

Problems of adaptation of migrants from Uzbekistan in Russia, the role of non-governmental public organizations in these processes

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Abstract: The article provides an analysis of the problems of external labor migration, the processes of adaptation and integration of migrants in Russia, the development of models for effective regulation, taking into account the interests of migrants, the host community and the state. The research is based on the analysis of the results of the author's sociological research, the problems of labor migration, the problems of adaptation to the host community, as well as ways of its effective implementation through the activation of the role of public (NGOs) and religious organizations are raised.

The need to develop new tools for managing external labor migration from the viewpoint of security, with the participation of public organizations and the state of the Russian Federation and Uzbekistan, is being updated.

Keywords: labor migration to Russia, legal protection, adaptation of migrants, development of ideological immunity, role of public organizations and NGOs.

Introduction

Migration cooperation between Russia and Uzbekistan has a long history, starting from the all-union state within the USSR, when there were no borders between 15 countries and there was an active mutual cross-flow of population, professional staff, engineers, human resources in various areas and sectors of the economy. In recent decades, the flow of labor migration from Uzbekistan has increased, mainly directed to Russia and Kazakhstan as well as to far abroad countries.

Annually, about 2.2 million labor migrants from Uzbekistan are in labor migration in Russia [1], which is about 20% of the economically active population of the country. This is due to the liberal legislation of the Russian Federation in respect of the CIS countries, the visa-free regime with Russia, the great demand for labor migrants from Uzbekistan, who are characterized by discipline, hard-working nature and law-obedience. At the international scale, the issue and problems of highest

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responsiveness to the needs and requirements of labor migrants, ensuring the defence of their rights and freedoms, ensuring integration and reintegration into the community are constantly raised [2].

The driving factors of external labor migration are the desire to improve income level, save money for housing improvements, ceremonial events and weddings, etc., which require significant costs in the conditions of Uzbekistan.

Russia is the main country to which migration stream are directed. In 2021, the largest number of patents for labor migrants in Russia were issued to citizens of Uzbekistan (1.32 million), they accounted for 60% of the total number of foreigners. A large migration stream to Russia is an objective reality associated with the demographic population growth. There is a high demographic population growth with an increase from 19.5 million in 1990 to 35.6 million in 2022 [3]. This led to an increase in population of Uzbekistan by more than 15.5 million people, which is comparable to the population of Belarus, Armenia, and Moldova combined.

The primary source of population growth in Uzbekistan is natural population growth, which significantly covers the migration outflow of population from the country. The traditionally high birth rate, a high portion of young families in the population structure, determines the long-term trend in the formation of a young nation and the active age population. In the nearest future, there are no risks of shortage of labor resources in Uzbekistan. This drives the need for effective management of human capital, and the use of "demographic dividend" of the Republic of Uzbekistan.

However, in the process of labor migration, many problems arise related to the adaptation of migrants in the host community, issues of integration, segregation, as well as ideological immunity in these processes. In this regard, along with the role of state structures and the need to manage migration processes, the need to involve various non-governmental organizations in the difficult work with migrants is of particular relevance.

Literature review. As of this date, general theoretical bases in the field of adaptive management of adaptation and integration of migrants have not been developed, there are no general approaches to developing ideological immunity of migrants against alien concepts and destructive ideologies, it is required to develop general approaches to efficient work with non-governmental organization for the adaptation of migrants and risk reduction. In these areas, modern scientists in the field of sociology, psychology, and economics conduct a number of researches, among which the following foreign authors deserve special attention: Iontsev V.A., Ryazantsev S.V., Ivakhnyuk I.V., Zimova N.S. Morosanova V.I., M.K. Chaturvedi, L.R. Kahle, R., Redfield R., Linton R., Herskovits M.J., Piper N., Withers M., Berry J. [4-12]. The researches cover various aspects and types of adaptation and reintegration, such as linguistic, social, economic, cultural and professional. Although the above researchers have contributed significantly to the theoretical and practical aspects of the adaptation and integration of migrants, including labor migrants from Uzbekistan, it can be said that the issue has not been studied enough.

Research methodology. A system analysis of the current situation in the field of demographic development of Uzbekistan, driving and constraining factors of labor migration was performed during research as well as analysis and data collection on official data sources of official statistics. On the basis of a sociological survey of labor migrants, many aspects have been identified for an adequate interpretation of the data obtained in terms of the adaptation of labor migrants to the host community.

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Based on an in-depth interview and survey, analysis of information sources in the public sphere, the risks and threats associated with migrants, including when obtaining Russian citizenship, were identified. The participation of migrants in the activities of various informal organizations, the risks of involvement in the activities of illegal organizations constitutes a high threat both for the source country and for the countries receiving migrants. This is especially relevant in the context of latest events taking place during the period of hostilities between Russia and Ukraine.

Discussion and findings. The demographic feature of the Republic of Uzbekistan is the relatively high proportion of the young population in the overall demographic structure. This ensures high growth rates of manpower resources entering the labor market (about 700 thousand people per year, according to the State Committee on Statistics of the Republic of Uzbekistan). Rapid employment in the difficult transformational conditions of transition toward a market economy was difficult, although over 3 million new jobs have been created in Uzbekistan over the past 6 years.

The balance of manpower resources of the Ministry of Employment and Labor Relations, in 2021, with a population of Uzbekistan of 35.27 million people, the economically active population amounted to 14.98 million people, of which 13.54 million people were employed. At the same time, more than half of them are employed in the formal sector of economy - 6.2 million people, in the informal sector - 5.88 million people. The balance sheet also shows that more than 1.45 million people left for work in foreign countries (about 10% of the economically active population of the country).

For example, the highest rates of leaving for labor migration (Fig. 1.) are observed in Samarkand region - 217.4 thousand people, Andijan region - 204.44 thousand people, Fergana region - 150.2 thousand people, Tashkent regions - 133.0 thousand people. Relatively low rates of labor migration are observed in Navoi region - 21.11 thousand people, Syrdarya region - 28.68 thousand people, Jizzakh region - 36.32 thousand people.

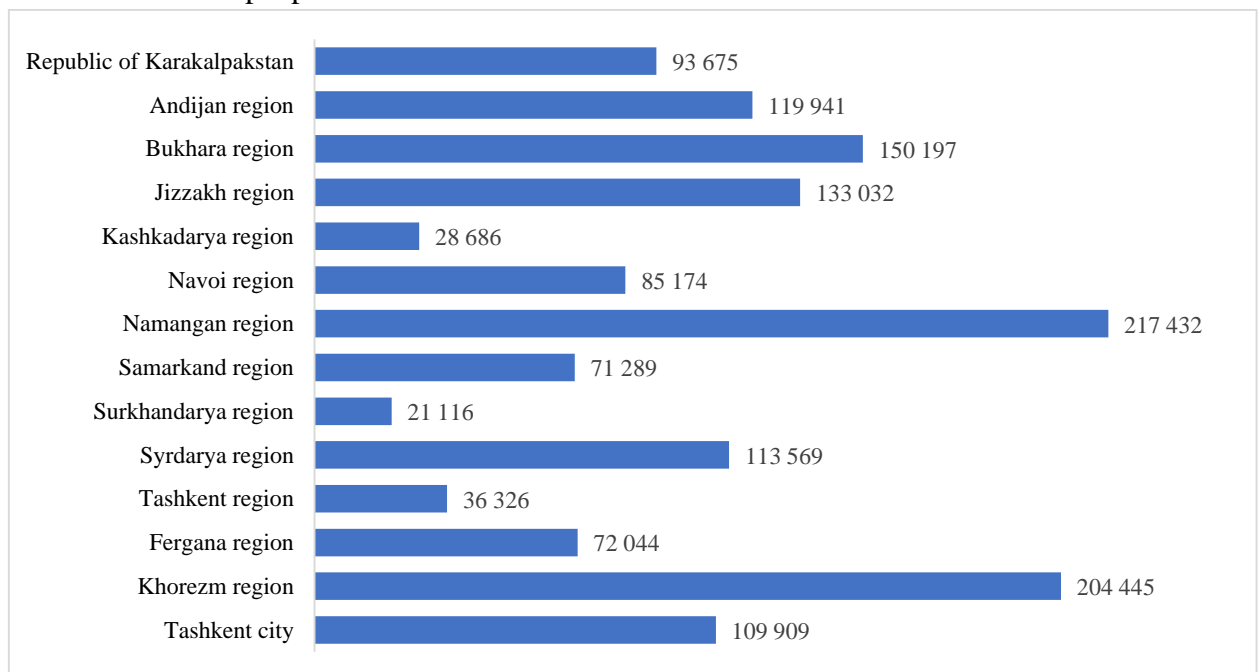


Fig. 1. Labor migrants from the regions of the Republic of Uzbekistan who were in foreign countries in 2021, thousands of people.

Note: data of the State Committee of the Republic of Uzbekistan on statistics, <https://stat.uz>

The government of Uzbekistan is constantly working to create new effective jobs, construction is being stimulated, as it is expected that migrants will return, and they need to be provided with jobs. The author of the article systematized the most significant socio-economic factors that can significantly affect the employment level, as well as the processes of external labor migration in Uzbekistan. For example, increasing the share of individual entrepreneurship and small business in the economy, ensuring high rates of national economy development, wage increase within the country reduces incentives for external migration. Conversely, the stagnation of the economy, the low rate of job creation within the conditions of a sharp demographic population growth becomes a factor in declining employment within the country and an incentive for leaving abroad on a job search.

Some of the country's human resources are looking for opportunities to realize their labor abroad, and Russia is the most preferred country with a visa-free regime and liberal legislation. The surveys we conducted within the period of 2007-2021 identified the most important factors influencing the decision to leave abroad (Fig. 2).

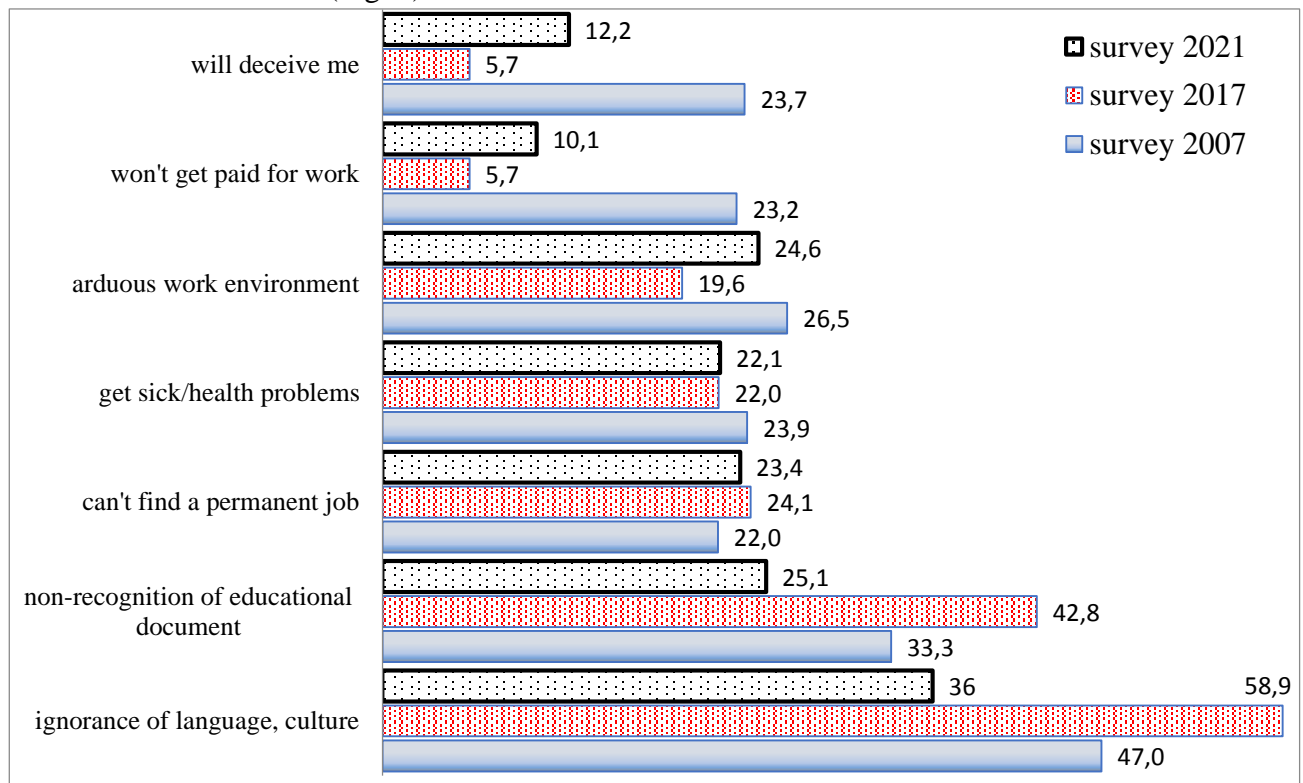


Fig.2. The most important concerns of prospective labor migrants in Russia, %

Based on the results of the 2021 analysis report, it can be seen that the greatest concern is the fear of "being deceived" - 36% (2017 - 58.9%, 2007 - 47%) on the part of foreign employers and intermediaries in respect of employment.

The answers of respondents in 2021 are also dominated by concerns that "work will not be paid" - 25.1% (2017 - 42.8%), mainly in Kazakhstan and Russia. Also, the indicators of women's concerns of "being deceived" - 42.1% are higher than those of men - 30%, "arduous work environment" - 32.9%

(men - 21.2%), "possible health problems" - 27.6% (men - 13.1%). It should be especially noted that the concerns associated with the loss of health are one of the most important and worrying factors of labor migration. This is due to the fact that the majority of migrants leaving abroad upon their own initiative do not have medical insurance, and also have limited capabilities (financial, informational, language skills) to apply to medical institutions in the host countries.

It is important for migrants to have their education documents recognized abroad (diplomas, education certificates, documents conferring titles, skill categories, qualifications, etc.). In our opinion, the mechanism of mutual recognition (without legalization) of documents, solved at the intergovernmental level, increases the possibility of migrants to get a job in their field and will greatly increase the salary level.

During their stay in foreign countries, migrants may face many problems: resolving of their legal status, impairment of labor and social rights, problems of health and medical care, conflicts in the workplace and outside of working hours, loss of personal documents, xenophobia and persecution etc. In this regard, the respondents were asked the following questions: "Where will you turn if you have problems in the leaving country?". The results of the data received are presented in Fig.3.

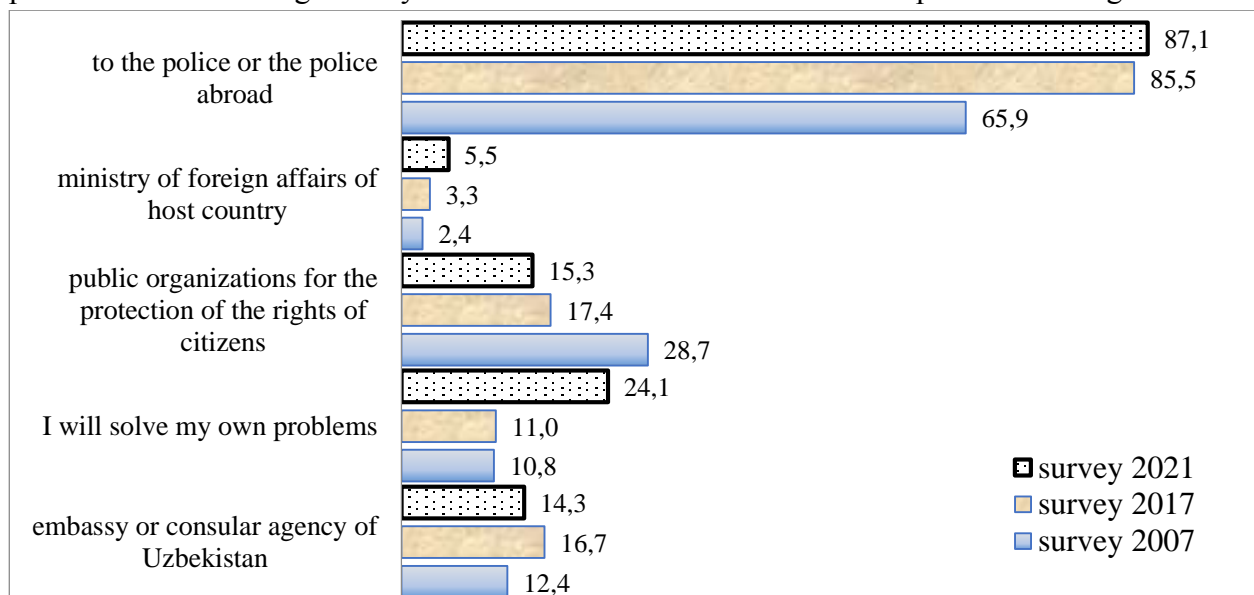


Fig. 3. Opinions of prospective labor migrants about organizations that can help in solving problematic issues, in %

In the answers of respondents in 2021, the level of trust in public organizations for the protection of the rights of labor migrants in the host countries has significantly decreased - 15.3% (28.7% in 2007). Unfortunately, the legislative act [13] did not indicate NGOs as important entities that can provide substantial support to citizens of the Republic of Uzbekistan engaged in temporary employment activities abroad and their families.

Unfortunately, the attitude towards labor migrants in the host community is not always positive. Migrants are the most vulnerable categories of employees, as most of them usually do not enter into formal employment agreements/contracts, which allows employers to significantly save on taxes, social benefits, and also easily terminate employment.

The health of labor migrants abroad is of particular concern, so there is a need for overall coordinated intergovernmental work to provide targeted assistance and programs in this area. In our opinion, the solution to this problem lies in providing access to health services for migrants, implementing measures to reduce and prevent the consequences of morbidity, as well as providing a purposeful influence on improving the health of vulnerable migrants.

Issues of ideological immunity are of particular importance. Young people are especially susceptible to alien ideas. In recent years, the influence of various destructive forces, groups, agents, organizations has significantly intensified. At the same time, the ideological impact, the information attack is aimed at certain vulnerable targets, including spreading racial hatred, nationalism, religious extremism and terrorism. Information resources, specially created on the Internet and social groups, are aimed at a destructive influence on the minds of young people.

In our opinion, successful selective methods of labor migrants can be psychological tests, computer and personal psychodiagnostics. There are “Comprehensive assessment of personality traits” by R. Cattels, “Method of diagnosing personality orientation” by B. Bass, “Method of diagnosing personality for motivation to success” by T. Ehlers, “Method of work motivation” by I. Kokurina, “Method of diagnosing interpersonal relations” T. Leary. The use of such tests will allow timely identification of personality traits and their inclinations to certain types of labor activity, as well as behavior in emergency situations, which will ultimately reduce the risks of labor migration.

Moreover, it is necessary to develop special-purpose programs for adaptation and education of tolerance, based on the specifics of the leaving country. It is important to develop the immunity of migrants to possible destructive forces of ideological and religious nature, especially in the context of development in some countries of negative trends associated with the manifestation of extremism, separatism, terrorism, xenophobia, etc.

Undoubtedly, **the role of non-governmental public organizations in the migration field is important.** In this regard, it is important to develop public-private partnerships in Uzbekistan, including the involvement and full support of the activities of non-governmental non-profit organizations working to provide assistance and support to labor migrants, protect the rights and interests of labor migrants abroad. Unfortunately, the number and course of activities of public organizations working with migrants in Uzbekistan are insufficient and require full value reformation and renewal. At the same time, full-fledged state financing of measures of targeted assistance to labor migrants, including the attraction of financial resources of international financial and public organizations should be ensured.

Therefore, the role of public organizations and the media in explaining the risks and threats, the content of legislation on various aspects, and the development of ideological immunity of migrants is of particular importance. In our opinion, with organizational recruitment, which is now increasingly gaining popularity, it is important to select migrants who meet a high degree of adaptability, tolerance and moral stature. At the same time, it is necessary to take into account such personality characteristics as the ability to accept a different culture, language ability, respect for other culture, religion, tolerance and liberal attitude towards religion.

Unfortunately, the activities that are held in adaptation centers in Uzbekistan and Russia are insufficient (only a few lectures of 1-2 hours) and do not cover the whole range of issues related to the

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development of ideological immunity. In addition, it is advisable to involve competent representatives of the academic science of Uzbekistan, sociologists, political scientists, as well as psychologists and teachers in the process of pre-leaving training procedure for labor migrants with a focus on the specifics of adult education.

Russia needs labor force, and migrants need earnings, government officials and public organizations of both of countries should be the binding link in these issues, reduce the conflict-generating potential and ensure good, warm and tolerant relations between the peoples of our countries. The governments of Uzbekistan and Russia are interested in the regulated and managed nature of migration processes. Good work has been started in this direction. The system of organizational recruitment of labor migrants began to work several years ago at the intergovernmental level, although the Agreement between Russia and Uzbekistan on the organized recruitment of employees had been in force since 2017. At the same time, in 2021, about 80 thousand citizens of the country were employed in the Russian Federation due to the organizational recruitment, which involved the state structures of both countries, as well as employers.

For example, a medical examination, fingerprint registration, and vaccination against coronavirus infection are already being carried out on the territory of Uzbekistan. At the same time, all costs associated with such procedures are covered by the foreign employer. The first group of 10 thousand people was sent in 2021, additionally, specialists were requested to work in agriculture in the amount of 1 thousand people. Another 1 000 labor migrants from Uzbekistan have been recruited for the construction of various facilities at the "Vostochny" cosmodrome. Undoubtedly, the organized recruitment and implementation of labor activity abroad gives a regulated and manageable character and is beneficial both for the state and the host community, families of migrants and the migrant himself.

Considering the fact that the main labor migration flow is directed to Russia and there are high risks of being connected with a certain country, the main and fundamental issue for Uzbekistan should be the diversification of labor migration directions. This requires the conclusion of long-term agreements with the countries of Asia, Europe, North America, including the United States, on the organized recruitment of labor migrants, with guarantees of their return after the completion of employment agreements and contracts in the host countries.

Conclusions and offers.

In general, in order to optimize labor migration, increase positive effects, reduce risks, develop ideological immunity and prevent negative aspects of the migration process, it is proposed:

- significantly expand the work and functions of the Agency for External Labor Migration and its representative offices abroad, primarily in Russia;
- conclusion of long-term agreements with the countries of Asia, Europe, the USA and Canada on the organized recruitment of labor migrants;
- to strengthen the inter-agency work of the governments of Russia and Uzbekistan on the migrants' social protection of rights and interests, formation of a positive image of a labor migrant;
- expanding the conduct of scientific interdisciplinary research and sociological surveys to analyze the current situation with regard to the psychological well-being of migrants;

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- implementation of a careful selection of prospective labor migrants, including psychological aspects;
- joint implementation of pre-leaving training and adaptation programs on the territory of Uzbekistan and Russia;
- strengthening information and explanatory work on the psychological stability of migrants to alien ideas and destructive forces;
- creation of information platforms and social networks focused on the needs of migrants (odnoklassniki, facebook, telegrams, etc.) in which it is necessary to conduct competent information work, to suppress negative forms and methods of work of destructive forces;
- ensuring the opening of bank cards for migrants of Uzbekistan leaving and staying in Russia (with accounts in Uzbekistan) for loading wages in rubles and automatic conversion and issuance it in Uzbekistan to family members in the national currency sums (UZS);
- ensuring the recognition of educational certificates and documents of labor migrants in foreign countries, which will increase salary level (at least by 5-10%);
- development and provision to migrants and their family members of draft business plans for organizing micro-industries at the household level (processing of agricultural products, building materials, greenhouses, woodworking, handicraft workshops, production of souvenirs, etc.), which will reduce incentives for labor migration and create new jobs;
- stimulating the creation of agricultural cooperatives in rural areas for the accumulation and joint use of migrants' capital in the creation of joint industries (processing of agricultural products);

Russia is a long-term partner with which there are strong trade and economic relations, including in the labor sphere in connection with the objective reality. In general, it can be predicted that Russia, as before, will be an important partner of Uzbekistan in the field of labor migration in the mid-term perspective.

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