

DIGITALIZATION OF LABOR MIGRATION IN THE DIGITAL ECONOMY IN UZBEKISTAN

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Abstract

In the current context, the future of the labor market depends on a number of factors, including long-term innovation and demographic change. However, one of the key factors for future technological change is digitalization, and at the heart of this development is the production and use of digital logic circuits and the resulting technologies, including computers and smartphones. In particular, smart automation may not lead to the loss of overall jobs, but it may lead to significant changes in the employment structure, i.e., industries, occupations, skills, tasks, and responsibilities. This article examines the development of digitalization of labor migration in the world and its implementation on the example of Uzbekistan. As the world relies more and more on digital technologies, digitalization can also play an important role in developing mechanisms to manage and protect labor migration.

Keywords: Digital economy, digitalization, labor market, migration, migration policy, management, digital technologies.



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INTRODUCTION

In the context of the digital economy, many Eastern countries are facing various difficulties in the labor market, and unemployment is rising significantly in these countries. In addition, these countries face a number of structural and social challenges in the labor market. In many cases, companies report difficulties in filling vacancies that require highly specialized, skilled, internationally recognized skills and competencies. There are workers who are not satisfied with their current job, neither in terms of education, nor in terms of salary. Such structural problems in the labor market can be found in most or almost all Western countries. These problems are partly related to the process of documentation, registration, control and monitoring in the labor market. The International Labor Organization's main initiative is the new technology-based migration policy - Program 2030, which aims to prevent the loss of working time, migration and human dignity through the implementation of this policy allows to maintain the effective implementation of labor integration.

Migrant workers use apps and digital platforms to access services, share experiences, or connect with each other, their loved ones, family, and friends before, during, and after their departure. They offer great opportunities for simplifying, securing and accelerating the migration process for the growing number of migrant workers.

Research methodology. This article uses a qualitative research methodology with a conceptual and structural approach to the digitization of foreign eastern migration. The main data sets included ILO reports, official websites, and current international migration trends. The study also proposed issues such as the practice of international movement for safe migration based on new digital technologies, including training and control, safe work process, counseling, health status, and leadership commitment. The degree of digitization of the migration process as an independent variable and the related variable can be considered as the structural and organizational management of this process.

Analysis and results. In the digital economy, digital migration management platforms help reduce the costs and time associated with formal employment processes, forcing many men and women to migrate through informal, undocumented and risky channels. Governments, workers and employers, organizations and other stakeholders are using digital technologies in their labor migration programs, systems and management. Civil society organizations and other private and public organizations are developing digital platforms that offer various assistance services to migrant workers. Migration control is not an easy task. In a modern economy, surveys of economic confidence or public opinion are collected on a daily basis, but this does not apply to migration statistics. In this case, census data, population registers, and periodic special surveys are often outdated and inconsistent across countries. The problem is that a lack of information does not allow politicians to develop timely and consistent strategies to manage migration flows.

For this reason, researchers are turning to social media as a means of tracking recent migration trends from large amounts of user-generated data. There has been a lot of research on this methodology in recent years. One of the latest data was released earlier this year in “Determining Forms of International and Domestic Migration from Twitter Data”, published by scientists at Queen’s College in NYC, the Qatar Computing Research Institute in Doha and Stanford University. In it, scientists tried to develop a geographic mobility indicator based on geolocation tweets made available to the public in the OECD (Organization for Economic Co-operation and Development) countries risks, challenges, and unequal distribution of technological advances. To

ensure decent work and good conditions for migrant women and men, it must be designed, applied and targeted, taking into account the risks and unintended adverse effects. Many governments in the ASEAN region have created digital management systems and databases to manage various aspects of the migration process and manage services for migrant workers. Management systems are being set up to attract workers to work abroad and simplify administrative processes, as well as to manage the personal profiles of migrant workers, access services and support migrants.

Discussions One of the first economic indicators created for the online gig-economy is the Online Labor Index, developed by researchers at Oxford University and used in the analysis of online labor projects. Over the past year, the Index has grown rapidly and variably, as shown below. The largest sources of online vacancies (as of September 2016) are in the US (52% worldwide), followed by the UK with 6.3%, India with 5.9%, Australia with 5.7% and Canada with 5%. Surprisingly, this growth took place under the equilibrium conditions of the traditional labor market. It is noteworthy that the demand for skilled workers in areas such as software development, technology, creativity and multimedia was high. It is not only automation that will change the future of labor, but also digitalization and virtual labor migration. Many of the assumptions in our current system need to be reconsidered. There are probably some controversial aspects to our assumptions about migration. What we once considered to be controlled national borders is more permeable than we would like to recognize. This is confirmed by the huge amount of data, capital and information that flows freely across our national borders every day. Similarly, not all migrants seek citizenship as their primary goal. The workforce is made up of young professionals with a transnational identity who see themselves as mobile and global. They want to be able to travel between countries, not just travel to a new passport. The growing trend of mobility (virtual and physical) should be a decisive factor for politicians. If business trips are short and frequent, the time required to obtain a visa should not be longer. If prospective workers are not hired workers or work in more than one place, then having a visa tied to one employer or changing working conditions will cause problems with labor mobility. creates obstacles for. Documents may also need to be reviewed to document many of the employee's previous jobs. The government relies heavily on employers' information to help them explain what skills are required. And at a time when startup companies are becoming increasingly important, one of the most pressing issues today is how to change the bureaucracy that prevents sponsoring skilled workers in small (and regional) businesses. Qualification gaps, such as who is being hired by whom and where value is being created, are critical to ensuring effective policies for employers, education, and migration categories. As mentioned above, there is no clear measure of the value of Internet and technology-based services. The unique nature of digital goods makes them difficult to track. Digitization of migrant labor management:

- Create a database management database to facilitate administrative processes related to government employment and provide support services for migrant workers during migration, including legal support, social assistance and online training opportunities Create;
- Create a “digital signature” in the database to store important documents such as employment contracts, payment documents or medical certificates in the personal profiles of migrant workers;
- Creation of “single window” service centers, applications and electronic cards for migrant workers, along with a database for verification of personal profiles, documentation and use of online services;

- Regulate and control the collection, use and exchange of data to protect the privacy and online safety of migrant workers, whether the platforms are developed or operated by private companies or public entities;
- Ensuring that the costs associated with the development and use of digital services are not covered by migrant workers;
- Communication in hard-to-reach places such as fishing boats and plantations to monitor labor and report violations improvement;
- Capacity building of those involved in labor migration management to develop and increase access to digital tools.

CONCLUSIONS AND SUGGESTIONS

As for the key opportunities and benefits of a technology-based migration mobility policy, they can be:

1. Digital management systems: increase efficiency and transparency;
2. Recruitment platforms: reducing costs, increasing accountability;
3. Messaging applications and mass media: improving information exchange, communication and services;
4. Mobile payment systems: settlement of expenses related to money transfers and financial services;
5. Digital tools for labor monitoring and reporting: improving compliance.

In our opinion, in the context of the digital economy in our country, it is expedient to carry out the following work in the digitalization of the labor force:

1. Encourage the creation of a database to facilitate administrative processes related to recruitment and placement in countries;
2. Create access to important documents in the database, such as employment contracts, payment documents, or medical records;
3. Creation of universal “single window” service centers, applications and electronic cards together with a database for verification of personal profiles of migrant workers;
4. Regulate and control the collection, use and exchange of data to protect the privacy and online safety of migrant workers, whether such platforms are developed or operated by private companies or public entities;
5. Ensure that the costs associated with the development and use of digital services are not covered by migrant workers.

In short, in a globalized world, individual member states cannot do so “alone” in effectively promoting their national migration programs. Given the vulnerabilities in the health sector at all stages of migration and crossing borders, multilateral diplomatic efforts with sending and receiving countries are required. Actions to develop a national migration regime with specific data in the country should include health information to develop an evidence-based migration policy. This will require the strengthening of information systems to analyze trends in migrant

health, share health information and share lessons learned, and collaborate with research experts, scientists and international organizations on a global scale.

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