.06.23   b) to State Examination Commission –   26.06.23

3 Initial data for work:

The object of the study –   Uzbek student and working migrants in Tomsk, Russian Federation

The subject of the study –   to analyze which factor motivates Uzbek migrants to stay in Tomsk

The aim of the study –   to determine the factors that cause international migrants to work in foreign countries regularly or stay longer in the following years, as well as to analyze the problems in this process and provide suitable solutions for them.

Tasks:
➤ study of theories of international migration and analysis of literature;

➤ study the types of migration and their differences in different literature;

➤ analysis of the current problems of Uzbek migrants in the city of Tomsk as a result of the development of migration in the territory of the Russian Federation;

➤ study the processes of conducting surveys and creating logistic regression analysis to determine the level of stay of migrants in Tomsk

Research methods:
literature review, questionnaire analysis, content analysis,

regression model, data handling, inductive and deductive methods

The organization or industry on which the work is being carried out – migration

4 Summary of the work:
In this master's thesis, the main theories of international migration, types of migration, factors causing migration, including the theoretical analysis of economic factors, will deeply study and analysis, and proposals will make to eliminate the problems arising in this process, taking into account the human factor in the country. Logistic regression will be used to justify these processes. Among the things that need to be done in the future, the system should be somewhat electronicized and the control of migrants, including the control of the documents they need, should be handed over to a single state body.

Supervisor of the final qualification work

_____   / _____ M. S. Kaz _____
               rank, place of employment   *signature*   *Full name*

The task was accepted by

_____   / _____ M. B. Eshboev _____
               rank, place of employment   *signature*   *Full name*

ABSTRACT

This master's thesis aims to express the level of migrants' stay or return to Tomsk by means of logistic regression, as a result of conducting a survey among migrants. First, it reviews the main types of migration and the migration theories that explain them, as well as the literature based on them and the like. In addition, in the process of research, surveys are organized and practical conclusions are drawn as a result of the application of this process among people, and so on. In the analysis of the results of the organized survey, some indicators were selected and analyzed using the content analysis method. Primary data were analyzed in the study.

АННОТАЦИЯ

Данная магистерская работа направлена на выражение уровня пребывания или возвращения мигрантов в Томск с помощью логистической регрессии в результате проведения опроса мигрантов. Во-первых, в нем рассматриваются основные виды миграции и объясняющие их теории миграции, а также основанная на них литература и тому подобное. Кроме того, в процессе исследования организуются опросы и делаются практические выводы в результате применения этого процесса среди людей и так далее. При анализе результатов организованного опроса некоторые показатели были отобраны и проанализированы методом контент-анализа. В ходе исследования были проанализированы первичные данные.

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INTRODUCTION

The relevance of the final thesis. Depending on the level of expansion of countries, the amount of people who are not regularly engaged in work is bound to increase or decrease. Of course, the labor force in developing countries is numerically much larger than in developed countries. Today, the employment indicators of the population and the reduction of the unemployed population by constantly increasing this level of employment are among the urgent issues facing the countries.

International migration is the movement of people across international borders for the purpose of settlement. International migrants change their habitual residence from one country to another. The United Nations suggests that the permanence of migration is measured over a 12-month period, so a shorter stay in another country is not classified as permanent international migration. When travelers arrive in a country, they are asked if they intend to stay for less than 3 months, classifying them as visitors; classifying them as short-term migrants for a period from 3 to 12 months; or for 12 months or longer, classifying them as long-term migrants. This is a prospective measure of migration. Alternatively, you can survey people about where they currently live and where they lived 12 months ago. If the answer is another country, they are classified as international migrants. This is a retrospective measure of migration. International migration can also be measured by asking emigrants leaving a country to register their exits and by asking about the migration of new entrants in countries that maintain complete population censuses.

All measurements of international migration are fraught with error and disagreement. Those who intend to stay longer than 12 months can return home before the end of the year, while visitors can decide to apply for permanent residence after their arrival. Short-term migrants can be long-term and vice versa. People leaving the country often fail to register their departure, and in many cases they do not leave one permanent place of residence, but move seasonally or periodically from one place of residence to another.

Migration is the movement of people and has been around for as long as mankind has existed. It deals with global issues, including economic growth, poverty and human rights. Migration can have many social and economic benefits, but it also brings challenges.

At this point, it should be noted that there are enough problems of international migration and its effectiveness for the country's economy is considered high. On the other hand, we should not forget that the economic growth of the countries is not due to the income from migration, but due to their labor. Therefore, it is necessary that the human factor finds its reflection at every step and that its rights are protected wherever it is, and that people themselves know at least the initial part of these processes.

Of course, the movement of people today constitutes both internal and external migration in all parts of countries. The decisions of the people organizing the migration are also very important. Because when people go to their previous places next time, they need to do the necessary documents immediately without any hesitation and do not face any language and cultural difficulties.

Some regions of the countries, especially in Central Asia and Africa, are able to get a little income from the income from migrants and improve the country's balance of payments. Another aspect is that countries can meet the demand for domestic foreign currency from any inflow of foreign currency brought in by migrants. Because when migrants bring foreign currencies with them, they definitely visit the local banks of the country to exchange them and exchange these currencies for national currencies. Therefore, the accumulation of foreign currencies in the local banks of the country is also hidden on the one hand.

As a result of the movement of migrants, some parts of the monetary policy may be fully manifested. But the government people do not believe in such views because no one has proven this process. Because all migrants move seasonally, they take money from residents to build houses of citizens living abroad and do similar work, which is another lever of money circulation.

The aim of the final qualifying work to determine the factors that cause international migrants to work in foreign countries regularly or stay longer in the following years, as well as to analyze the problems in this process and provide suitable solutions for them.

The tasks of final qualifying work. The tasks to be performed in order to achieve the set aim are as follows:

- ✓ study of theories of international migration and analysis of literature;

- ✓ study the types of migration and their differences in different literature;

- ✓ Analysis of the current problems of Uzbek migrants in the city of Tomsk as a result of the development of migration in the territory of the Russian Federation;

- ✓ study the processes of conducting surveys and creating logistic regression analysis to determine the level of stay of migrants in Tomsk.

The object of the dissertation is Uzbek students and working migrants in Tomsk, Russian Federation

The subject of the final thesis to analyze which factor motivates Uzbek migrants to stay in Tomsk

The methods used in writing the dissertation. The following methods were used in writing the research paper: literature review, questionnaire analysis, content analysis, comparison method, regression model, data handling, inductive and deductive methods.

The scientific novelty of my dissertation consists in the practical development of proposals regarding the problems that people who live in the Russian Federation may encounter during their initial migration, belonging to a certain country. It is worth saying that in this process, some flaws were found in the system used to regulate this process. Of course, the illegal movement of migrants here also leads to the tightening of the management system.

The high probability of such migrants' decisions to stay will require the introduction of a new management system, and this may lead to an increase in the country's actions in the coming year, as well as the funds allocated from the country.

But the increase of funds here is directly related to the level of development of the country.

1. Theoretical aspects of migration

This section presents the approaches to migration and the conclusions drawn from them. Of course, the analysis of many literatures is also reflected in this part. The types of migration and its theoretical aspects are also described.

1.1 Forms and determinants of migration

Today we can see many types of migration and several categories of their consideration. The human factor is more and more manifested and occupies a higher factor than in previous years. However, one of the sad situations is that if you search the Internet for information about countries' incomes on Google search, it is not surprising that you will find more researches and information aimed at increasing people's and their incomes. Yes, of course you can say no, you certainly did not find the scope of measures used by countries to improve people's incomes and their living conditions.

We must not forget that today's countries are trying to achieve a clear advantage, not to be economically superior to each other. But one thing should be taken into account that this process cannot be implemented without the labor force in the country. Because, let's say, one economy is better than another, for example, in order to increase the GDP of the country, it is necessary to create new enterprises and jobs. In this process, the maximum employment of all the labor force in the country leads to the stability of the economy. But a stable state does not fully ensure the growth of the economy. It is clear that the influx of labor force into the country will allow enterprises to work at a new stage, and people will also move to work that is paid for their work and working conditions that are convenient for them. These positions are to be filled by people who immigrated to work from other countries.

As expected, definitions of economic stability differ from different perspectives. Some take an approach that maintains that all economies are stable except under conditions of extreme volatility. [1] Of course, not all those who move from country to country are interested in exciting exotic countries. [2]

Migration - movement of a person or a group of persons across an international border or within a country. It is a population movement, which includes any

movement of people, regardless of its length, composition and reasons; it includes family reunification, including refugees, displaced persons, economic migrants and persons migrating for other purposes. [3]

Of course, we know that there are several reasons for migration. But today, most of the migrants are moving from one place to another, thinking of making the most of the good opportunities given to them. Privileged emigration destinations reflect images and stereotypes that continually emerge from multiple local and global discourses, as well as concrete experiences with local communities and other cultures in foreign countries. [4, 5]

It should be said that the Russian Federation has created several opportunities for migrants to enter the CIS countries. For example, up to 3 months have been allocated for them to prepare documents according to the procedure established by the country. Of course, in this process, we can also meet migrants who leave without any documents.

Countries with a high number of migrants are considered developed countries. Because now people want higher incomes, that is, in realizing this desire, people's hopes to improve their lifestyle, even if only a little, cause them to choose places that offer better wages than where they were born and raised.

If we look at the history, the most famous model of migration analysis is the typology created by Fairchild. He classifies migration as an invasion. [6] Yes, of course, this philosophy makes one think a little. But the typology in this case is repeated even today. At the moment, we can take the political conflict between the Russian Federation and Ukraine. It is no secret that due to this situation, not a single human race is left in some regions of the country. In fact, it is an urgent issue for countries to understand that they need to spend their efforts on improving the way of life of people in the current situation in the future, not by supporting each other with political sanctions. The more the country reaches a certain level of development, the higher the propensity of its population to migrate; which means that they tend to stay more and more outside the border. [7]

Of course, today, international migration also fulfills the function of replacing the factor of income and labor force from the point of view of economic development of countries. For example, the recent literature has repeatedly argued that free migration can bring significant benefits—perhaps more so than the liberalization of existing trade barriers. [8] In conclusion, we can say from another one of those who have studied the economic impact of migration that migrants in economic planning determine the control of production and productivity in the short and medium term. benefit, we show that a 1 percent increase in the number of immigrants in total employment leads to a five-fold increase in 1 percent of income. [9] Modern international migration differs from previous eras in several important aspects related to the social and economic well-being of migrants, especially young people. [10] Also, another economic factor is the growth of the share of GDP per worker, which is correlated with the growth of migration. [11] Economic growth is also affected by the following aspects: [12]

➢ Migration increases the working age population.

➢ Migrants come with skills and contribute to the development of human capital of host countries.

➢ Migrants also contribute to technological progress.

Understanding these impacts is important if our societies are to meaningfully discuss the role of migration. Such debates, in turn, are important for policy development in areas such as education and employment, which maximize the benefits of migration by improving the employment status of migrants in particular.

The most intensive flow of labor migrants is observed when there is a significant difference in the level of socio-economic development and the rate of natural demographic growth of the country exporting/importing labor force. [13] Recent economic studies show that migration and development are closely related: development shapes migration and migration, in turn, affects development, sometimes surprisingly and is not often recognized by researchers and policymakers. [14] As a result of international migration, of course, countries benefit differently. But when making their migration here, people are confused about where to choose

first. In addition, the choice of the country of immigration is often determined by the presence of family, friends and a network of contacts who have previously immigrated to this country. [15] However, most empirical studies of migration are based on observing the stock of immigrants in the receiving country, and thus focus more on the overall size of the phenomenon or cohort effects than on the time-dependent changes in migration. [16] Several studies have focused on the determinants of overall migration flows: Clark et al. (2007), Hatton and Williamson (2007) and Karemera et al. (2000) for flows to the USA and Canada; Gross and Schmitt (2012) and Mayda (2005) for flows to OECD countries. The reason for the paucity of research is the general lack of data on the international flow of skilled migrants. When observations of flow are available, they often do not reflect the immigrant experience. [17, 18, 19, 20]

In addition to the above studies, the following factors of international migration are mainly emphasized in the studies of other researchers: income level in the destination country; unemployment rates in countries of origin and destination; age, gender and education of the individual migrant; well-organized migrant networks; common language (push and pull factors); the role of admissions policy; integration of the country into the world economy; gender equality (Regets 2007); geographic (spatial) mobility (Drbohlav et al. 2009); transfer costs; share of economically active population (Balderas and Greenwood 2006). [21, 22, 23]

In order to organize migration, decision-making by the population is of course important. There are at least two ways to analyze the migration decision process. [24] First, the form of migration is decided at an early stage. In other words, the migrant decides at the beginning of the process how long to move and whether to return permanently or not (see the decision tree in Figure 1). With higher earning opportunities abroad and a preference for living at home, individual utilities depend on the duration of residence in the home country and the host country, and are maximized by choosing the optimal amount of time spent abroad, as well as the frequency of trips.

Figure 1: Return and re-migration integral to the initial decision

1. Stay put

2. Long-term/permanent migration

3. Circular migration

4. Temporary migration
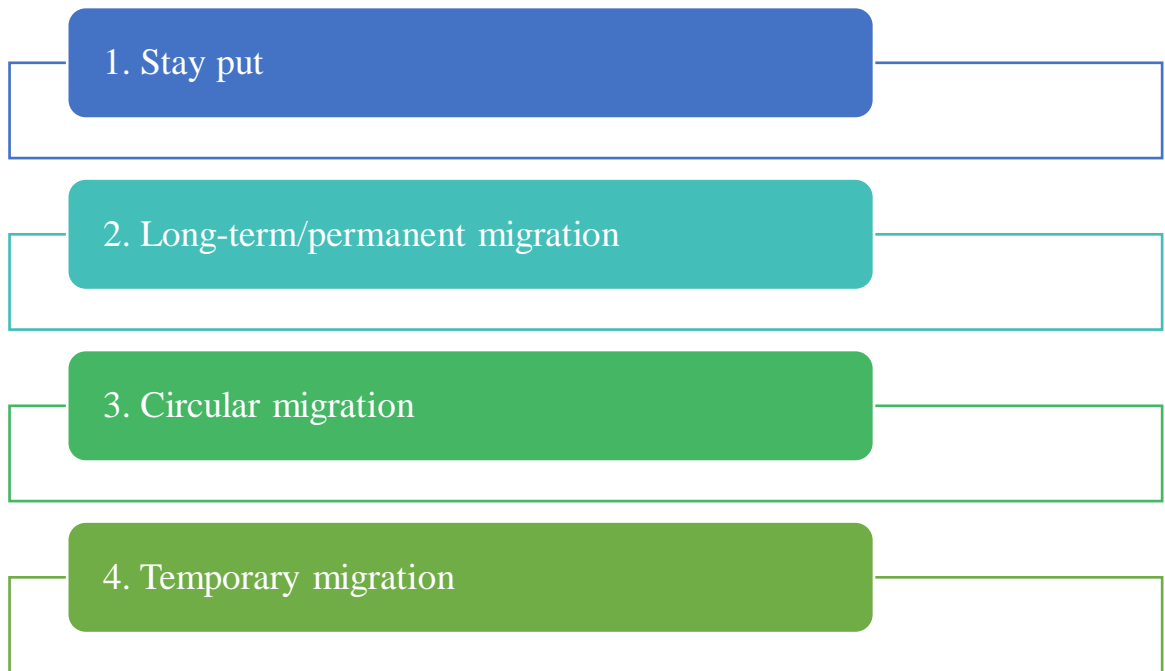
Of course, migration is considered very high among countries with deep integration. However, migration scholars argue that increasing intra-European mobility can no longer be viewed solely through the paradigm of economically motivated labor migration (Schroedter, De Winter, & Koelet, 2015; Hadler, 2006). [25, 26] Because today people migrate due to some conveniences. For example, it's not surprising to feel human feelings on the side. Several programs established by the European Commission to improve social integration (e.g. Erasmus student exchange program, Leonardo da Vinci) have further increased the opportunities for EU citizens to meet and at the same time encourage different forms of social exchange (Koikkalainen 2013). [27]

Taking into account the above points, if we present the main forms of migration, we will understand more clearly the decisions of migration and why they start this process. Jennissen (2004) identified four main types of migration, namely: [28]

1) Labor migration;

2) Return migration;

3) Chain migration; and

4) Asylum migration.

Labor migration is defined as a cross-border movement for employment in another country. Highly skilled, semi-skilled and unskilled immigrants participate in it. If international migrants live abroad as international migrants and intend to return to their country of citizenship and stay in their country for at least one year, they are called return migrants. Persons moving from one country to another for family reunification and family formation are considered chain migrants. Asylum seekers who visit a foreign country seeking refugee status are considered asylum seekers. Bell, Alves, de Oliveira and Zuin (2010) identify three main types of international migration, namely: [29]

1) labor migration;

2) Forced migration; and

3) International pension migration.

Labor migration includes highly skilled, unskilled low wage and temporary labor migration. Forced migration includes refugees and asylum seekers who cross borders due to conflict and political uncertainty, and those displaced by natural disasters and construction projects (Bell et al., 2010; Castles, 2003). [30]

International retirement migration is when a retiree buys a property abroad for their residence (Bell et al., 2010). Another common classification in the literature is forced and voluntary migration (Hugo, 2008; Koppenberg, 2012; Zetter, 2015). Asylum seekers, refugees and internally displaced persons from one country to another are considered forced migrants, and those who immigrated for other purposes, including labor suppliers, are considered voluntary migrants. The first group has no choice but to move to another country due to the struggles they face in their homeland, while the second group moves voluntarily in search of personal gain. [31, 32, 33]

Apart from the above, different terms are used to define different types of migration. The most popular term is economic migration. It is defined as the decision to move from one country to another in order to improve the standard of living by creating better paying jobs and better conditions. This is very similar to the traditional concept of labor migration. In economic migration, economic interests

are given priority. Another term found in the literature is political migrants, which are people who move from one country to another because of civil wars and political discrimination in their own countries. Nowadays, ecological migration has also become a popular term in migration literature (Laczko & Aghazarm, 2009). [34] Environmental migrants are those who move from their home country due to environmental conditions such as desertification, sea level rise, and drought. Based on the above, it can be observed that the types of international migration continuously change over time. This is because researchers identify new categories of migration based on emerging push and pull factors. Hence, migration appears to be a subject that is constantly changing with changing socio-economic and geopolitical conditions.

It should be noted that most theories related to the determinants of migration focus on labor migration (Arango, 2000); because non-economic factors play an increasing role in contemporary intra-European migration, this focus is a significant limitation (King, 2002). [35, 36]

One of the first and most influential theories on the determinants of human migration is the neo-classical theory of migration. This theory puts emphasis on economic factors such as rational decision-making, utility maximisation and expected net returns (Arango, 2000). The neo-classical model combines a micro- and macro-level approach in that it assumes that individuals are rational actors who decide to move in order to maximise their own income; therefore, they move wherever they can expect to earn the highest wages. At the macro-level, the labour force will eventually be optimally allocated and wages converge, leading to a cessation of migration in the long-run (Castles, De Haas, & Miller, 2014). [37] The neo-classical approach has been further expanded by the human capital theory developed by Sjaastad (1962). [38] He proposed to see migration as a form of investment that increases one's productivity in the long-run. The human capital model expects that people accept initial costs incurred as part of the migration process, hoping to gain a higher return from one's labour in the destination country. Thus, Sjaastad (1962) adds a socio-economic dimension to the economic motives in

that a migrant seeks work in another country also to accumulate knowledge and skills. Thus, the human capital theory could also be applied to the migration of students moving temporarily to another country for the purpose of study.

Even though the neo-classical theory is helpful to understand labour migration, it has frequently been criticised for its failure to account for non-economic factors, making it "incapable [to explain] real-life migration patterns" (Castles et al., 2014, p. 31; Arango, 2000). Its critics point to the facts that individuals are not isolated, purely rational actors who base their decision to move solely on income maximization; factors such as age, gender, education, social contacts and cultural habits are certain to play a role in the decision to leave their home (Castles et al., 2014; Arango, 2000). In addition, people rarely possess perfect knowledge about wages and working conditions in the destination countries. Alternatively, they might face structural constraints such as a lack of information or monetary means that hinder the migratory movement (Castles et al., 2014).

Based on this criticism, another theory has developed out of the neo-classical model: the new economics of labour migration (NELM), commonly associated with Oded Stark (Stark & Bloom, 1985). [39] Even though rational choice remains at the core of the theory, it places the household at the centre of the decision-making process, rather than the individual alone (Arango, 2000). It stresses that other factors might influence the decision of a family member to move, such as financial risk diversification concerns or remittances. Even though NELM is mostly used to explain migration in developing countries, it can also be applied to disadvantaged groups in wealthy countries, who lack social security and are dependent on risk sharing within the family (Castles et al., 2014) – for instance, this has been the case for many migrants using the East-West corridor within Europe.

Overall, these theories are best understood as complements to each other, not mutually exclusive, competing explanations (De Haas, 2010). [40] Indeed, a single theory never captures all factors involved in the decision-making process. As Arango (2000) puts it: "Migration is too diverse and multifaceted to be explained by a single theory" (p.283). Rather, it involves a highly complex interplay of economic,

social and cultural factors. With regards to social explanations, for example, network theory plays an important role in understanding factors that can facilitate migration.

Migration networks can be defined as "interpersonal relations that link migrants or returned migrants with relatives, friends or fellow countrymen at home" (Arango, 2000, p. 291). On one hand, these relations can help in the planning process by conveying important information about the destination country and by helping to find employment and accommodation upon arrival. In that sense, they can be seen as a form of social capital, in that the networks give access to crucial resources. On the other hand, however, networks are also important to maintain social ties to the country of origin, potentially stimulating further out-migration as part of family reunification (Arango, 2000; Castles et al., 2014).

Notwithstanding the above theoretical branch, a frequent critique of the existing migration literature concerns the neglect of family- and love related migration in the theoretical literature, an aspect that was suppressed by the strong economic focus in the literature (Kofman, 2004; Moskal, 2011). [41, 42] Similarly, theoretical endeavours have remained scarce in the student migration literature (Van Mol & Timmerman, 2014). [43]

A recent strand of literature reflects a more general approach, encompassing multiple "types" of migration by shifting the focus towards the aspirations and capabilities of migrants. In his study on emigration from Cape Verde, Carling (2002) uses the aspiration and ability model. He stresses that "migration first involves a wish to migrate, and second, the realization of the wish" (p.2). [44] Thus, he addresses not only the question of why people wish to migrate, but also why they might not be able to do so. For Carling (2002), aspiration refers on a macro-level to the "social, economic and political context which is largely common to all members of the community" (p. 9), whereas ability refers in essence to immigration policies, including related costs and risks. In the European context, the enlargements of the European Union in 2004 and 2007 and with it the expanded rights to freedom have certainly facilitated the ability to migrate. On a micro level, one's aspiration and ability to migrate is influenced by individual characteristics like age, gender, the

socio-economic status or social networks. Carling (2002) fills a gap in traditional theory by including different features of migration and non-migration.

Similar to Carling, De Haas (2010) applies the concept of human capability developed by Sen (2001) to migration in order to advance the understanding of why people do or do not engage in mobility. [45] Economic resources, good education, access to information and communication means are all factors that can increase an individual's capabilities to emigrate. At the same time, these factors can raise awareness about conditions elsewhere and thus increase one's aspirations to emigrate at the same time. While further development increases one's capabilities to emigrate, it is expected that one's aspirations to leave for another place decrease with higher levels of development (Castles et al., 2014).

While this theory is traditionally applied to countries with higher differences in their levels of development than any two European countries, it can still be useful to understand, for example, how the changes in economic performance of relatively poorer Member States can affect the volume of migration flows to relatively wealthier Member States. Nevertheless – in the European context as in any other – the aspirations to emigrate do not necessarily revolve around economic factors but may also include the wish to study abroad, join a partner or family member, or enjoy a different lifestyle. Besides types of motivations, non-economic factors can influence aspirations: in any of these scenarios, for instance, access to information is crucial for movers to judge the extent to which moving to another European country may or may not fulfil their aspirations.

Table 1. Causes, consequences and solutions to problems of international labor migration.

Causes of Migration	Consequences of Migration	Solutions for Migration
Unemployment	Better job opportunities	Stop conflicts
Drought and water problems	An opportunity to escape extreme poverty	Increasing average wealth in poor countries
Forced labor	High quality of life	Improving educational opportunities
Inadequate medical care	Good educational opportunities for children	Improve social security and health insurance

Natural disasters	Better social protection	Fight against extreme poverty
Looking forward to a better future	Better medical conditions	Stop discrimination
Conflicts Pollution	Some areas have high population density	Fight against global warming
Political instability	An increase in the unemployment rate	Reduce waste production
Increase in illegal activity	Lack of work permits	Fight against forced labor
Discrimination	Traumatization	Improving general living conditions for people in poor areas

One of the main factors of migration is unemployment. But not all of them can leave their country due to many other factors, not unemployment. However, the main factor is certainly the level of employment for the people of developed countries, and the fact that their family members go abroad for their own benefit also puts them in some difficulty and similar situations.

If we take African countries, unemployment and income and water shortages are becoming a problem here. Today, people are driven by other factors than poverty, i.e. unemployment, i.e. passion. Because now people's incomes are growing slowly and this situation requires the organization of migration. Therefore, the current situation and the situation of previous years are completely different from each other. Making decisions about migration is something that people take some time to do. But in this process, it means people's views on the places they have visited before, and they know the documents and obligations they need in these places, as well as their rights and rights.

Historically, as a factor that causes migration, it is divided into mandatory and voluntary processes. If we connect this process with a practical aspect, the forced displacement of people due to the political conflict between the Russian Federation and Ukraine can be a clear example of this.

The hope of migration is that people aspire to a better and more luxurious life than the one they live in, and it is no exception. Therefore, people organize migration as a result of traveling.

Of course, if the employment indicators of migrants are in the first place, then we can see young people leaving as students.

But it is not surprising that the possibility of going abroad as a student here and working there does not leave their minds. On a more practical note, I myself have migrated as a student. But at the moment, even if some countries want to enter their country knowingly, they have put up many obstacles. Of course, their number can be limited. But these people are bound to try again and become the cause of illegal migration.

Many factors influence migration. One of them is the expanding family of poor people who are trying to enter developed countries with good intentions for the future. But there are two sides to the matter. People are trying to hack in and do similar activities without hesitation. So, the situation in the country they are leaving is enough for them to take such a risk. Nowadays, when people migrate to developing countries, they are not guaranteed employment, warm clothes and housing.

Even if these things are not done, it is not considered discrimination. But all countries are currently doing good and trying to provide jobs and housing to the people who have migrated. Due to the fact that all regions of developed countries are developing almost without falling behind each other, the level of employment of migrants will also quickly find its solution.

1.2 Legislation protecting migrant labor at the international level

One of the key factors is to propose effective programs for the development of legislative and policy projects and the involvement of important stakeholders to support the process in order to increase the 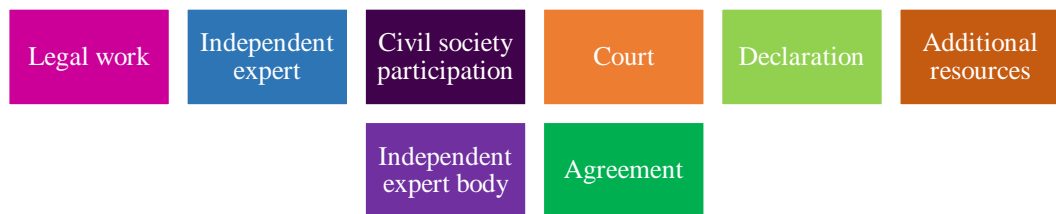employment of the unemployed population and the temporarily excluded population in the economy. Of course, the question of how the laws and programs that have been developed should be implemented, including monitoring and evaluating compliance with the laws and reviewing their use at the international level, remains relevant.

It is worth noting that the governing bodies of the United Nations are shown in the figure below: [46]

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Chartered bodies of the
United Nations
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Universal Declaration
of Human Rights
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Convention against
Torture and Other Cruel
and Degrading Treatment
or Punishment
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International Covenant
on Civil and Political
Rights
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International Covenant on
Economic, Social and
Cultural Rights
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Contract
monitoring
bodies

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Convention on the Rights
of the Child
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Convention on the
Elimination of All
Forms of
Discrimination Against
Women
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Convention on the
Elimination of All Forms of
Discrimination
```

```
International Convention
for the Protection of
Persons from Forcible
Destruction
```

```
International
Convention on the
Protection of the Rights
of All Migrant Workers
and Members of Their
Families
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Convention on the Rights
of Persons with Disabilities
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We will consider the scope of the above declaration and conventions below:

Legal work	Independent expert	Civil society participation	Court	Declaration	Additional resources
		Independent expert body	Agreement		

Protecting the rights of migrant workers is a growing concern throughout the UN system. There are many international instruments that provide regulatory parameters for international migration and human and labor rights standards.

The rights and freedoms enshrined in the Universal Declaration of Human Rights apply to migrants in the same way as the provisions of human rights instruments developed by the UN later. The protection of the human rights of men and women migrant workers, and the promotion of equal opportunities and treatment for them, was included in the preamble of the 1919 Constitution of the International Labor Organization (ILO) and in 1944 Declaration of Philadelphia. The ILO Declaration on Fundamental Principles and Rights at Work and its Implementation (1998) focuses on migrant workers.

Domestic work is often associated with women's unpaid work due to the fact that it is performed in the employer's home and the nature of the tasks performed. Most of the domestic work is informal and is performed outside of labor and social protection regulations. Inconsistency is decreasing but still high.

Domestic work remains one of the least protected sectors in national labor legislation and suffers from particularly poor monitoring and enforcement of existing laws. [47]

Migrant domestic workers (MDWs) are less protected by law. Migrant domestic workers are vulnerable to human rights violations due to inequalities determined by gender, race, ethnicity, national origin and social status.

For non-payment or withholding of wages, long working hours, change of contract, retention of passports, violation of human dignity and fundamental freedoms, degrading treatment and violence, forced labor and, in the most severe cases, labor exploitation human trafficking is the violation of workers. The situation

is particularly critical for MDWs with irregular or undocumented migration status, or those living and working in an employer's home.

MDWs (especially if they are 'residential workers') may face specific language and cultural barriers in accessing information about the legislation and socio-cultural characteristics of the destination country. They are often isolated from other staff and service providers, often have limited access to communication tools such as mobile phones or the Internet to communicate with their families, and freedom of movement is restricted. [48]

Migrant domestic workers are located at the intersection of two sovereign states, which often have different or even different interests and regulatory frameworks for domestic workers and migrant workers. [49]

The role of private recruitment agencies in the migration process has increased significantly over the past decade. The lack of adequate regulation and oversight has led to increased reports of exploitation and abuse of migrant domestic workers. [50] Offenses include cheating on working conditions, extorting unauthorized payments from workers, and withholding identity documents by illegal recruitment agencies and informal intermediaries operating outside the legal and regulatory framework.

What is homework? ILO Convention No. 189 defines domestic work as "work performed in the home or household or within households" (Article 1(a)). This job includes cleaning the house, cooking, washing, grocery shopping and ironing, caring for children, the elderly and/or sick, gardening, house keeping, driving, even pet sitting. may include tasks such as Domestic work remains a unique gender of the labor market.

Who is a domestic worker? According to ILO Convention No. 189, a domestic worker is "any person engaged in domestic work within the scope of employment" (clause 1. b). A domestic worker may work on a full-time or part-time basis; may be employed by a single household or multiple employers; can live in the house of the employer (resident worker) or live in his own residence (residential place). A domestic worker can work in a country where she is not a citizen.

Who is a migrant worker? Labor migrants are people who leave their home to find work outside their hometown or country. Persons who immigrate to their home country to work are "internal" labor migrants. Individuals who move to work in another country are commonly referred to as "foreign" or "international" workers. Labor migration is considered "regular" and labor migration is "in regular status" if they have the right to enter, stay and work in accordance with the laws of the country of destination and the international agreements to which it is a party. If they do not comply with these conditions, they are considered "undocumented" or "in an illegal situation". Migrant workers in illegal situations can face all kinds of abuse and exploitation.

Illegal migrant workers have their own human rights, including labor rights. Since its inception, the ILO has been committed to protecting "the interests of workers in their own countries," regardless of immigration status. [51]

In fact, unless otherwise specified, all international labor standards apply to all workers regardless of nationality or immigration status. The personal character of the workplace is a characteristic of this sector. This implies a fit between the public sphere, usually associated with the employment relationship, and the private nature of family and household dynamics. [52]

Another distinctive element is the legal status of the employer, who is usually a private employer. status, he would otherwise receive material income from the employer. employee's work. Both factors are key to determining the specificity of the employment relationship and the generally low level of protection guaranteed to workers in this sector. Another important feature is that domestic work is considered "women's work" and therefore does not require specific skills.

How ILO actions apply to MDWs Conventions, protocols and recommendations. International labor standards define basic principles, express the rights and obligations of employers and workers, set policy objectives or provide guidance on the tools and procedures to be employed.

International labor standards aim to promote decent work for all nationalities. International labor standards can include: Conventions, which are legally binding

international agreements that can be ratified by member states, often used to modify or implement existing frameworks. 'protocols with additional documents and recommendations serving as non-binding guidelines. Conventions, protocols and recommendations are drawn up by representatives of governments, employers and workers and adopted at the annual International Labor Conference of the ILO. Upon adoption of the Convention and/or Protocol, member states are required by the ILO Constitution to submit them to their competent authority (usually parliament) for consideration for ratification. [53] If it is ratified, it usually enters into force for that country one year after the date of ratification. Ratifying countries undertake to apply the Convention in national law and practice and to report regularly to the ILO on its application. The monitoring mechanism of the ILO monitors the implementation of the Convention and recommendations.

If necessary, IOM will provide technical assistance. The role of workers' and employers' organizations Once ratified, the Convention becomes legally binding for the country under international law, and the government undertakes to implement it in law and practice.

At this stage, workers' organizations and employers' organizations, as well as other stakeholders, can play an important role in ensuring compliance with the Convention. These organizations can use the Convention for the following purposes:

• Protecting the rights of abused or exploited workers in national courts;

• Putting pressure on bodies to adopt national legislation in accordance with international labor standards;

• To provide guidance and advice to workers on the application of the Convention; [54] Workers' and employers' organizations, as well as to submit to the ILO their comments on the application of the Convention by the ratifying state and violations of the Convention can start procedures on ratifying countries (Articles 23 and 24 of the ILO Constitution). [55] Main international legal provisions related to MDW:

Universal Declaration of Human Rights, 1948. This non-binding document sets out the principles of equality and non-discrimination that apply to everyone, everywhere and at all times (Article 2).

International Covenant on Civil and Political Rights, 1966. Art. 8: Prohibits all forms of slavery and slave trade, as well as forced labor. Art. 13: determines the legal procedure for the legal expulsion of foreigners on the territory of the country. Art. 22: defines the right to freedom of association.

International Covenant on Economic, Social and Cultural Rights, 1966. Art. 7-10: recognizes the right of everyone to equal and satisfactory working conditions, the right to form and join trade unions, the right to social security, including social security and maternity and maternity leave.

UN Convention on the Elimination of All Forms of Discrimination against Women, 1979. Art. 11: establishes the obligation of all States Parties to act to eliminate discrimination against women in the field of employment. General Recommendation No. 17: Recommends that women's unpaid domestic work be taken into account as a contribution to the gross national product. [56]

General Recommendation No. 26: Considers that countries of destination should ensure that migrant workers enjoy the same rights as national women workers. [57]

UN Convention on the Elimination of All Forms of Racial Discrimination, 1990. General Recommendation No. 30 recommends the elimination of any obstacle to the "enjoyment of the economic, social and cultural rights of non-citizens", particularly in the field of other employment, as well as any discrimination "related to working conditions and work requirements". [58]

UN Convention on the Rights of the Child, 1989. Art. 32: recognizes the right of the child to be protected from economic exploitation and from performing any work.

UN Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, 1990. Committee on the Protection of the Rights of All Migrant Workers and Members of Their Families, General Comment No. 1

on Migrant Domestic Workers, MDWs are at risk of some forms of exploitation and abuse due to the isolation and dependency inherent in predominantly domestic work states that it is high. work and that MDW women face additional risks due to their gender, including gender-based violence. The Committee calls on member states to address the rights of migrant domestic workers within the broader framework of decent work for domestic workers. [59]

UN Convention against Transnational Organized Crime, 2000 and the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, and the Protocol Against the Smuggling of Migrants by Land, Sea and Air is an important document in the fight against people smuggling.

Key ILO instruments: **Declaration of Fundamental Principles and Labor Law, 1998** obligates member states respect and promote universal principles and rights at work: freedom of association and effective recognition of the right to collective bargaining, ending forced or compulsory labour, ending child labor and ending discrimination in employment and occupation.

Convention on Migration for Employment (Revised), 1949 (No. 97) protects regular migrant workers discrimination and exploitation, equality dealings between regular migrant workers and national workers in relation to hours of work, rest period and holidays.

Labor migrants (additional rules) Convention, 1975 (No. 143) entitles irregular migrant workers to equal treatment. regarding working conditions and rights arising from a previous job.

It ensures equal treatment and equality opportunities for permanent migrant workers and their family members. This is also equality applies to social security, trade unions and cultural sectors rights.

The Equality of Treatment (Social Security) Convention, 1962 (No. 118) and on Social Protection Purpose of Security Rights Convention, 1982 (No. 157). equal treatment of migrant workers national workers across all nine networks of social Security.

Convention on Private Employment Agencies, 1997 (No. 181) encourages States to enter into bilateral agreements to prevent abuse and fraud. practices. It prohibits the denial of workers' rights freedom of association and collective bargaining; the discriminatory practices against workers; and collect payments from workers.

After countries have ratified the ILO Convention, each country that has adopted this Convention must submit country reports to the ILO on all the measures they are taking to implement it. Every two years, governments must submit a detailed report on the steps they have taken in law and practice to implement one of the eight core and four priority conventions they have ratified; governments must provide copies of their reports to employers' and workers' organizations.

These organizations can comment on government reports; they can send comments on the application of conventions directly to the ILO. In 1926, a Committee of Experts was established to examine the growing number of government reports on ratified conventions. Today, it consists of 20 eminent jurists appointed by the Governing Body for three-year terms. The task of the committee is to provide an impartial and technical assessment of the state of application of international labor standards.

The Standing Committee of the ILO International Labor Conference, the Conference Committee consists of government, employer and worker delegates. He reviews the report of the Committee of Experts in a tripartite manner and selects a number of observations from it for discussion. The Governments mentioned in these comments are invited to respond to the Conference Committee and provide information on this situation. In most cases, the Conference Committee issues conclusions recommending that governments take concrete steps to resolve the problem or offer ILO missions or technical assistance. The deliberations and conclusions of the cases considered by the conference committee will be published in its report.

Of course, there are many laws. But the question arises as to how many of these people know. As I am proofreading my research from a practical point of view, even

when I wrote this work, I was not aware that there were so many legal documents. But how and to whom would you turn if your rights were violated in foreign countries? Yes, there are many such questions. Because I think that when I ask people to fill in the questions after practice, maybe some of them know, or none of them know.

For example, when I was organizing the survey process, a woman asked me a question through the link I posted and said that her rights were violated. What kind of right was that?

The woman said that she had given a large amount of money to a person and now she cannot collect it, and the promised work was not completed.

1.3 Remittances from migrants to Central Asian countries

International migration and remittances have become a global phenomenon in recent years. More and more people are looking for opportunities to find work outside their home country. According to the World Bank (2019a), by 2017, the number of migrants (excluding refugees) reached nearly 240 million, and their remittances amounted to US$483 million. [60] Remittances have become the largest source of foreign exchange earnings, surpassing official development aid (ODA) and portfolio investments in low- and middle-income countries. [61] If we exclude China, the importance of remittances exceeds FDI inflows (World Bank, 2019a).

Remittances appear to be a more stable source of foreign exchange for developing countries than other capital flows such as foreign direct investment and development financial assistance (Mowlaei, 2018). [62] In 2020, remittances to developing countries amounted to about 540 billion dollars (Alechenu, 2021). [63]

Remittances, defined here as financial transfers made by migrant workers to friends and family in their countries of origin, have grown exponentially over the past two decades, their contribution to GDP exceeding foreign direct investment (FDI) in some countries. . For example, in 1990–2005, average remittance flows to developing countries amounted to US$240 billion out of a global total of US$318 billion, while in 2018 this figure reached US$689 billion, with the majority going to

Africa. [64, 65] Although post-Covid19 projections show a drop to USD 480 billion by 2021, the contribution of remittances to the GDP of low-middle-income countries cannot be underestimated. At the micro level, these remittances have provided a positive income shock, increasing the welfare of beneficiary families. [66]

However, the rising cost of cross-border remittances threatens this positive trajectory. [67] The cost of transferring money is very high in sub-Saharan Africa, especially in the Southern African Development Community (SADC) region.1 For example, the cost of sending US$200 from South Africa averaged US$14.4 in 2013, up from 20%. % in the third quarter of 2020. This is 11 percent higher than the 3 percent target recommended by United Nations Sustainable Development Goal 10.7. [68]

As a result, the impact of these large human and financial flows can be important for the development of their countries. In general, the effects of migration and remittances can both stimulate and inhibit growth in migrant-sending countries. The literature highlights many positive effects of migration and especially remittances: easing unemployment pressures, providing relatively stable sources of foreign exchange, removing credit constraints, and reducing poverty in their home countries (Acosta, Calderón, Fajnzylber, and López, 2008; Azizi, 2019; Hildebrandt & McKenzie, 2005; Ratha, 2013). [69, 70, 71, 72] On the other hand, migration and remittances also cause problems: the "brain drain", "Dutch disease" caused by the migration of skilled labor and the appreciation of real exchange rates reduce the competitiveness of the trade sector (Acosta, Lartey and Mandelman, 2009) and excessive addictive behavior among recipients (Acosta, 2007; Acosta et al., 2009). The second is that when non-immigrant household members prefer leisure to work, migrant workers are concentrated in several sectors, there is a misallocation of resources, and if As households move and receive remittances, income inequality increases. [73, 74]

According to Demurger (2015), migration and remittances may have different effects on the labor market decisions of left-behind family members. First, migration through remittances can increase the reservation wages of non-immigrant household

members and thus reduce their labor supply in the local economy (see Acosta, 2007; Acosta et al., 2009; Azizi, 2018 ; Chami, Fullenkamp, & Jahjah, 2005; Chami, Hakura., & Montiel, 2012). [75, 76, 77]

Second, remittances can remove liquidity constraints faced by migrant households and create more opportunities for productive entrepreneurial activities for non-migrant household members (see Calero, Bedi, & Sparrow, 2009 ; Fayissa & Nsiah, 2010). [78, 79]

Third, in the short run, the loss of income contribution of a migrant household member may lead to a search for work to replace the lost income of a non-migrant member who was not previously in paid employment (see Binzel and Assaad, 2011; Mendola and Carletto). , 2009). [80, 81]

Fourth, competing modes of migration and remittances affecting labor supply may cancel out, resulting in no effect on labor supply (see Binzel and Assaad, 2011; Cabegin, 2006; Cox- Edwards & Rodriguez-Oreggia, 2009; Funkhouser, 1992; Jansen, Vacaflores, & Naufal, 2012). [82, 83, 84, 85, 86] Given the many competing relationships between migration/remittances and labor supply, this is an open empirical question that is country-specific.

Internal migration is also important because it can help alleviate interregional disparities in employment and make more efficient use of the scarce labor resources of the Russian Federation. (Andrienko, Y., and Guriev, S. 2005)

Native workers in recipient countries that complement immigrant skills can be expected to benefit from immigrant arrivals, while native workers with similar skills may face stiffer competition in the labor market. Distributional concerns and fears of a deterioration in the provision of public goods can lead to hostile attitudes toward immigration (Halla, Wagner, and Zweimuller 2017). Relative winners and losers in host countries also emerge. For example, some people in host countries may be disadvantaged because they may be deprived of services provided by talented individuals who decide to emigrate.

($ billion, 2021)

(Percentage of GDP, 2021)
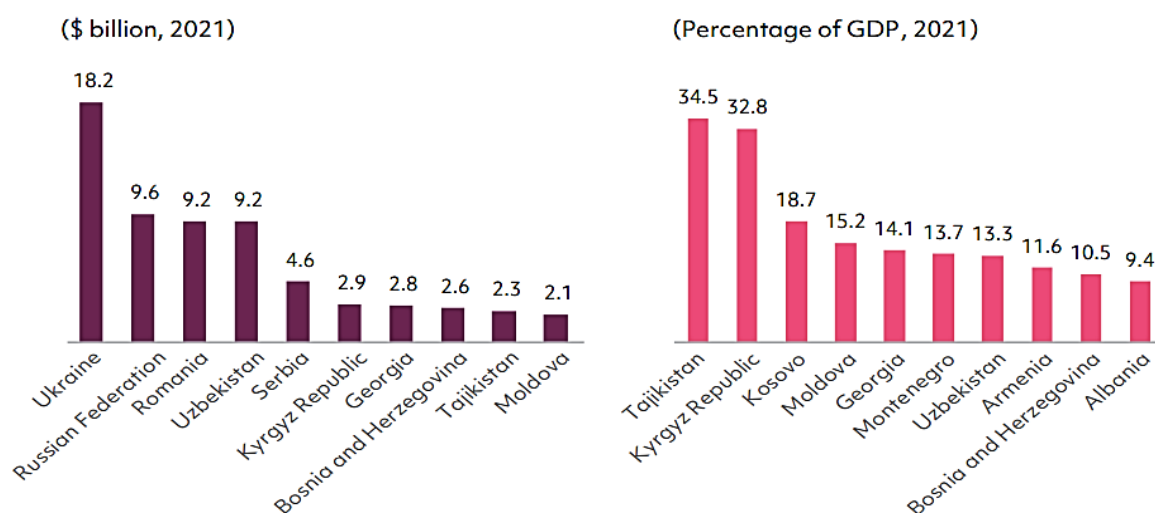
Figure 1. Top remittance receivers in Europe and Central Asia, 2021 figures.

Russia has been the largest source of remittances to many Central Asian countries, but remittances have been on a downward trend since peaking in 2014. Despite this, remittances from Russia abroad remain large and in 2021 will make up about two-thirds of the total remittance receipts of Central Asian countries, the Kyrgyz Republic, Tajikistan and Uzbekistan, as well as Armenia and Azerbaijan (Figure 1).

2. Materials and methods
2.1 Methodology of the research

Literature analysis. In the process of literature analysis, it is necessary to search for some research-related facts and to get some ideas from them, to draw conclusions from them, and to get some formulas and rules for research. A literature review is necessary in every research. Because we can get the content of previous researches and their results if there are articles, if there are books, we can get the rules. If we use statistical indicators in the research process, we need reports from countries or official organizations. Therefore, it is necessary to read every literature and be inspired by them.

Questionnaire analysis. It is no exaggeration to say that this process is used to collect primary data for research. Because you yourself will be involved in this process, and your research will be more attractive, and it is very good that others do not participate in the process of obtaining your primary data. I also used this analysis in my research. My research process required a questionnaire analysis and I supervised this process. First, of course, you formulate the questions, and only then you can share them with others.

I tried to make the questions as short as possible. Why is it that people these days have an unprovable nervous impatience that they find it pointless to sit and read the long questions presented, and they don't even care about this research you are doing.

Therefore, all questions are bilingual and short.

Because today, in the process of talking with migrants, it became clear that most of the migrants' mastery of foreign languages is not very good. Of course, the language issue is a very difficult issue. Because the countries that currently employ migrants have organized language tests to limit the number of migrants. If you fail this test, you will not be able to migrate or be selected by a foreign country. The fact that my research is in English is a bit of a problem for these migrants. That's why I added the Uzbek language to this analysis. This is because it is simple and takes less time in the process.

Content analysis. Data sources can be interviews, open-ended questions, field research notes, conversations, or literally any phenomenon of communicative language (eg, books, essays, discussions, newspaper headlines, speeches, media, historical documents). A single study may analyze different forms of text in its analysis. To analyze a text using content analysis, the text must be coded or divided into manageable code categories for analysis (i.e., "codes"). Once the text has been coded into code categories, the codes can be broken down into "code categories" to further summarize the data. Below are three different definitions of content analysis.

Using content analysis: Determining the intentions, attention or lines of communication of a person, group or institution; Description of attitude and behavior to communication; Determining the psychological or emotional state of individuals or groups; Reveal international differences in communication content; Reveal patterns in communication content; Pre-test and improve an intervention or survey before launch; Analyzing focus group interviews and open-ended questions to supplement quantitative data;

Types of content analysis: There are two general types of content analysis: conceptual analysis and relational analysis. Conceptual analysis determines the presence and frequency of concepts in a text. Relational analysis further develops conceptual analysis by studying the relationships between concepts in a text. Each type of analysis can lead to different results, conclusions, interpretations and meanings.

2.2 Description of variables

The data is the specific measure of the variable, which is the value recorded on the data sheet. Data are generally divided into 2 types: quantitative and categorical data. Quantitative data represent quantities, while categorical data represent groups. Likewise, variables that contain quantitative data are quantitative variables, and variables that contain categorical data are categorical variables. Mathematical operations such as addition, subtraction, division, etc., can be performed on quantitative variables. Categorical variables are sometimes expressed as numbers,

but numbers represent categories, not actual values of quantities. [102] Quantitative variables themselves are divided into two types: discrete and continuous variables. Discrete variables count individual values or elements. An example of them is the number of students in a group, the number of different trees in a forest. Continuous variables are used to measure infinite or continuous values, for example, distance, age, day.

There are three types of categorical variables. They are binary, nominal and ordinal. In binary variables, the process has only one of two choices, or the outcome has only one of two options. For example, a survey with only "yes" or "no" answers, or winning or losing a game of chess, etc. There is no order or rank among nominal variables. Examples of them are the names of brands, colors, types. Ordinal variables are groups arranged in a certain order. For example, the final place in the race, etc. If we talk about the type of independent and independent variables that are mainly used in conducting experiments, the independent variables can be manipulated and we can see its effect on the independent variable, or the independent variables can be used to represent the result of the experiment. can also be called variables. There are also control variables, which are variables that can be held constant or controlled throughout the experiment.

There are also variable types such as confounding, latent, and composite variables. Confounding variables are variables that hide the true value of another variable in the experiment, and should be guarded against. Latent variables are variables that cannot be measured directly, while composite variables are variables created by combining multiple variables in an experiment. They are mainly created when analyzing data rather than measuring it.

2.3 Difficulties in writing the research papaer

The main difficulties that arise in the research process began to arise during the research as a result of conducting a survey of people. That is, after choosing a specific topic and group of people, finding them in which region of Tomsk and asking them to participate in the survey became the main issue. Because it's been

almost a year since I came here, I haven't talked face to face with the migrants who visited from Uzbekistan. all my conversations were over the phone.

Of course, today, the development of mobile communication and internet tools has helped me a lot in my work. But it is not an exaggeration to say that the main issue was attracting people and making them interested. Why is it that nowadays there are all kinds of scams and calls through mobile devices asking for people's bank cards, giving out their phone numbers, giving out email addresses to strangers, and giving out google account information to strangers? and many such tricks. It was these processes that created difficulties in my research process and almost all of them were ignored when I told people to vote.

Knowing about such conspiracies, I have done my research by introducing myself fully and being courteous to all those who voted in the process of interacting with people. I was motivated and gained experience.

Of course, it is very bad that people do not believe. I used internet tools to attract people. I organized a survey through Google Forum. This process was a bit difficult. I had such an affliction that my location probably didn't allow it. Why, when I tried to set it up with my google account, I couldn't do it. After that, I had to use another close person's account.

To further explain the difficulties, I used the telegram network to send people the process of forming the questions in the questionnaire analysis. It is very developed today. But here's the problem, I found these groups of people in the telegram search section, and when I tried to post a question link, it took me a day to join the telegram channel. Then the problem became that I could not send any link in the group. To resolve this situation, I spoke to the people who organized the group and asked them to allow me to post this link, and they did.

I asked and begged the group to participate in my poll every day until I got the number of votes I needed. Of course, this process is organized voluntarily. The most important thing is that I cannot show any of these people's accounts to anyone. Why is this people's personal information? People left their comments after voting in the telegram group, and I thanked everyone.

Although this process lasted for a long time, people's indifference did not go away. Because the confidence interval of people is narrowing more and more. I can say that this was the biggest obstacle I faced in the research process. Of course, after analyzing the literature, I reviewed some works. They also analyzed the results of the survey using logistic regression. They chose one responsible company to distribute the questions to people and worked together. After each vote, they attracted some kind of gifts. But considering my financial situation, it would not be right for me. That's why I tried to do everything myself as a result of asking people.

3. Results and discussions

3.1 Logistic regression analysis of migration

In statistics, a logistic model (or logit model) is used to model the probability of a particular class or event, such as pass/fail, win/lose, live/dead, or healthy/sick. This can be extended to model multiple classes of events, such as determining whether an image contains a cat, dog, lion, etc... Each object detected in the image has a probability between 0 and 1, and one the amount to be added is assigned. . Logistic regression was used in biological sciences at the beginning of the 20th century. Later, it was used in many social sciences. Logistic regression is used when the dependent variable (target) is categorical.

In statistics, logistic regression (sometimes called a logistic model or Logit model) is used to predict the probability of an event occurring by fitting data to a logistic curve. This is a generalized linear model used for binomial regression. Like many forms of regression analysis, it uses multiple predictor variables, which may be numerical or categorical. For example, a person's probability of having a heart attack in a given time period can be estimated by knowing their age, gender and body mass index. Logistic regression is widely used in the medical and social sciences, as well as in marketing applications such as predicting a customer's propensity to purchase a product or unsubscribe.

3.2 Research results and findings

As a result of the interview organized with Uktamjon Mahmudov (co-directed of Russia-Uzbekistan center Druzba), I asked many questions about migrants and got the answers I needed. Of course, at first it was about the total number of migrants. One of the questions that bothered me was where and what kind of problems the migrants are facing. I got the following answer to this question: language. YES it was. Even the lack of money was not due to disagreements or injustices in the workplace. Of course, language proficiency is very important. Because even in international business, knowing the language of the country you are visiting will positively affect your views.

Based on the information given by that person during the interview, there are currently more than 2,200 labor migrants and more than 2,000 students studying in Tomsk. Of course, except for the Uzbeks who have been living here for 5 years and have accepted the citizenship of the Russian Federation. After this conversation, I started looking for information, mainly because I was interested in how many migrants there are in the Russian Federation.

Therefore, it is not an exaggeration to say that labor migrants from the CIS countries are very necessary for this country, and sufficient competition and favorable conditions have been created for the employment of people in the labor market.

The Consul General of the Republic of Uzbekistan in Novosibirsk, Timur Rahmanov, visited Tomsk State University on January 24, 2023. At the working meeting with the management and deans of TSU, the Consul General noted that young people are very interested in studying at Tomsk State University and continuing cooperation in higher educational institutions of the republic. During the conversation with Uzbek students studying at TSU, he expressed his readiness to help them organize their internship in Uzbekistan and solve other issues related to studying in Tomsk.

Today, 441 Uzbek students are studying at TSU: 333 bachelors, 73 masters, 22 specialists, 11 post-graduates, and two at the TSU Higher Education Center. Often, the faculty of physics, technology and physics, the Institute of Applied Mathematics and Computer Technology, the Faculty of Economics and Management are chosen for training.

If we analyze the results of the surveys conducted during the practice, 18 people took part as volunteers in the initial survey. This survey was carried out in agreement with Uktamjon Mahmudov (co-directed of Russia-Uzbekistan center Druzba) and my dissertation advisor. My dissertation advisor emphasized the need for content analysis after conducting the initial questionnaire.

Uktamjon Mahmudov (co-directed of Russia-Uzbekistan center Druzba) offered to conduct the questionnaire through the rabota_70 telegram group. I talked

to the admins of this group and explained in detail who I am and where I study and what I want to do. After that, it was approved by the group admins, and at first the group admins themselves took part in the survey.

The admins of this group also raised an issue, that is, they said that all individuals request and demand that their information not be disclosed. In addition, taking into account that the original questionnaire should be in English, the questionnaire was made entirely in English. Group admins also mentioned the language problem mentioned by Uktamjon Mahmudov (co-directed of Russia-Uzbekistan center Druzba). Therefore, taking into account this factor, all questions of the survey were asked in Uzbek.

If we analyze the questions of the questionnaire in detail, the first question was definitely from the socio-demographic side. Of course, in the next part, questions will be asked about extending the period of stay in Tomsk, or making decisions about returning after the end of the work and study period.

The survey was organized through Google Forum. We tried to make the questions in the questionnaire as short and meaningful as possible. Why, even for me, the fact that it takes a lot of time to read and mark long questions is what deters you from participating in the survey. Therefore, it should be short and meaningful. The initial questions are socio-demographic (eg age, gender, married or not), where the migrants are at the moment, their activity (work or study), the age of migration and whether they live in urban or rural areas, what is the reason for migration. (marriage and workplace), aspects that should be taken into account before migration (educational environment) and consideration of family relationships before migration were asked. After the first part of the questions, the second part mainly examines the level of factors that cause migrants to stay here longer. Attracting as many people as possible to the second part serves as a basis for obtaining more accurate conclusions for the econometric model in my dissertation.

In this first part, the initial questions, that is, the part confirming the sending of the person's e-mail, have been introduced. All have agreed to send their email in this survey. But this information cannot be given to anyone, it is certainly not a secret to

anyone. Below, I would like to show a survey conducted in connection with a Google account. That is, no one can vote here again and again, and the person conducting the survey cannot fill out the survey using someone else's account. So we can see that all this process is true.

Due to the voluntary participation in the survey, not all people were able to answer the questions completely, because they did not want to. In my opinion, their level of knowledge of the language had a great impact here. The first question in the questionnaire was to determine the age range of migrants. The percentage of voters aged 20-25 is 34.1%, second only to the share of 25-30 aged 36.4%. After that, the share of 30-45 year old participants was 17%. Migrants aged 35-45 had the smallest share here, making up 12.5%. A total of 88 migrants took part in this survey.

The second question in the questionnaire is a question related to determining the gender of the participants. But it seems that the reason for the level of knowledge of the English language of the survey participants here is that I did not put Uzbek to this question, that's why 8 of them did not vote. In this process, there are both women and men among those who did not vote.

Of course, it is also necessary to know whether the participants of the survey are married or not. There are a total of 87 votes and there is not much difference between those who are almost married and those who are not yet married. 49.4% of participants are unmarried, and 50.6% are married. At this point, we can say that if we remember the youth of the voters, the second part of them will be the participants aged 20-25. It is not surprising that many participants are students during this period. Therefore, this aspect should be taken into account. Taking into account that the majority of survey participants are 25-30 years old, we should take into account the time when they start a family and start a family after finishing their studies.

Asking respondents where they are right now means finding out whether they are right here or back in their country. Of course, you can say that you didn't choose exactly the migrants. True, but since I was using the telegram group, I didn't have the details of where they were. So, of course, I learned how difficult it can be to collect primary data.

The majority of those who voted are migrant workers. A total of 86 people voted here, 50.3% of them are migrant workers, and 40.7% are students. This process will help in the next analytical part. Of course, this process is a preliminary process. Why logistic regression analysis requires more specific data. Therefore, the remaining specific information will be reflected in the analysis of the survey results.

People nowadays are very young to go abroad. Of course, this process includes many factors. For example, it is no secret that people with relatively good incomes are less likely to go abroad. But today, the age of migrant workers is also getting smaller and smaller. Why, people are forced to travel abroad due to their wishes and desires and the increase of their income. Of course, it is not an exaggeration to say that such cases apply to the population of less developed or developing countries.

In the figure below, where a population lives after migration also determines its income level. Why, if he lived in a rural area before migration, today he can live in an urban part of the country he migrated to because of better income. Yes, flexibility is a consideration here. Because when people get used to something, it takes some time to get rid of it. But this process leads to the improvement of people's living conditions and changes in their thinking. This question was asked without considering that the income level of the population living in the village may be low. Today, it is necessary to take into account the process of urbanization of the population. Because the construction of new buildings and the flow of investment will increase their standard of living in the city.

We can see that the population living in rural areas is twice the number of migrants living in the rural part of Tomsk. Therefore, whether the population lives in a city or a village directly affects the duration of their stay here. Because it means faster access to all the city's attractions and faster access to other services.

One of the reasons for population migration is the income level, and the second is the working conditions. Of course, many factors affect the work environment. For example, when managers give orders to workers that are not within their authority and give tasks that are not within the authority of the worker, it fills the workers' cup of patience and ultimately leads to work disruption. resignation process. Of course,

it is not surprising that almost all those who answered "yes" are labor migrants. Because their work performance and work environment are more important than students who work evening shift. Of course, I must not forget that very few students work in the evening shift.

Most of the population who took part in the survey answered that marriage is not the reason for migration. Of course, the effect of marriage for going abroad is a little less. But I think that this process provides the process of living and staying abroad more than the work environment causes migration.

Students migrate with a deep understanding of the educational environment. Therefore, students are active in this process. But the fact that migrant workers who plan to stay for a long time also take into account the educational process means that they want their children to study abroad. It should be remembered that this question should be asked mainly of immigrants from developing countries. Because the educational processes in developed countries are very high. There are 1000 best universities in Tomsk alone. Residents of developed countries prefer to study in their own countries, in developing countries, the education system is still not very developed and is managed by the state. In developed countries, this process is approaching the peak of the privatization stage.

In the next question, the relations of the immigrated residents with their family members are given. You may wonder why this question is necessary. This question will determine whether or not to stay abroad for a long time in the future. It is noted that people who immigrate do not stay long before leaving with their families. Therefore, identification of migrants taking into account this process allows us to draw conclusions about the duration of their stay abroad. Of course, family migrants are unlikely to stay for long. Because cases of coming abroad with all family members are rare.

```
Logistic regression                          Number of obs   =        87
                                             LR chi2(3)      =      0.73
                                             Prob > chi2     =    0.8671
Log likelihood = -58.641209                  Pseudo R2       =    0.0062
```

stayornot	Coef.	Std. Err.	z	P>|z|	[95% Conf. Interval]
workorstudent	.4596367	.6695412	0.69	0.492	-.85264	1.771913
age	-.0479604	.0593463	-0.81	0.419	-.164277	.0683562
gender	-.0457067	.6369846	-0.07	0.943	-1.294174	1.20276
_cons	1.528101	1.506082	1.01	0.310	-1.423766	4.479968

Here we cannot reject the hypothesis because the LR of our equation is chi2(3)=0.73. Of course, if the value was less than 0.05, we would have to reject it.

```
. estat classification, all

Logistic model for stayornot

                    ———— True ————
Classified |        D          ~D    |     Total

        +  |       50          34    |        84
        -  |        1           2    |         3

    Total  |       51          36    |        87

Classified + if predicted Pr(D) >= .5
True D defined as stayornot != 0

Sensitivity                    Pr( +| D)    98.04%
Specificity                    Pr( -|~D)     5.56%
Positive predictive value      Pr( D| +)    59.52%
Negative predictive value      Pr(~D| -)    66.67%

False + rate for true ~D       Pr( +|~D)    94.44%
False - rate for true D        Pr( -| D)     1.96%
False + rate for classified +  Pr(~D| +)    40.48%
False - rate for classified -  Pr( D| -)    33.33%

Correctly classified                        59.77%
```

This table provides additional information that may be useful in describing how well our model fits. In particular, it provides information about the degree to which our model predicts the observed results.

The overall percentage indicates the percentage of cases that have an observed outcome that is correctly predicted (in terms of the outcome) by the correct model. The total percentage in this output is 59.77%, calculated as: 100%[(2+50) / (2+34+50+1)] = 100%[52/87] = 59.77%

The two indices I want to report are sensitivity and specificity for the model.

Sensitivity refers to the percentage of cases observed to fall into the target group (Y=1; i.e., observed to pass the test) that are correctly predicted by the model to fall into that group (e.g., predicted transition). In fact, this is an indicator of the sensitivity of the model to correctly identify cases that belong to the target group.

We can calculate the sensitivity of the model by studying the frequencies in the first column of the table. The sensitivity for the model is calculated as follows: 100%[50/(1+50)] = 100%[50/51] = 98.04%

Specificity refers to the percentage of observed cases that fall into the non-target (or reference) category (ie, the observed test fails) that are correctly predicted (ie, the predicted test fails) to fall into that group. In other words, it reflects the degree to which the model correctly identifies cases that do not belong to the target group.

The frequencies in the second column above can be used to calculate the specificity of the model. The specificity for this model is calculated as: 100%[2/(2+34)] = 100%[2/36] = 5.56%.

This section of our product contains unstandardized regression slopes and corresponding significance tests and confidence intervals for regression coefficients.

```
Logistic regression                          Number of obs    =          87
                                             LR chi2(3)       =        0.73
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_cons	1.528101	1.506082	1.01	0.310	-1.423766	4.479968

In logistic regression, we are predicting the probability of a case falling into a target group [e.g., pr(Y=1, stay)] as a function of the predictors in the model. Since probabilities are necessarily bounded at 0 and 1, this would create serious conceptual and statistical problems (see Pampel, 2000) for a nice discussion) if we attempted to model them as a function of the predictors using OLS regression.

In logistic regression, we are not modeling the pr(Y=1) directly as a linear function of the predictors. Rather, we use a mathematical transformation of

probabilities into a new variable called a logit. This allows us to model pr(Y=1) – albeit as a transformed version of itself – as a linear function of the predictors. This linearization of the relationship between the predictors and the pr(Y=1) occurs via the use of the logit link function (see Heck et al., 2012).

$$\text{logit}(Y = 1) = \ln\left(\frac{\text{pr}(Y=1)}{1-\text{pr}(Y=1)}\right) = \ln(\text{odds}(Y = 1)) = b_0 + b_1 X_1 + \cdots b_1 X_k$$

Nevertheless, if you want to think about the meaning of the unstandardized regression slopes more generally you can do so in the following way:

a)   With a positive slope, you can say that as scores on the predictor increase, so does the probability of falling into the target group (Y=1).

b)   With a negative slope, you can say that as scores on the predictor increase, the probability of falling into the target group (Y=1) decrease.

c)   A slope of zero indicates no systematic increase or decrease in the probability of a case falling into the target group (Y=1) with increasing values on the predictor.

**Just keep in mind that the regression slopes for your predictors are not directly interpreted as the amount change in pr(Y=1) given a unit increment on the predictor.

Using the above calculations, we construct the logistic regression equation:

$$F_{stay} = \frac{1}{1 + e^{-(workorstudent*b_1 + age*b_2 + gender*b_3 + \alpha)}}$$

Work= 1; student=0

Gender=male and female; male=1; female=0

Age= 20, 21, 22, ……

Coefficients of our regression model:

b_1=0.46

b_2=-0.048

b_3=-0.046

Cons. = 1.53

Here are eight possible scenarios to summarize:

1. Age – 20; student; male

$$F_{stay}=\frac{1}{1+e^{-(0*0.46-20*0.048+1*0.046+1.53)}}=0.63$$

This give us: 0.63 or 63%. A 20-year-old male student has a 63% chance of staying.

2. Age – 20; student; female

$$F_{stay}=\frac{1}{1+e^{-(0*0.46-20*0.048+0*0.046+1.53)}}=0.64$$

This give us: 0.64 or 64%. A 20-year-old female student has a 63% chance of staying.

3. Age – 20; worker; male

$$F_{stay}=\frac{1}{1+e^{-(1*0.46-20*0.048+1*0.046+1.53)}}=0.73$$

This give us: 0.73 or 73%. A 20-year-old male worker has a 63% chance of staying.

4. Age – 20; worker; female

$$F_{stay}=\frac{1}{1+e^{-(1*0.46-20*0.048+0*0.046+1.53)}}=0.74$$

This give us: 0.74 or 74%. A 20-year-old female worker has a 74% chance of staying.

5. Age – 30; student; male = 0.51 or 51%

6. Age – 30; student; female = 0.52 or 52%

7. Age – 30; worker; male = 0.62 or 62%

8. Age – 30; worker; female = 0.63 or 63%

As can be seen from the observed cases above, the probability of staying young working men and women is very high. One significant aspect of this process is that the retention rate of women is slightly higher than that of men. The probability of young student men and women staying as workers is much lower than that observed as workers. Therefore, the retention rate of young working men and women in this process is high.

In the following cases, observations among older population workers in observations from 5 to 8 show that their probability of staying is almost the same as that of younger students. But the retention rate of older students is almost 50%. Observations show that the survival rate of women in all processes differs from that of men by 1%. Of course, this process cannot be clearly explained. Because no one can tell the psychological aspect of people from observation. Therefore, it is not possible to manage the psychological aspect of migrants.

Migration policies of countries only serve to limit the number of migrants. But there is one side that the decision-making aspect of people can lead to illegal movement within the country, but it can also cause other serious consequences.

Conclusion

The state should form a strategic vision of how the migration resource will positively affect the country's demographic and economic development. Without the flow of immigrants, the country's population will continue to steadily decrease, which will negatively affect the country's geopolitical position and position in the hierarchy of the world's largest powers. In history, there are no examples of acceleration of the country's economic development against the background of a decrease in labor resources. Due to objective demographic factors, the reduction of the country's population and the aging of the labor force undermine the possibilities of progressive economic development. In such conditions, attracting additional labor force from abroad is becoming a necessary condition for the further development of our country. The government needs to understand and officially recognize how migration can play a positive role in the further development of the country in order to send a reliable signal to society that immigrants are an integral part of the country's life. In addition to recognizing the positive potential of migration, there is a need to clearly understand the migration challenges facing the country.

The strategic goals of the country's migration policy should be reflected in all legislation and administrative decisions related to migration. Applied to international migration, these goals are to encourage permanent population flows

The number of migrants to stabilize the permanent population, as well as the number of temporary migrants to fill the shortage in the country's labor market. These goals, applied to internal migration, should encourage people to move to the strategically important eastern regions of the country. It is impossible to allow newly adopted legal acts to contradict these goals.

To maintain relations between the regions, visa-free travel across borders should be maintained. The CIS is a field of conflicting interests for a number of global and regional powers. Many international actors are trying to distance the former union republics as far as possible, both politically and economically. Countries, on the contrary, are interested in strengthening the economic integration of the region. In such a situation, visa-free travel across borders that separate

countries supports the historical unity of the regional space. In this sense, the country's migration strategy is compatible with its foreign policy strategy and can be an additional positive factor in maintaining political stability in the region.

Regarding recommendations and suggestions from foreign countries to Russia: The main goal of labor migration is to create a business model of attracting foreign workers that is recognized by Russian employers and migrants and based on the real needs of the Russian labor market, without violating the rights of Russian citizens. guaranteeing the rights of citizens and labor migrants. At the same time, the policy of attracting migrant labor should be an additional tool, not the main one, in correcting the situation in the labor market. In this sense, the state should determine the real labor shortage in the Russian market, evaluate the possibilities of redistribution of existing national labor resources, and use this information to calculate the number of immigrants that should be brought to the country. This is not a task for migration policy; rather, it should be achieved together with the implementation of the government's socio-economic, employment, education and regional development policies.

Limiting the number of foreign labor migrants is not the only way to protect the interests of the national workforce. The priority right of Russian workers in employment already guarantees them an advantage in the labor market. The implementation of the principle of equal pay for equal work for migrants and citizens enshrined in legislation is another practical protection mechanism in the national labor market, which prevents migrants from being perceived as a source of cheap labor.

On the other hand, the construction of artificial barriers for foreign workers looking for work in Russia, such as passing a test on Russian language, history and law (this is certainly true for foreigners seeking permanent employment, residence or Russian citizenship) in order to obtain a work permit. forces to seek illegal work.

In order to provide the Russian market with the appropriate qualified foreign workforce, the problem of vocational training of immigrants should be solved at the government level. Despite the significant influx of foreign labor, the high demand

for workers in the Russian labor market is not met, which is a serious problem. Experience shows that the level of professional and linguistic skills acquired by potential immigrants in their home countries often does not meet the expectations of Russian employers. In Russia, it would be appropriate to organize training of labor migrants in existing vocational schools and to establish new ones. It provides the necessary level of professional and linguistic competence. Education should be offered on the basis of student loans, with the condition that migrants pay back the loan while working in Russia. When CIS citizens who received vocational training in Russia later return to their countries, their professional experience and skills will contribute to the development of these countries, thereby increasing the stability of economic development in the entire region.

Internal migration policy should become an important component of the state strategy. Economic measures to encourage internal migration, such as social benefits, preferential loans for the purchase of housing, and tax breaks, including tax breaks for small businesses, can partially compensate for the low mobility inherent in the Russian population, which will facilitate the flow of migration. for the state. The current administrative mechanism of mandatory registration of citizens by place of residence has largely lost its control function; in fact, it hinders the geographic mobility of the population and limits employment opportunities. The system can be replaced by an individual taxpayer number, which is a more flexible economic means of managing the movement of citizens.

Migration legislation should be codified. Continuous reforms of Russian migration legislation have made migration laws unsystematic and internally contradictory. In 2004, the Federal Migration Service called for the codification of migration legislation under the Migration Code, but this initiative was not supported. It is time to review the idea of codification of the current laws and regulations on state migration and create a single document. In addition to regulation of the legal framework, it also allows revision, harmonization and regulation of some of its elements.

The task of implementing the migration policy should be assigned to a single federal civil body. This allows for the formation and implementation of unified, conceptually based approaches to migration policy, ensuring its systemic nature and internal consistency, as well as its coherence with other aspects of state policy. It also allows shifting the focus of migration policy from law enforcement to socio-economic aspects.

Compliance with migration legislation (both by migrants and by competent migration authorities) should be strictly and effectively monitored. This thesis is not inconsistent with the goal of immigration and creating broad channels for legal employment of temporary migrants. Migration legislation may offer more liberal terms of entry, stay and employment to certain categories of migrants of particular interest to the country. However, these conditions must be strictly observed by migrants, migration workers and employers. In the case of Russia, corruption is an obstacle to compliance with migration laws. The practice of bribery creates a sense of impunity for breaking the law, thus defeating the objectives of reasonable laws. Migration has become one of the most corrupt areas in Russia: almost all migration policy tools (registration, certificates and patents) originally designed to help control migration flows can now be bought or forged.

Strengthening the control over the implementation of migration legislation appears to be an effective way to combat illegal migration and the employment of undocumented migrants. These controls should be aimed not at immigrants (which is also important), but at employers who hire foreign nationals without proper registration in violation of the Russian Labor Code. In this context, the role of labor inspectorates, which should become an active participant in the management of international labor migration, is increasing.

The policy of adaptation and integration of migrants should be fundamentally revised. Migrant integration policy should be based on reliable data, not social stereotypes. The diversity of the migration flow to Russia requires many options for migrant adaptation and integration policies. Development of several integration models of migrants is one of the most urgent aspects of Russian migration policy.

Usually, the main focus of the migrant integration policy is on the socio-cultural aspect (language learning, adaptation to cultural norms, etc.). Nevertheless, the most important and sometimes decisive component of integration is the economic component.

The participation of immigrants in the labor market inevitably involves measures to prevent discrimination and exploitation, and to help improve their skills and technical knowledge. In other words, migrants must adapt to the host society, but the host society must also take certain reciprocal steps. It is in the economic plan that it is necessary to implement the main principles of interdependence between the rights of migrant workers and national workers: even if Russian citizens have priority opportunities for employment, the principle of equal pay for equal work must be strictly observed. , it is also necessary to protect the social and labor rights of immigrants. This facilitates the social perception of immigrants not as a source of cheap labor, but as a means of filling shortages in the Russian labor market.

One of the important goals of the integration policy is to reduce the national security risks associated with mass migration (the ethnic division of society and the loss of common values and norms). The receiving state should take measures to ensure the rights of migrants, prevent discrimination, marginalization, illegal employment, exploitation and social exclusion, while promoting tolerance towards migrants, publicly recognizing their contribution to the country's economy and explaining the reasons for this. population migration policy. Only then will there be a favorable environment for effective cooperation between migrants and society. Creating a reliable information base as a basis for the development of migration policy. It is necessary to expand the scope of demographic, socio-economic, professional and professional data on immigrants collected and published by statistical agencies, to use this data as an information base for scientific studies aimed at determining the role of immigrants in the Russian economy, their level of social integration and participation in the growth of the population . The government should create demand for diverse scientific research on migration. Based on the results of such studies, the state should create a decision-making system to improve

migration management in Russia and ensure its conceptual unity. Strengthening the economic component of the fight against illegal migration. The experience of world migration shows that if the migration regime is tightened and the ways of legal employment of migrant workers are narrowed, the segment of illegal employment will start to grow. On the other hand, the most effective measures to combat illegal migration and undocumented employment are well-studied. They are primarily related to the economy. The government's broad attack on the shadow economy, particularly in the construction, service, and housing sectors, is helping to legalize many of the immigrants who work illegally in these industries. Simplifying academic mobility and educational migration procedures. Measures to attract university teachers and scientists can revive Russia's innovative economic development, stimulate achievements in the high-tech sector, and allow Russian students to learn advanced methods of management and organization of production.

On the other hand, attracting foreign students from the CIS countries to Russian higher education institutions can be considered as an investment in the human capital of the Russian partner countries, which has both an economic (training of personnel for the development of the national economy of the CIS countries) and a political aspect. ("soft power" capable of strengthening Russia's political positions in the region). Launch a large-scale education campaign to support migration policy. Creating a satisfactory psychological environment in society should be an important element of migration management. The state should prevent negative stereotypes about immigrants ("migrants increase the level of crime in society", "migrants take the jobs of Russians", etc.); these stereotypes have been repeatedly disproved by research. Migration policy must be understood and tolerated by the population, if not supported.

Development of public-private partnerships in migration management. In particular, the task of integrating migrants can be assigned to local administrations and civil society institutions. Businesses can develop migration infrastructure, assess market needs for migrant workers, and provide vocational training for migrants. The

expert community, international organizations, and non-governmental foundations could participate in scientific research that informs administrative decision-making.

Development of international cooperation to optimize migration processes. In the development of regional integration, the CIS countries, which are both the main donors of migration for Russia and its geopolitical partners, should remain Russia's priority partners in cooperation in the field of migration. The main focus should be on the further development of the common labor market of the Republic of Uzbekistan and the creation of relevant institutions coordinating labor migration within the Republic of Uzbekistan.

Development of cooperation within BRICS association also has potential. The declarative nature of such cooperation may very well translate into practical application, given that the dramatically different demographic situations in the BRICS countries can serve as a driving factor for the formation of migration flows between member states.

Ensuring coordination of Russia's economic and geopolitical interests in migration-related relations with the CIS countries. The CIS countries are Russia's main migration donors and at the same time its main geopolitical allies and partners in regional integration. In his view, migration relations, economic and political relations of Russia with the former Soviet republics should have a special character.

In a global context, countries that attract immigrants have no problem attracting foreign skilled professionals and students with various benefits. This process is losing the development potential of the countries where immigrants were born. Russia's position towards the former Soviet countries cannot follow this model. The attraction of CIS migrant workers and students to Russia should not satisfy the resource economy of the former Soviet republics, should not maintain their backwardness, and should not widen the gap in the level of socio-economic development of the countries of the region. A more far-sighted approach aimed at strengthening regional integration is needed.

Based on the above conclusions and suggestions, I can say that it is necessary for the countries to first learn to fight against unregistered employment and illegal

migrants. But migrants with both illegal and unregistered employment can cause a real problem.

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APPENDEX A

Age (yoshingiz)

20-25
25-30
30-35
35-45

Gender (jinsingiz)

Male
Female

Married? (Oilalimisiz?)

Yes
No

Where are you now? (Hozirda qayerdasiz)

Uzbekistan
Tomsk

Do you study or work? (O'qiysizmi yoki ishlaysizmi?)

student
worker

At what age did you go abroad? (Nechi yoshingizda xorijga chiqqansiz?)

18-20
20-25
25-30
30<

Where do you live in Tomsk now? (Hozir Tomskning qayerida yashaysiz?)

city (shahar)
village (qishloq)

Where did you live before you came to Tomsk? (Tomskga kelishingizdan avval qayerda turar edingiz?)

city (shahar)
village (qishloq)

Is your job a reason for migration? (Sizning ish joyingiz migratsiyaga sabab bo'lganmi?)

yes
No

Is marriage a reason for migration? (Migratsiyaga nikoh sababmi?)

yes
No

Did you consider your educational environment before moving? (Siz ko'chib o'tishdan oldin ta'lim muhitini hisobga oldingizmi?)

yes
No

Did you consider your relationship with your family before you moved? (Ko'chib ketishdan oldin oilangiz bilan o'zaro munosabatingizni hisobga olganmisiz?)

yes
I came with my family (oilam bilan kelganman)
only I came and no (faqat o'zim kelganman va yo'q)

АНТИПЛАГИАТ
ОБНАРУЖЕНИЕ ЗАИМСТВОВАНИЙ

Отчет о проверке на заимствования №1

Автор: Eshboev Mirjalol
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Организация: Томский Государственный Университет

Отчет предоставлен сервисом «Антиплагиат» - http://tsu.antiplagiat.ru

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Начало проверки: 24.06.2023 07:15:29
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Поиск с учетом редактирования: да
Проверенные разделы: основная часть с. 1,3-53, содержание с. 2, библиография с. 54-62
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СОВПАДЕНИЯ	САМОЦИТИРОВАНИЯ	ЦИТИРОВАНИЙ	ОРИГИНАЛЬНОСТЬ
22,64%	0%	1,58%	75.78%

Совпадения — фрагменты проверяемого текста, полностью или частично сходные с найденными источниками, за исключением фрагментов, которые система отнесла к цитированию или самоцитированию. Показатель «Совпадения» – это доля фрагментов проверяемого текста, отнесенных к совпадениям, в общем объеме текста.

Самоцитирования — фрагменты проверяемого текста, совпадающие или почти совпадающие с фрагментом текста источника, автором или соавтором которого является автор проверяемого документа. Показатель «Самоцитирования» - это доля фрагментов текста, отнесенных к самоцитированию, в общем объеме текста.

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«Совпадения», «Цитирования», «Самоцитирования», «Оригинальность» являются отдельными показателями, отображаются в процентах и в сумме дают 100%, что соответствует полному тексту проверяемого документа.

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