

**Support and Reintegration
of Labor Repatriates in
Uzbekistan:
Challenges and Prospects**

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Acronyms

ETF	European Training Foundation
ILO	International Labor Organization
IOM	International Organization for Migration
MAFE Surveys	Migration between Africa and Europe survey
MED-HIMS Surveys	MED-HIMS (Household International Migration Surveys in the Mediterranean countries)
OECD	Organization for Economic Co-operation and Development
SLFEB	Sri Lanka Foreign Employment Bureau
AELM	Agency for External Labor Migration under the MELR
BCV	Basic calculated value in Uzbekistan
GCM	The Global Compact for Safe, Orderly and Regular Migration (shortly – The Global Compact for Migration)
EEU	The Eurasian Economic Union
EU	European Union
MHE	Municipal housing economy
CMPP-20	Classifier of the main positions of employees and professions of workers
MELR	Ministry of Employment and Labor Relations of the Republic of Uzbekistan
IOM	International Organization for Migration
ILO	The International Labour Organization
RLA	Regulatory legal acts
NET	Neoclassical economic theory
NETLM	New economic theory of labor migration
UAE	United Arab Emirates
CBA	Classification of Business Activities
UN	The United Nations
OECD	Organization for Economic Cooperation and Development
UNDP	United Nations Development Program
RF	Russian Federation
CIS	Commonwealth of Independent States
CA	Central Asia

INTRODUCTION

External labor migration undoubtedly has a positive effect on the economic development of Uzbekistan, whose balance of payments is highly dependent on money remittances. Moreover, it is also widely recognized that money remittances make a significant contribution to poverty reduction in the country.

However, a new phenomenon – a sharp increase in the number of returned labor migrants to their homeland, has recently come to the fore in the field of labor migration: in 2020, about half a million people returned during the COVID-19 pandemic, then the situation stabilized somewhat; however, in 2022, after the start of the Russian-Ukrainian conflict, return migration increased in volume and support for returning migrants again becomes almost the most important agenda of the state employment policy.

Return migration, unfortunately, is a poorly understood phenomenon from a theoretical point of view, since the existing literature has paid more attention to developed countries, where the return of highly skilled migrants leads to brain gain. This is different from the specifics of migration in Uzbekistan, where migration is dominated by low-skilled workers who tend to return to their home country after a period of work abroad.

Many experts are skeptical that the return of low-skilled repatriates can have a significant impact on the development of the country of origin. However, the experience of some countries, especially East Asia, has shown the opposite: repatriates can return home with large savings, human and social capital, and make a significant contribution to the development of society.

Therefore, it is now essential for Uzbekistan that migration stakeholders, especially the government, actively develop programs to support and reintegrate returning migrants so that their positive impact on the development of society can be maximized.

The implementation of programs and action plans to support returning migrants and their reintegration is of strategic importance for achieving the relevant UN Sustainable Development Goals for the period up to 2030, as well as the goals formulated within the framework of the UN GCM.

The research sets out four groups of tasks that should be addressed in a comprehensive manner, and accordingly, this report has the following structure:

- It first attempts to draw attention to the phenomenon of return migration and promote a better understanding of the importance of linking return migration processes and inclusive economic development by reviewing research on return migration and seeking answers to the question of why migrants return to their country of origin (Chapter 1);
- Then it gives a picture of the state and trends of external labor migration in Uzbekistan, in particular, the intensified processes of return migration and its consequences, and highlights the current

- practice of supporting returning migrants with all the pros and cons (Chapter 2);
- It then provides a detailed analysis of the results of a sample survey of returned migrants, with related findings on the socio-demographic characteristics of migrants, their employment status abroad and after return, qualifications, retraining and skills development needs, and other reintegration issues at homeland (Chapter 3) ;
 - Finally, it provides a set of proposed measures to ensure the successful reintegration of returning migrants, based on a wide range of relevant practices by governments, non-governmental organizations and donor agencies that contribute to successful reintegration in a number of foreign countries (Chapter 4).

In the preparation of this report, comments and suggestions on a number of aspects of the report, especially those related to the development of sample survey questionnaires, were also provided by a group of distinguished colleagues from UNDP. We are very grateful to all members of this group: Diyora Kabulova, Ravshan Yunusov, Adkham Kuchkarov, Bakhodir Bekov and Dilfuza Abulkhasan.

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1. RETURN LABOR MIGRATION: ESSENTIAL NATURE, FACTORS AND APPROACHES TO MEASUREMENT

Decisions to return of migrants are complex and depend on many factors, including conditions in the country of origin and destination, individual and social factors and, to a limited extent, political measures. In this chapter, we will consider the conceptual apparatus used in the study of return migration, examine the essential, types and nature of return migration, review the literature and research results on the factors that prompt migrants to decide to return to their country of origin using the example of individual countries, and separately focus on methodological issues in measuring return migration

1.1. Key Terms

The United Nations Department of Economic and Social Affairs defines an international migrant as “any person who changes their country of usual residence”. The UN definition excludes migration driven by “leisure, visiting friends and relatives, business, medical treatment and religious pilgrimage” (IOM, 2019a).

Taking into account the specific borders crossed, a distinction is made between external (international, country-to-country) and internal (intrastate) migration of the population. IOM defines international migration as the movement of persons from their place of usual residence and across an international border to a country of which they are not nationals.¹

Depending on the time spent by a migrant in the place of residence or stay, the regularity and frequency of migration, permanent (irreturnable) and temporary migration (including long-term and short-term) can be distinguished.

Permanent (irrevocable) emigration is associated with a change of permanent place of residence and departure for permanent residence abroad. Accordingly, “a permanent resident is a non-citizen with the right of permanent residence in the state of destination” (IOM, 2019a).

In this report, non-return (permanent) migration is not included in the object of study.

Temporary migration is divided into long-term and short-term.

The term “long-term migrant” is defined by the United Nations Department of Economic and Social Affairs as follows: “Long-term migrant is a person who moves to a country other than his country of usual residence for a period of at least one year, with the aim that the country of destination effectively becomes his new country of usual residence. From the point of view of the

¹Key Migration Terms. www.iom.int/key-migration-terms#Migration.

country of origin, this person will be a long-term emigrant, and from the point of view of the country of arrival – a long-term immigrant.” The definition of a long-term migrant used by the UN for statistical purposes refers only to international migrants (IOM, 2019a).

A person who is away from the country for a period of three to twelve months is considered a short-term migrant. The United Nations approach excludes from the definition of “short-term migrant” persons who move to that country for the purposes of recreation, visiting friends and relatives, business, medical care or religious pilgrimage (IOM, 2019a).

The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (adopted on December 18, 1990, entered into force on July 1, 2003) uses the concept of “cyclical migration”. It is a form of migration in which people constantly move back and forth between two or more countries.

Seasonal migration is characterized by the movement of the population during certain periods of the year. The UN uses the concept of a “seasonal labor migrant” to mean a migrant whose work or migration, by its nature, depends on seasonal conditions and takes place only during the season (IOM, 2019a).

The goals of migration can be economic (work, business), social (study, marriage, family reunification), political (asylum), environmental (changes in climatic conditions, environmental conditions). The most common form of economic migration today is labor migration. According to the IOM approach: “Labor migration – the movement of persons from one state to another or within their country of residence for the purpose of employment.”²

In this study, we will focus on this type of temporary migration as return *labour migration*. At the same time, we will not be limited only to return labour migration, since our goal is to study all the reasons for return migration, in order to then come to more reasoned conclusions about the formation of successful programs to support and reintegrate migrants.

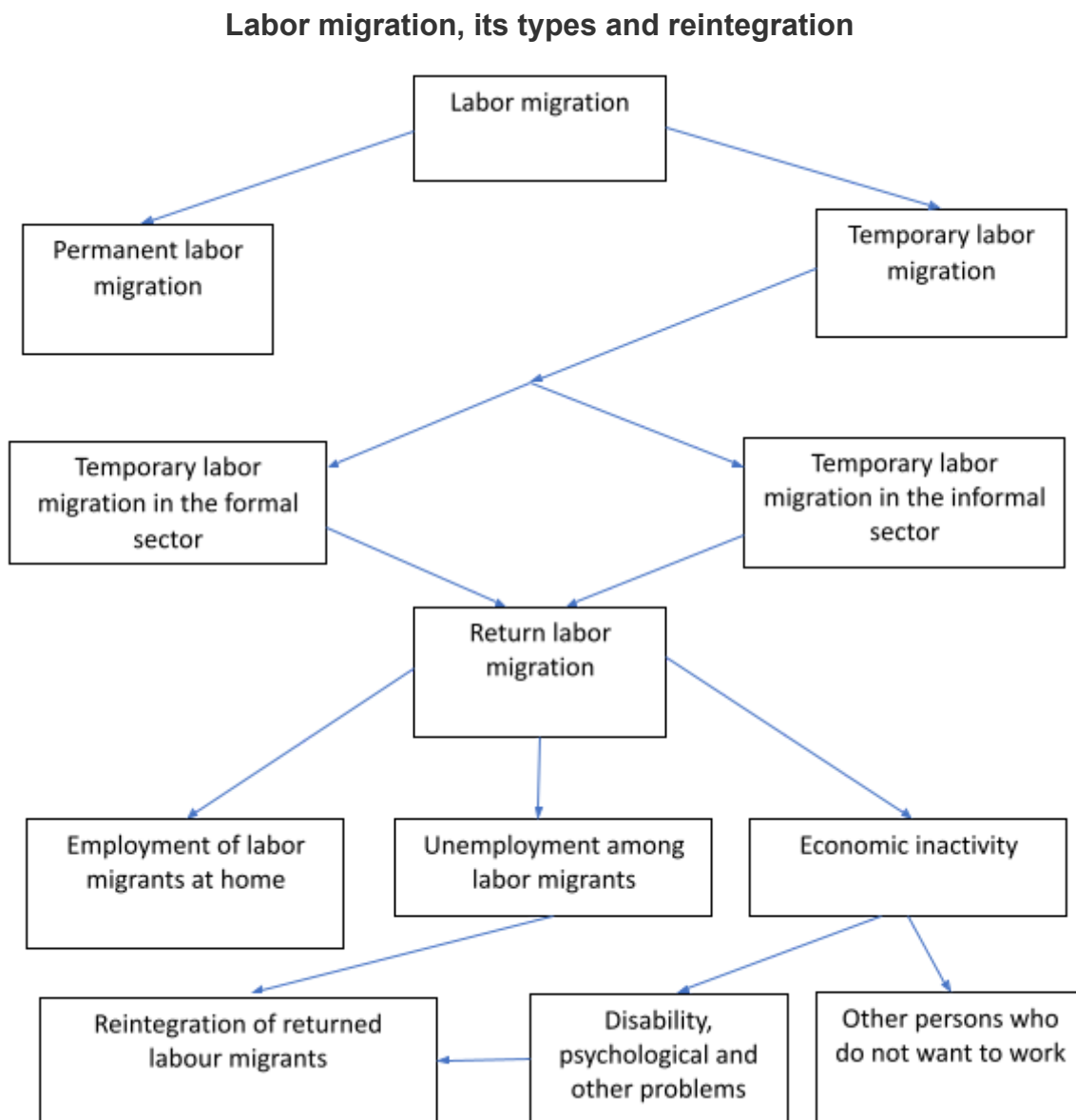
Return migration occurs in different ways. The usual characteristics make it possible to find out whether it is spontaneous, initiated by a migrant and without the participation of the state, or organized and carried out by state bodies.

Forced return – “the compulsory return of an individual to the country of origin, transit or third country, on the basis of an administrative or judicial act.”, while *voluntary return* is “the assisted or independent return to the country of origin, transit or another third country based on the free will of the returnee” (IOM, 2019b).

² Key Migration Terms. www.iom.int/key-migrationterms#Migration.

Voluntary return can be either spontaneous or assisted: spontaneous return is “the voluntary, independent return of a migrant or group of migrants to their country of origin, usually without state support or other international or national assistance” (IOM, 2019b).

Figure 1.1



Assisted return refers to the administrative, logistical, financial and reintegration assistance for denied asylum, victims of human trafficking, migrants who have gone astray, and other migrants who cannot or do not want to stay in the host country, who voluntarily return to their countries of origin.” (IOM, 2019b).

Return support programs have begun to include reintegration support in addition to return support. In addition to pre-departure counselling, departure and return support, The Assisted Voluntary Return and

Reintegration Programs (AVRRPs) offer cash and/or in-kind assistance to support reintegration in the country of origin. Assistance may include: business start-up coaching and advice, labor market counseling, job training including on-the-job training, internships and employment, housing, health care and children's education.

In practice, the types of return involve varying degrees of voluntariness among the beneficiaries of such programs (Newland and Salant, 2018). For irregular migrants or asylum seekers, participation in such programs can be a forced choice. Some see return as voluntary only when people have alternative legal options and can make decisions based on free and informed choice. Since people in these situations are a growing group of beneficiaries of return migrant support programs, the line between supported forced and voluntary returns is blurred.

Researchers have used alternative approaches to describe situations where "voluntary return" occurs when options are severely limited, such as "forced return" (Cassarino, 2008), "nominally voluntary return" (Gibney, 2008), and "soft deportation" (Leerkes, van Os and Boersema, 2017).

Summarizing the above, we can conclude that the key terms of this research are:

- *seasonal labor migration*, which usually refers to labor migration associated with increased demand during certain months of the year. This is often associated with agricultural labor, but may also reflect seasonal demand peaks in other sectors such as hospitality, tourism and construction.
- *temporary labor migration*, which refers to all other forms of movement that are not permanent, i.e. labor migration occurring for a specific and limited period of time. The exact time periods vary greatly. According to the United Nations (UN) standard definition, temporary migration includes a migratory period of less than one year, after which the migration is considered permanent. However, there are many examples where migrants are granted permission to stay in the country of destination for more than one year. The permissions granted are still strictly limited and thus fit the common understanding of "temporary" migration. Thus, the specific time period under consideration should remain flexible.
- *circular labor migration*, which is a series of two or more temporary labor migrations carried out by the same person.

1.2. Reasons for return labor migration

Todaro (1969) and Cassarino (2004: 2) wrote that, according to neoclassical economic theory (NET), before leaving, migrants evaluate not only the wage gap between their country of origin and country of destination, but also the possibility of finding work in the country of destination. Thus, according to this theory, there can be no reverse migration – it is possible only if the economy in the home country of migrants is more developed than in the host

country. Therefore, neoclassical economic theories suggest that return migration occurs rather due to imperfect information about conditions in the country of destination, i.e. due to the fact that the expectations of migrants are not justified in the host country.

Unlike neoclassical theories, in which the unit of analysis is the individual, the new economic theory of labor migration (NETLM) considers migration at the household level, where households struggle collectively to overcome crises in the absence of credit and insurance markets. De Haas, Fokkema, and Fassi (2009) developed this theory by arguing that a livelihood strategy involves sending the most suitable family member to emigrate and returning after completing the mission. This theory considers migration as a two-way trip, in which the return migration is the consequence of a successful mission. In this regard, NETLM has a positive attitude towards return migration.

However, both of the above theories emphasize only the economic aspect of return migration. The use by migrants of various types of capital, including human, financial and social capital in their homeland does not concern them.

In this regard, we draw attention to an article by Cerase (1974), on the return of Italian immigrants from the United States in the 1960s and 1970s, in which he identified four main reasons for the return of migrants. The first two are migrants who take jobs in countries of destination. The first type consists of those who face difficulties in a new situation and suffer from prejudices and stereotypes, i.e. "culture shock" (Cerase, 1974). This group cannot solve their problems, which leads them to return to their settlements. This type of return is called a "non-achiever return". Upon their return, this group will accept whatever work is available and continue to be poor. Type two immigrants are able to overcome their problems abroad, achieve economic benefits and accumulate savings. However, their way of thinking and mentality still does not change; in the end, they return and seek to acquire plots of land in their homeland. They used to be poor, but thanks to the accumulated savings, they were able to realize their personal dreams – to build their own business or buy plots of land. Unlike the first type, which can only work one or two years, the second type can work up to fifteen years in total, with some breaks when they spend in their home country. This type of return is called a "conservative return". This group mostly returns at working age. The third type is the "return of pensioners and disabled people". Migrants in this group return when they fall ill, need security, and are unable to establish family ties abroad. They believe that "America is not a country for old people." They view their return more positively as they are happy with their decision to return. The fourth type is the return of migrants who believe they can become agents of change through their new skills and accumulated savings. This type of return is called "the return of connoisseurs and innovators" (Cerase, 1974). Immigrants of this type tend to bring innovation to their country. Unfortunately, their aspirations are unlikely to come true for two reasons: the economy of their settlements, as well as the backward way of thinking of people and corruption, will hinder innovation.

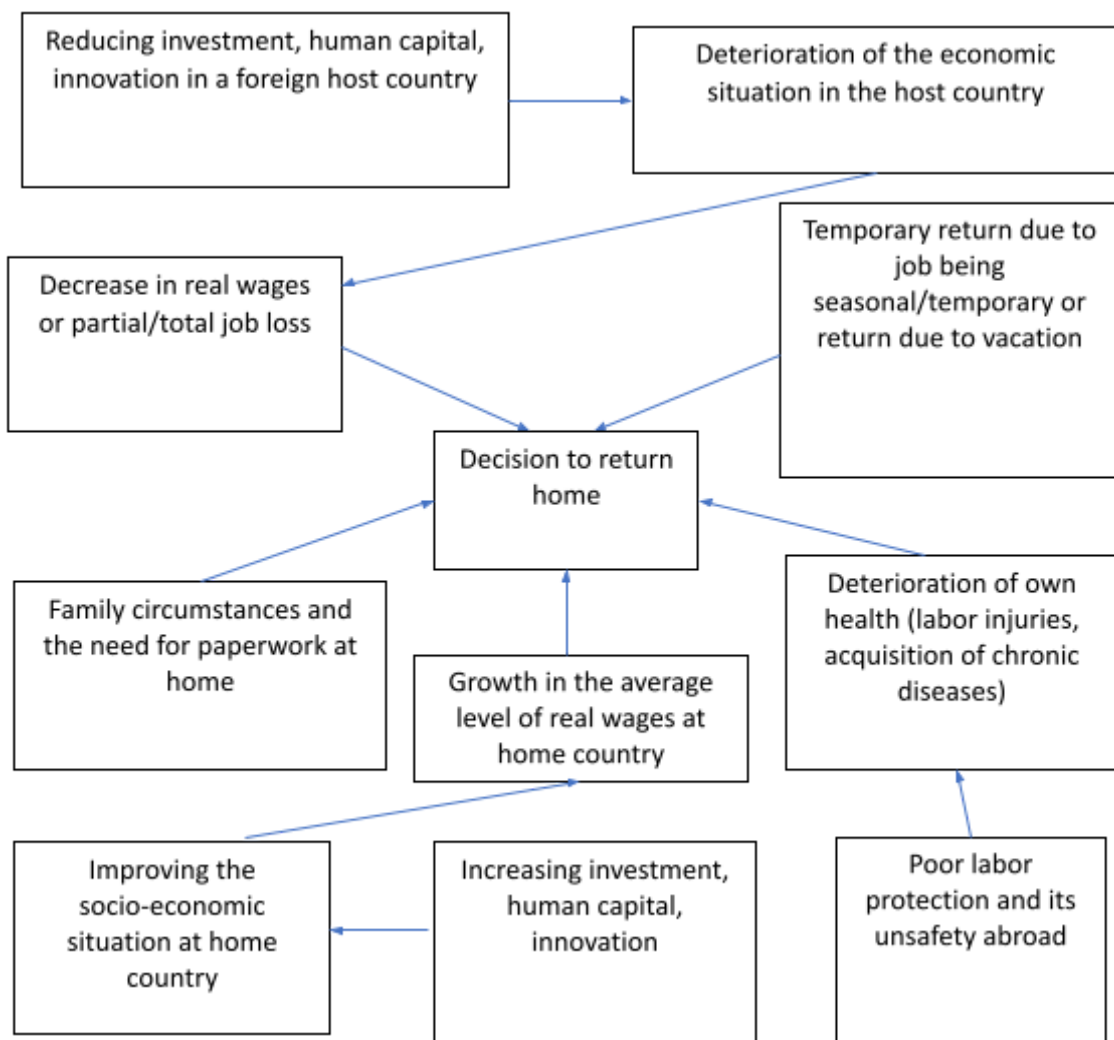
Bartram, Poros и Monforte (2014) reviewed the four types of returnees proposed by Cerase (1974) and divided them into only three categories: (i)

non-achievers and retirees with disabilities, whom they consider to be the same type; (ii) conservatives whose original mindset has not changed upon their return; (iii) connoisseurs and innovators who acquire modern “values, knowledge and skills” and want to use them at home, but ultimately cannot do so because of the backward way of thinking of people and corruption.

In contrast to the theories described above, in the social network theory of migration, the motivation to return is determined by social and institutional opportunities in the home country, which are assessed before the decision to return is made (Cassarino, 2004: 11). In cases where informal relationships play a large role in the home country, the presence of social and economic networks allows repatriates to ensure a successful return.

Figure 1.2

Factors influencing migrants’ decisions to return



While there is literature on how migrants decide whether and where to move, as well as some research on the return of refugees, there is less research on the decision-making process to return migrants. Most of the research has been done with migrants who have already returned, providing a retrospective picture of what influenced the decision to return, but less

information on what causes migrants not to return. The literature suggests that return decisions are complex and dependent on multiple factors, including conditions in the country of origin and destination, individual and social factors, and, to a limited extent, political factors.

It is assumed that the main structural reasons explaining the decision of migrants to return are related to the situation in the host country, as well as to the opportunities available to them in their country of origin. Existing research based on interviews with potential repatriates from/to different countries shows conflicting results as to which country of destination or country of origin factors matter more (Black et al., 2004; Koser and Kuschminder, 2015): Conditions in the country of destination: prospects for the future in the country, impossibility of integration in the host country, living conditions, asylum policy, chances of forced return, and others; conditions in the country of origin: security, human rights, political, economic and social, personal relationships and personal resources in the country of origin (family, housing, employment opportunities, networks, connections, debts), etc.

Most of the existing research on return migration attempts to explain the return of labor migrants or those who migrated illegally for economic reasons, with different theories of migration generating competing hypotheses about the determinants of return. (Figure 1.2).

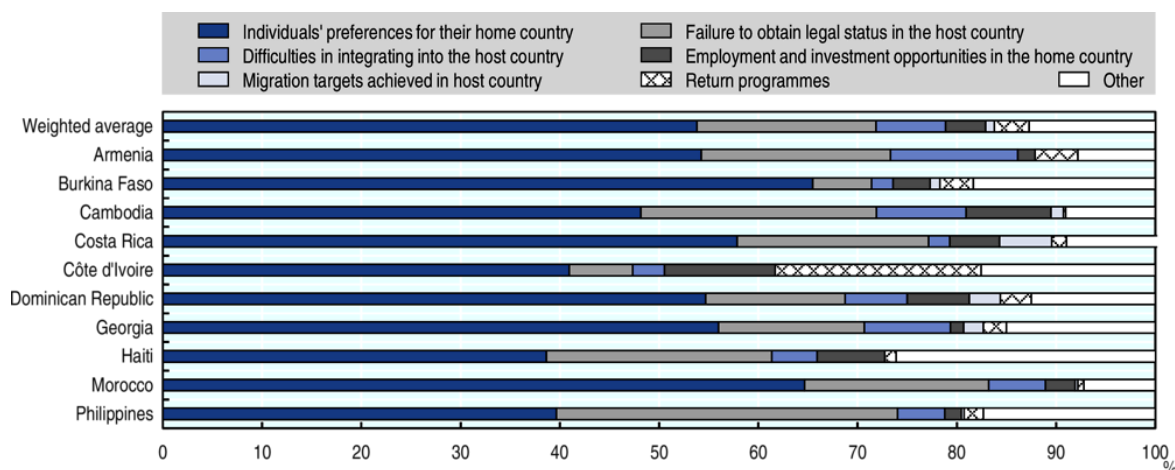
Most studies of migrant returns have focused on individuals who returned rather than on those who did not choose to return. For most, the return is motivated by economic considerations. On the one hand, the return of labor migrants is explained as a logical step after migrants have earned sufficient assets and accumulated knowledge to invest in their country of origin. For example, looking at Turkish migrants who returned from Germany in the 1980s, Dustmann and Kirchkamp (2002) suggest that the reason migrants return is that they expect higher returns from self-employment opportunities in their country of origin in the long run. Dustmann и Weiss (2007) make a similar argument for migrants in the United Kingdom: migrants return if the human capital acquired in the host country brings higher returns at home. Consumption preferences at home and higher purchasing power in the country of origin are other factors motivating return.

There is also an opposite judgment in the literature, which links return migration with the inability to integrate in the country of destination. The goal of migration is to maximize utility by migrating to places that allow people to be more productive. Thus, if the expected increase in performance cannot be realized, it is likely that they will return. For Germany (Constant and Massey (2002) and Canada (Lam, 1994), two studies show that unemployment in the host country's labor market increases the likelihood of return. However, for migrants who find it difficult to enter the labor market, access to the social security system in the host country may reduce their propensity to return. Reagan and Olsen (2000), Jensen and Pedersen (2007) and Nekby (2006) made similar findings for the US, Denmark and Sweden, respectively.

Empirical evidence on decisions to return suggests that, ultimately, return is motivated by a complex interplay of reasons related to the home country and the host country. A large household survey in 11 countries of origin (OECD, 2017), which covered more than 3,000 returnees, found that the main reason for return was preference for the home country (“love of the motherland”), the next significant reasons were the inability to obtain legal status in the host country and difficulty integrating at home (Figure 1.3).

Figure 1.3

Reasons for migrants to return home



Source: OECD (2017), *Interrelations between Public Policies, Migration and Development*, OECD Publishing, Paris. <http://dx.doi.org/10.1787/9789264265615-en>.

De Haas, Fokkema and Fihri (2015) studied the intentions of migrants to return based on data from a survey of Moroccan migrants in various European countries. The study shows that integration through participation in the labor market, education and maintaining economic and social ties with host countries does not significantly affect the intention to return. At the same time, the possibility of investing earned money at home and social ties with the country of origin are positively associated with return, and sociocultural integration in countries of destination is negatively associated with the decision of migrants to return.

Social relations, both in the country of destination and in the country of origin, play a key role in the decision to return migrants (Flahaux, 2017). In their study of (potential) return migrants in both countries of destination and countries of origin, Koser and Kuschminder (2015) found that changes in family relationships were the most frequently cited reason for return. Constant and Massey (2002) found that having a partner in the country of origin increases the propensity to return for all migrants, while having a partner and having children in Europe reduces the likelihood of return. Aradhya (2018), for example, finds that migrant fathers of daughters in Sweden are less likely to return because they expect better prospects for them in the gender-equal Swedish system. A survey of returnees in Tunisia conducted by the National Institute of Statistics in 2014 showed that the main reasons for returning were the need to accompany the family, return home, and for 12% – to get married (Hammouda, 2020).

Several studies show that the reasons for initial migration are related to return (Aydemir and Robinson (2008) in Canada, Klinthäll (2006) in Sweden, Shortland (2006) in New Zealand, Bijwaard (2010) in the Netherlands). Most likely, students will return, while refugees will most likely not return, but students and labor migrants will return earlier. As expected, work-related factors are more important in predicting the return of migrants who left for economic reasons. Compared with migrant workers, asylum seekers' return decisions are more dependent on political factors in their country of origin. For asylum seekers, economic factors are less important than political ones (Black et al., 2004).

These findings are important for the formation of a successful state policy to support the return of migrants and their reintegration.

In particular, with regard to such policies, one question was examined: whether financial incentives – in particular cash transfers, as well as reintegration services and support – affect the decision to voluntarily return. The literature suggests that financial incentives alone do not significantly influence the decisions of potential repatriates. Research shows that most of the beneficiaries of such a policy were already planning to return, viewing funding as a bonus rather than a deciding factor. (Daum, 2002). Black et al. (2004) found that the majority of their respondents felt that aid would not be enough anyway to overcome the more fundamental barriers to return, most notably insecurity and long-term unemployment.

Having reviewed the literature on return migration theories, we now want to discuss which concepts are best suited to the context of Uzbekistan. Some aspects of the new economic theory of migration and the theory of social networks are suitable for explaining the phenomena of return migration in the case of Uzbekistan. In Uzbekistan, migration is a decision of the household, not an individual, it is undertaken as a response to a crisis, and return migration is expected after the goals of migration are achieved. The presence of networks largely explains the persistence of high levels of external labor migration even in the context of the pandemic and the ongoing Russian-Ukrainian conflict. Tighter restrictions, such as the introduction of patent procedures for migrants in Russia, have done little to stop migration, but rather have increased the reliance on family migration through networks. The phenomenon of a growing list of destination countries over the past ten years is indicative of increasingly dense social networks.

1.3. Approaches to measuring return labor migration

Data on the spontaneous outflow of labor migrants from their countries of destination is difficult to collect unless there is a reporting requirement in their country of residence and origin, or a survey is conducted in the country of origin that captures return labor migration (see Table 1.1).

Table 1.1

Examples of specialized return migration surveys

Survey	Definition of return migration	Sampling	Sample size
European Training Foundation (2011)	He left at the age of 18 and older, returned no more than 10 years later.	Nationally representative: non-migrant sample + returnee sample (in non-migrant household or neighborhood)	1,311 return migrants, of which 398 are from France, 272 from Spain, 203 from Italy
MAFE Senegal (2008)	Went to Europe at the age of 18 or older; born in Senegal and had Senegalese citizenship	Random selection of respondents in each of the selected survey sites	54 return migrants; total 1500 respondents (including those who were not migrants)
MED-HIMS (2013)	Last returned from abroad to country of origin since January 1, 2000; he was 15 years old or older at the time of the last return	Stratification for oversampling when migration is concentrated in some regions.	90,012 households surveyed (5,085 returned migrants from all directions)

Internationally comparable statistical information on return migration is limited. Attempts to measure this phenomenon in a comparable way face two difficulties: the lack of a clear definition of return migration and the lack of data. However, knowing who is returning and in what quantity is important for both the host country and the country of origin, as the characteristics of returnees, in particular their level of education, as well as the length and nature of their stay abroad, influence the likelihood of their return, as well as the sustainability of their reintegration upon return.

The OECD collects data on registered outflows of migrants from selected OECD countries through its Continuous Reporting System on International Migration, which is published in the OECD's Annual Review of International Migration (OECD, 2020). An OECD analysis (2008) showed that, depending on the country of destination and the time period considered, between 20% and 50% of migrants leave within five years of arrival and then either return home or move to a third country (secondary migration). At the same time, migrants arriving for family or humanitarian reasons return less frequently than labor migrants. The experience of the OECD can be useful for the CIS. In order to monitor return rates, CIS member states are required to provide the CIS-STAT

with statistical data on compliance with migration laws, which means that comparable data on return decisions and their enforcement are available for CIS countries.

In the EU, since 2014, Eurostat has been collecting a broader set of data on returns, including by type of return (voluntary, forced, other), assistance received by the returnee (return with assistance, without assistance), the agreement procedure underlying the return, nationality, country of destination and return.

There is no standardized approach to compare the size and composition of spontaneous outflows of migrants across datasets. There are differences in geographical characteristics (country of birth, citizenship or country of previous residence); duration of migration (short-term or permanent migration and return, including circular movements); and reasons for returning (except for short visits or vacations). In addition, existing data sources do not allow random sampling due to the lack of appropriate data for sampling (population registers, censuses, general surveys). The small ad hoc surveys that are available, such as the MAFE surveys in Senegal, are costly and often unrepresentative as they are collected by direct searches for returnees or selected from areas with a high return rate, meaning they are not representative at the country level. More generally, the fact that returnees are often a small and widely dispersed group in the population affects the quality of data-driven analysis and makes conclusions on which policy decisions can be based costly and difficult to implement.

With regard to spontaneous returns, evidence suggests that return rates fluctuate over the course of a migrant's life cycle, with higher rates seen among young people and retirees. The distribution of returning migrants by level of education is a U-shaped curve; i.e., return rates are higher at both ends of the education scale. If the host country attracts mostly skilled migrants, return migrants are likely to be less skilled on average than the remaining migrants in the host country, while if the host country attracts relatively unskilled workers, the more skilled ones are likely to return (Borjas and Bratsberg, 1996).

In addition to spontaneous returns, countries of destination and origin may arrange return, either through supported voluntary return programs or through supported forced return.

In addition to governments, performers and service providers also receive statistical data. IOM, the largest global provider of migrant support and reintegration programs, regularly collects data on voluntary return through its various programs. IOM data includes the number of migrants assisted, countries of destination and origin of migrants, as well as gender, age and reintegration assistance. The IOM data also includes information on assisted migrants by specific vulnerability (namely, unaccompanied and separated migrant children, migrants with health-related needs, and victims of human trafficking).

2. EXTERNAL LABOR MIGRATION IN UZBEKISTAN: CURRENT STATUS, TRENDS AND STATE REGULATION

2.1. State and dynamics of external labor migration

Currently, according to the Ministry of Employment and Labor Relations of the Republic of Uzbekistan (MELR), the total labor force in the country (men aged 16-59 and women aged 15-54) is 19 million people.³ According to the State Statistics Committee of the Republic: about 30% of the population is under 16; 60% of working age are citizens aged 16 to 60; and 10% - 60 years and older. The total number of employed as of January 1, 2022 was almost 12 million people, and the unemployed – more than 1.4 million people, or 9.5% of the entire labor force. Employment in the informal sector amounted to 5.6 million people, in addition to which, more than two million worked abroad.⁴

A characteristic feature of Uzbekistan is the high rate of population growth. The annual increase in the labor force is 350-370 thousand people, which obviously had a great impact on the rate of external labor migration over the past decades. In addition to demographic trends, changes in the structure of the country's economy also determined trends in external labor migration. Thus, agriculture, which is an important sector of the economy of Uzbekistan, which employs about 26% of the labor force and accounts for about 25% of GDP, has been a supplier of the released labor force for many years, part of which was sent abroad in the form of external labor migration.

According to the Institute of Forecasting and Macroeconomic Research (IFMR), at the end of the first quarter of 2022, 2 million 356 thousand labor migrants from Uzbekistan were abroad, of which men accounted for 75.9%, and women – 24.1%.⁵ At the same time, the main directions of external labor migration from Uzbekistan were Russia (61.5% of all migrants), Kazakhstan (16.9%), Turkey (6.1%), South Korea (2%) and the UAE (0.8%). The majority of labor migrants were employed in construction – 51.6%, agriculture – 12.3%, industry – 9.2% and trade – 8.5%.

The Russian Federation has been and remains the main country of attraction for all CIS countries, and in Central Asia a regional migration subsystem has been formed, in which Kazakhstan is a country that receives labor migrants, and all other countries of the region are “sending”.

We can single out the following key factors that determine labor migration from Uzbekistan to the Russian Federation as the main direction of external labor migration. First, it is an economic factor that manifests itself in two

³ Note: The accuracy of the statistics given is based on data from the resident registration authorities and studies conducted by the MELR, but does not always reflect the real situation in the country. The next national census in Uzbekistan is expected in 2023, and the last one was in 1989.

⁴ The State Committee of the Republic of Uzbekistan on Statistics.

<https://stat.uz/ru/ofitsialnayastatistika/labor-market>

⁵ Source: <https://www.gazeta.uz/ru/2022/04/25/migration/>

ways. On the one hand, as a “push” factor: low wages; high unemployment, especially in rural areas; high levels of poverty, especially in the regions. On the other hand, as a “pull” factor in the Russian Federation: a large labor market; higher wages, the need for workers in regions and industries.

Secondly, it is a socio-demographic factor. On the one hand, there is a decline in the working-age population and an aging population, which cause a shortage of labor resources in the Russian Federation. On the other hand, there is a relatively favorable demographic situation and an excess of labor resources in Uzbekistan.

Thirdly, the cultural and historical factor. It is expressed in a common historical past, knowledge of the Russian language by migrants, a common mentality, the presence of social networks and family contacts in the Russian Federation, which facilitates adaptation in the labor market and integration into Russian society.

Fourthly, the transport and geographical factor implies a relatively close location of countries from each other, transport accessibility between Russia and Uzbekistan.

Since, as a rule, migrants who work abroad want to help their loved ones with money, it can be concluded that return migration contributes to the flow of money to Uzbekistan. In other words, in the context of return migration, the role of remittances should be noted. According to World Bank estimates, remittances in 2021 were the most important source of income and income in foreign currency for Uzbekistan (13% of GDP)⁶. By the number of foreigners working in Russia, Uzbekistan ranks first, respectively, the volume of transfers from the Russian Federation is the largest (90.4% of the total volume of money transfers in the 1st half of 2022 accounted for transfers from the Russian Federation). According to the Central Bank of the Russian Federation, transfers worth \$5.5 billion were sent from Russia to Uzbekistan alone in 2021, the average transfer amount was \$410.

Thus, the employment of migrants from Uzbekistan in Russia has become strategically important for ensuring macroeconomic stability. The macroeconomic stability of Uzbekistan, in particular, the current account balance of the balance of payments, as well as the exchange rate of the national currency, is highly dependent on the inflow of remittances from migrants and, therefore, on the migration policy of destination countries.

6

<https://www.vsemirnyjbank.org/ru/news/press-release/2022/05/11/remittances-to-reach-630-billion-in-2022-with-record-flows-into-ukraine>

Table 2.1

Cross-border money transfers of individuals to the Republic of Uzbekistan, 1st half of 2020 – 2022

Country	Money transfers to Uzbekistan		
	For the 1st half of 2020	For the 1st half of 2021	For the 1st half of 2022
Total	2437	3330	6535
Russian Federation	1745	2245	5309
Kazakhstan	159	294	327
USA	105	231	237
The Republic of Korea	110	164	138
Türkiye	88	110	104
UAE	17	22	23

Source: Data of the Central Bank of the Republic of Uzbekistan.

https://cbu.uz/upload/medialibrary/559/ser4284xk2i63phuw5jh8mooj4z9zb2/ru_BO P -IIP_202022.pdf

When remittances fall down, as a rule, exports of gold, which is the main export item, increase, but if prices for it fall, the Central Bank is forced to conduct foreign exchange interventions, selling foreign currency to maintain exchange rate stability by depleting gold and foreign exchange reserves.

Remittances from migrants increase domestic demand at home and thus stimulate the growth of production and employment. Funds accumulated abroad, under appropriate conditions, can become start-up capital for the creation of small and medium-sized enterprises at home.

Working abroad, labor migrants improve their skills, they acquire new production and organizational skills. Being in a country with more advanced technologies, higher requirements, labor standards, migrants improve their general educational and cultural level, expand personal ties with citizens from other states. Migrants gain valuable experience and knowledge that will be useful to them at home.

In addition, external labor migration has a positive effect on easing tensions in the labor market of Uzbekistan. For example, a sharp return of one and a half million labor migrants could lead to an increase in the unemployment rate from the current 9.6% (as of January 1, 2022) to about 19%, and, accordingly, a sharp increase in poverty. The World Bank estimates that the poverty rate could be 2.6-7.2 percentage points higher in the absence of migration and remittances⁷. In Uzbekistan, remittances are mainly spent on spending and

⁷ William Seitz (2019). International Migration and Household Well-Being: Evidence from Uzbekistan. World Bank Policy Research Working Paper No. 8910.

improving the welfare of families in rural areas. A World Bank survey in 2017 showed that 39% of migrants from Uzbekistan used remittances to provide food for their families and relatives, 30% for building and repairing a house, 7% for weddings, 25% for other purposes, and in addition, for investing in children's education and human capital development.⁸

Experts from the Vnesheconombank Institute of Russian Federation conducted a study of labor migration to Russia from Uzbekistan, Tajikistan and Kyrgyzstan⁹. According to the results of the study, the authors came to the conclusion that the flow of labor resources from the Central Asian region to Russia has more pluses than minuses for all parties. Among the advantages, the researchers noted the following: migrants cover the shortage of cheap labor in the host country. At the same time, they send money home. The experts also noted that in order to eliminate the existing disadvantages, the EEU member countries must create comfortable conditions for the life and work of migrants. Vnesheconombank Institute of Russian Federation recommends the implementation of a clear migration policy, the creation of a system of vocational training and the adaptation of arrived foreign citizens in Russian society. The report on Uzbekistan states that labor migrants from this country make up more than 10% of the total labor force in Russia. It is reported that migrants increase the capacity of the Russian domestic market, as from half to two-thirds of the salary is spent on the purchase of food and non-food goods and services. In addition, foreign workers acquire patents for the implementation of work activities, thereby replenishing the state budget. Work permission patents are required by citizens of Uzbekistan and Tajikistan, and migrants from Kyrgyzstan do not need them after the country joins the EEU. In the report on Uzbekistan, the authors report that it is necessary to create labor exchanges and a single electronic platform for public services for migrants. It is also necessary to economically stimulate workers from abroad who choose to work in underdeveloped regions of Russia. Experts suggest introducing special financial allowances and tax incentives. The main direction of labor migration is Russia – it is chosen by about 70-90% of migrants. The second place by a wide margin is occupied by Kazakhstan. The employment structure for workers from these three countries is very different. For example, Tajiks are more employed in construction, while natives of Kyrgyzstan traditionally work in the service sector, since already at the time of their first entry into Russia they are sufficiently proficient in Russian. According to the report, the citizens of Uzbekistan, in turn, are mainly involved in construction, housing and communal services, transport and logistics, as well as in retail and wholesale trade and in the field of public catering.

⁸ World Bank (2018). 2018 L2CU survey data.

⁹

<https://uz.sputniknews.ru/20220511/trudovaya-migratsiya-vygodna-stranam-tsentralnoy-azii-i-rossii-24470004.html>

2.2. State regulation of external labor migration processes: status and challenges

The coronavirus pandemic has led to the fact that about half a million migrant workers were forced to return to their homeland. As a result, unemployment rose sharply from 9.1% in 2019 to 13.2% in 2020.

In order to promptly respond to the appeals of unemployed labor migrants who find themselves in a difficult situation abroad due to the pandemic, feedback mechanisms were created: the sites “birgamiz.com” and “anketa.migration.uz”, a call center and a telegram channel. About 10,000 citizens who found themselves in a difficult financial situation abroad received one-time material assistance.

Migrants who returned from abroad could count on a subsidy, payment for the first three months of renting premises and facilities from the date of registration as an individual entrepreneur. Now unemployment rate in Uzbekistan has returned to pre-pandemic levels.

But new challenges are emerging, and the threat of more returnees among migrants is looming again. According to AELM, in 2021, 502,000 migrants returned to the country, of which 280,000 were from Russia.¹⁰ In January-April 2022, 193 thousand labor migrants returned to the country, and 188 thousand of them returned from Russia.

This trend may be related to the beginning of the military conflict between Russia and Ukraine in February, which continues to this day, as well as to the tightening of sanctions imposed by Western countries against Russia, which leads to a reduction in production and a decrease in the standard of living of Russians. This may have a negative impact on the Russian economy, which may fall into a long-term recession. On the other hand, the relocation of individual enterprises with foreign investment to Kazakhstan and Uzbekistan, as well as the emigration of some specialists from Russia to a number of other countries, including Uzbekistan, could spur job creation and economic growth in Uzbekistan. Therefore, the flows of returning labor migrants may increase in the medium term.

In this regard, the issues of ensuring the reintegration of returning labor migrants are becoming topical for the government of the republic.

The government of the republic is aware of these risks and therefore it is realized measures to streamline external labor migration and support returning migrants. Currently, more than a dozen resolutions and decrees, normative legal acts regulating external labor migration have been adopted.

In order to ensure the solution of the problems of labor migrants at the state level, the Republican Commission on External Labor Migration was established, before which the heads of local authorities and authorized state bodies and organizations will report every six months on the work done in the field of supporting and protecting the rights of labor migrants and members of their families. The Department for the Protection of the Rights and Support

¹⁰ <https://www.gazeta.uz/ru/2022/04/06/migrants-from-russia/>

of Citizens of the Republic of Uzbekistan performing temporary labor activities abroad has appeared in the structure of the Government. From now on, AELM should monthly submit to the MELR by the 5th day information on the work done and the problems identified in the field, with specific proposals for their solution, and the ministry, together with the Ministry of Foreign Affairs, should submit to the Department, by the 10th day, summary analytical information on the state of external labor migration and the work done. This information is used for reporting to the Prime Minister and for consideration at meetings of the Republican Commission.

Table 2.2

Information on the number of labor migrants who returned to their homeland, January-March and January-April 2020

#	Territory name	Number of repatriates in January-March		Number of repatriates in January-April	
		Total	Of which: from the Russian Federation	Total	Of which: from the Russian Federation
1	The Republic of Karakalpakstan	16896	7149	24047	9615
2	Andijan region	25655	17589	32810	22574
3	Bukhara region	12178	10644	17494	15211
4	Jizzakh region	3659	2360	5490	3681
5	Kashkadarya region	16061	13716	22205	18827
6	Navoiy region	2075	1593	3608	2694
7	Namangan region	17225	12000	26480	17087
8	Samarkand region	28168	20347	41434	29607
9	Sirdarya region	2851	1871	3476	2243
10	Surkhandarya	16401	14227	23249	19767
11	Tashkent region	8749	4171	12216	5752
12	Fergana region	20922	15196	39095	22601
13	Khorezm region	15160	10429	21648	14936
14	Tashkent city	6683	2433	9078	3203

Source: data from the Agency for External Labor Migration under the MELR.

The management of the regional branches of the AELM was transferred from the Agency to the regional authorities with the expansion of the powers of the branches (as part of the reform on the decentralization of public services), and the Agency was assigned such functions as methodological assistance and information assistance.

Uzbekistan is implementing cooperation measures with countries that accept migrant workers from this state. In December 2017, an Agreement was adopted with the Russian Federation on cooperation in the field of external migration – “On the organized recruitment and attraction of citizens of Uzbekistan to carry out labor activities in Russia.” A detailed roadmap was approved for the implementation of systematic work in the field of labor migration in cooperation with the Russian Federation. To date, AELM has concluded agreements with the Russian Federation, some European countries, Japan and the Republic of Korea.

In addition, on April 30, 2021, the Government of Uzbekistan and the Eurasian Economic Commission signed a Memorandum of Cooperation and an Action Plan. These documents provide for mutually beneficial cooperation in the field of social and labor protection of workers.

Insertion 2.1. A new system of safe, orderly and legal labor migration. According to the Presidential Decree #PD-4829 dated September 15, 2020, from January 1, 2021:

- First, a labor migrant needs to learn a profession before going to work abroad as part of an orderly labor migration. Training will take place in public and private educational organizations. For training migrant workers in professions and foreign languages, /// “Ishga marhamat” mono-centers, centers, short-term courses and vocational training centers in mahallas are being created. In addition, short-term courses will be opened in the buildings of professional colleges and technical schools in the regions. Their curricula are adapted to the requirements of large foreign employers. They will establish close contacts with foreign employers and private employment agencies for targeted training of the specialists they require.
- Secondly, members of a low-income family registered in the Unified Register of Social Protection, traveling abroad through organized labor migration, will be issued microloans on the following conditions: up to 10 million Uzbek soums; term — 1 year; the purpose is to cover the costs associated with employment abroad, including travel expenses, registration of permits for the implementation of labor activities; The State Employment Promotion Fund compensates for the part of the interest rate that exceeds the main rate of the Central Bank, but not more than 1.5 times the main rate; a microloan and interest accrued on it, on behalf of the borrower or members of his family, can be repaid by withholding money transfers received on their accounts and by other legal means;
- Thirdly, the procedure for paying taxes and calculating pensions established for the self-employed is applied to labor migrants (see paragraph 3, section 3; paragraph 2, section 10 (PD-4742) dated June 8, 2020);
- fourthly, to members of a low-income family registered in the Unified Register of Social Protection, who returned from earnings from abroad:

a subsidy is paid from the State Fund for the Promotion of Employment - up to 10 BCVBCV for: paying rent for rented buildings and structures for the first 3 months from the date of registration as an individual entrepreneur or state registration of

small enterprises and micro-firms; teaching the basics of entrepreneurship and financial literacy; payment under an insurance policy issued as collateral when obtaining a loan;

b) a part of the interest rate on a business loan that exceeds the main rate of the Central Bank, but not more than 1.5 times the main rate, is compensated from the State Fund for Entrepreneurship Support.

Since 2021, legal migrants have been equated with self-employed people, and a procedure for compulsory vocational training for those leaving to work abroad has been introduced. Centers for teaching the language of the host countries have been opened. In the structure of vocational training centers for the unemployed and unemployed persons of the MELR, centers for pre-departure orientation of citizens going to work abroad have been opened, they will function. Here, potential migrants will be able to undergo short-term training, retraining and advanced training in specialties and foreign languages that are in demand on the foreign labor market, as well as pass tests and confirm their professional competence. The Employment Promotion Fund will allocate grants in the amount of no more than 4 BCV per month for one student sent to work abroad through the Agency for External Labor Migration or private employment agencies.

To mitigate the negative consequences of external shocks for the labor market, It was adopted Presidential Resolution #PR-149 dated March 1, 2022 “On additional measures to support citizens of the Republic of Uzbekistan engaged in temporary labor activities abroad and their families”.

From June 1, 2022, the institution of AELM representation in the regions of the Russian Federation, the Republic of Turkey and the Republic of Kazakhstan is being introduced. The main activities of the representative office: protection of the rights and interests of citizens of Uzbekistan engaged in labor activities abroad, their material and social support together with diplomatic missions and consular offices of the Republic of Uzbekistan; assistance to citizens of Uzbekistan who, during their stay abroad, were subjected to violence, forced labor and humiliation, injured in accidents, seriously ill, in a difficult financial situation, left without identity documents or funds; providing citizens of Uzbekistan engaged in temporary labor activities abroad with information and advice on services provided by diplomatic missions, consular offices, labor authorities and migration centers of Uzbekistan, assisting them in accessing these services, etc.

From May 1, 2022, annually at the expense of the Federation of Trade Unions of Uzbekistan: a) on the basis of a written recommendation of assistants to khokims of districts (cities) on the development of entrepreneurship, employment and poverty reduction in the mahalla, the following is provided: Unified register of social protection” for families whose breadwinners left for labor migration; one-time financial assistance for the purchase of medicines, wheelchairs, hearing aids and orthopedic products – 5 BCV, registered in the information system “Unified Register of Social Protection” or included in one of the books – called as “temir-daftar” (iron-nook), “ayollar daftari” (women’s book), “yoshlar daftari” (youth’s book), for persons with disabilities – family members of citizens who have left for labor migration; one-time free vouchers

to sanatoriums and medical and preventive institutions of the trade union system for those who have reached retirement age or have disabilities of groups I and II to persons – family members of citizens who have left for labor migration and live together with them in Uzbekistan;

Insertion 2.2. Measures to strengthen guarantees for the protection of citizens of Uzbekistan working abroad. As part of the information system being developed “Unified National Labor System”, in 2019, the software package “labog-migration” was introduced. It allowed:

- provide online information to citizens who have expressed a desire to go to work abroad, information about the rules of stay, working conditions, social and housing security in the country of employment, the legal aspects of concluding employment contracts with foreign employers, as well as financial support measures provided for by law;
- provide information on the activities of the Agency for External Labor Migration and private employment agencies, including information on the types and cost of the services they provide, job vacancies available to foreign employers, as well as the procedure for employment in these jobs;
- monitor processes related to temporary labor activity of citizens of Uzbekistan abroad, including information on professional training, retraining and advanced training, measures of financial support received, legal and social assistance provided, as well as employment contracts concluded with foreign employers;
- submit remote applications by labor migrants who find themselves in a difficult situation abroad and need help;
- to form databases on labor migrants, geography of employment, directions and types of their activities.

In relation to labor migrants registered in the “labor-migration” software package, state support measures were provided:

- Firstly, in 2020, more than 3 thousand apartments in apartment buildings were allocated to migrants in need of better housing conditions as part of the implementation of state housing construction programs;
- Secondly, from October 1, microloans for 1 year began to be provided in an accelerated manner within 1 banking day, with a minimum package of requested documents: passport, application and petition of the labor authority; the amount of 2 million Uzbek soums is intended to cover the costs associated with employment abroad; differentiated interest rate: in 2019–2020 – 10%, in 2021 – 12%, including commercial bank margin – 50% of the interest rate;
- Thirdly, insurance companies began to receive a one-time subsidy to cover the amount of the insurance premium for insuring the life and health of citizens and other risks during the period of their temporary labor activity abroad – once a year in the amount of 50 thousand Uzbek soums for each insured labor migrant.

Source: Information of the MELR in the framework of the execution of the Presidential Decree #PD-5785 dated August 20, 2019.

b) on the basis of a written recommendation of youth leaders: in mahallas – free vouchers to seasonal camps are issued to the children of citizens who have left for labor migration and are registered in the information system “Unified Register of Social Protection” or included in one of the notebooks called as “temir-daftar” (iron-nook), “ayollar daftari” (women’s book), “yoshlar

daftari” (youth’s book). From March 1, 2022: microloans provided for in paragraph 11 of the Presidential Decree #PD-4829 dated September 15, 2020 are also provided to citizens included in one of the notebooks called as “temir-daftar” (iron-nook), “ayollar daftari” (women’s book), “yoshlar daftari” (youth’s book) and traveling abroad for temporary labor activity through organized labor migration; Compensation to cover the costs associated with passing a qualifying exam, purchasing a travel ticket and issuing a “work visa”, provided for the Presidential Decree # PD-5205 dated July 30, 2021, are paid until January 1, 2023.

Although Uzbekistan has a national legal framework regulating migration, defining the status of migrants, state strategies and the competences of state bodies of various departments whose activities affect migration issues, it is fragmented. At present, the national legislation of the Republic of Uzbekistan includes legal and regulatory legal acts that regulate the legal relations of immigrants and emigrants in the country, the procedures for entry, exit and stay inside the country. The basic regulatory legal acts are: The Constitution of the Republic of Uzbekistan, Civil Code, Civil Procedure Code, Code of Administrative Offenses, Criminal Code, Criminal Procedure Code, Law of the Republic of Uzbekistan “On Combating Human Trafficking” dated April 17, 2008, Resolution of the Cabinet of Ministers of the Republic of Uzbekistan “On the procedure for entry-exit, stay and transit passage of foreign citizens and stateless persons in the Republic of Uzbekistan” dated November 21, 1996.

Issues of return migration are reflected in the strategic development plans of Uzbekistan. The Action Strategy for the Five Priority Areas of Development of the Republic of Uzbekistan in 2017-2021 provided for the implementation of measures to increase employment, improve the system of social protection and health protection of citizens, as well as the development of migration legislation (the fourth direction is “Development of the social sphere”). However, a review of the current national legislation of the Republic of Uzbekistan in the aspect of the application of voluntary return and reintegration shows that the issues of return migration and reintegration in the legislation of the countries are only touched upon in a general context (in general terms), in the rules that determine the rights of citizens related to their departure and entry into the country. In the legislation of the Republic of Uzbekistan at the present stage, there are no legal frameworks for regulating external and internal labor migration, i.e. there is no migration legislation regulating migration processes on the basis of general principles and rules, and the implementation of a unified migration policy – the Law of the Republic of Uzbekistan “On Migration” has not yet been adopted.

The underdevelopment of national legislation in the field of return migration is due to the fact that return migration of the population, especially labor, outside the country was not an acute problem and, accordingly, did not require legal regulation of national legislation.

3. RETURN LABOR MIGRATION IN UZBEKISTAN: FIELD STUDY AND ANALYSIS OF ITS RESULTS

The UNDP project to study return migration in Uzbekistan included two separate but interconnected sample surveys conducted in July-October 2022 in two territories of the republic: in Namangan and Tashkent regions. The first survey targeted returned migrants and the latter targeted non-migrant women living in households with at least one returning migrant. The target sample was 569 interviews for the return migrant survey and 366 interviews for the survey of women from their non-migrant families.

The main survey concerned return migrants, who were defined as citizens over the age of 18 and were in their home country at the time of the survey. Migrant households were randomly selected. Only one migrant was interviewed in each household, i.e. the survey of returned migrants was not a sample of all migrants, but was inevitably biased towards those who were in their home country at the time of the survey and those who participated in the survey. Based on the foregoing, it follows that the findings of this survey will be representative only for the two above-mentioned regions, considered not separately, but in aggregate. However, for the republic as a whole, these findings will not be representative. Also, the estimates may be biased due to the fact that only one migrant from each household participated in the survey. Therefore, conclusions should be drawn not for households, but for returned migrants, assuming that they were selected at random.

Both surveys were based on interviews using individual questionnaires (see Appendices 1 and 2) designed to explore the relationship between migration, education, skills and employment, and reintegration processes in the home country.

The survey data was analyzed using the SPSS statistics software package. Below is a chapter giving a statistical analysis of the results on key variables, with a discussion of the key questions that were raised in this study.

3.1. Socio-demographic characteristics of return migration

Almost all returned migrants (99.5%) are of working age (between 17 and 60), with just over two-thirds of them (70.5%) between the ages of 25 and 44 (Table 3.1). The proportion of women among returned migrants was extremely low (6.2%)¹¹.

¹¹ Estimates of the share of women may be biased because many households where women were return migrants may have refused to participate in interviews. This conclusion can be reached by comparing these figures with IFMR data, according to which, at the end of the first quarter of 2022, 2 million 356 thousand labor migrants from Uzbekistan were abroad, of which men accounted for 75.9%, and women - 24.1%.

Table 3.1**Sex and age structure of respondents, people and in % of the total**

	Total	Including aged:				
		17-24	25-34	35-44	45-59	60+
total	569	78 (13.7%)	264 (46.4%)	137 (24.1%)	87 (15.3%)	3 (0.5%)
men	534	75 (13.2%)	251 (44.1%)	126 (22.1%)	79 (13.9%)	3 (0.5%)
women	35	3 (0.5%)	13 (2.3%)	11 (1.9%)	8 (1.4%)	0 (0%)

The following main features should be noted: a very low proportion of women among returned repatriates; a generally higher average age of repatriates.

The survey showed that migrants are members of relatively large households - on average, there are almost 6 people per household (Table 3.2). Thus, the thesis is confirmed that, first of all, those who are members of relatively large families return from abroad. Many of them (68%) are married citizens, and almost every second returned migrant has children.

Table 3.2**Distribution of respondents**

	Total (people and in % of the total number)	Of them:	
		city	village
Total number of respondents	569 (100%)	222 (39%)	347 (61%)
Average household size	5.92	6.13	5.79
Number of married respondents	387 (68%)	158 (27.8%)	229 (40.2%)
Respondents with children	302 (53%)	123 (21.6%)	179 (31.4%)
Respondents who have a profession or specialty, confirmed by an appropriate certificate, diploma or another similar document	332 (58.3%)	113 (19.9%)	219 (38.4%)

The vast majority of returnees (92.8%) have secondary or secondary specialized or secondary vocational education. Slightly more than half of the repatriates (58.3%) have a profession or specialty, confirmed by an appropriate certificate, certificate or another similar document (Table 3.3). Here one can put forward a hypothesis that *the vast majority of repatriates may return with some baggage of practical skills, i.e. with human capital.*

Table 3.3

Distribution of respondents by level of education

	Total (persons and in % of the total number)	Of them:	
		city	village
Total number of respondents	569 (100%)	222 (39%)	347 (61%)
Respondents with higher education	24 (4.2%)	11 (1.9%)	13 (2.3%)
Respondents with secondary, secondary specialized and secondary vocational education	528 (92.8%)	205 (36%)	323 (56.8%)
Respondents with secondary incomplete education	16 (2.8%)	6 (1%)	10 (1.8%)
Respondents with primary general (primary) or no primary general education	1 (0.2%)	0 (0%)	1 (0.2%)

Thus, we can conclude that *the labor repatriate is, in most cases, men with secondary, secondary special and secondary vocational education, aged 25 to 44, living in rural areas.*

3.2. Reasons for the departure of migrant workers to work abroad and their return to their homeland

One of the important issues of the study is the issue related to the reasons for the departure of citizens to work abroad. The survey revealed (Table 3.4.) that

the main reason is “lack of a well-paid job at home” (75.7% of all respondents indicated this), and the second reason is “poor infrastructure and low quality of life”, i.e. the manifestation of such negative phenomena characterizing the low quality of life as frequent power outages, gas, lack of Internet, poor passenger transport, limited access to drinking water, etc. (17%).

Table 3.4

The main reasons for the departure of citizens abroad to work

Reasons	in %		
	total	of which:	
		city	village
Lack of a well-paid job in home country	75.7	29.3	46.4
The desire to acquire new skills, improve qualifications that will be useful at home country	4.5	1.4	3.1
Poor infrastructure and low quality of life (frequent power outages, gas cuts, lack of internet, poor passenger transport, limited access to drinking water, etc.)	16.9	6.9	10.0
Other	2.8	1.1	1.7

It was revealed that only a very small number of people travel abroad to acquire new skills or improve their qualifications that will be useful in their homeland. Thus, the assertion is confirmed that *the main driving force of external labor migration is the absence of a well-paid job at home or, in other words, the presence of a well-paid job abroad.*

The survey revealed that the main countries of the last stay of the respondents were Russia (76%) and Kazakhstan (14.8%). Thus, it can be argued that Russia was the main country from which migrants returned at the time of the survey. Comparing these figures with IFMR data, according to which, at the end of the first quarter of 2022, 2 million 356 thousand labor migrants were abroad, for whom the main directions of external labor migration were Russia (61.5% of all migrants), Kazakhstan (16.9%), Turkey (6.1%), South Korea (2%) and the UAE (0.8%), it can be argued that *the Russian-Ukrainian conflict could indeed have little effect on the increase in the rate of return migration from Russia to Uzbekistan, which eventually turned out to be higher than return migration from Kazakhstan and a number of other countries.*

Table 3.5**Main source countries of return labor migration (countries of last residence of respondents)**

	in %
Russia	76.0
Kazakhstan	14.8
Türkiye	3.2
Kyrgyzstan	2.3
South Korea	0.7
UAE	0.4
Ukraine	0.4
Other country	2.2

Some of migrants from Uzbekistan may have moved to Kazakhstan or other countries, as a result of which, in the second quarter of 2022, about 200 thousand people could return to Uzbekistan, and not about half a million, as predicted by a number of non-governmental organizations and independent experts earlier.

Table 3.6**Reasons for the return of migrant workers to their homeland, in %**

Reasons			
	total	of which:	
		city	village
Deterioration of the economic situation in the foreign country of residence (reduction of wages or partial / complete loss of work)	11.1	4.3	6.8
Family circumstances (death, illness, accident, weddings and other events concerning family members and relatives, etc.)	55.2	21.1	34.1
Improving the socio-economic situation at home (you can find a good job)	3.2	1.0	2.2
Temporary return due to job being seasonal/temporary or return due to vacation	13.7	4.0	9.7
To complete the necessary documents	8.1	3.0	5.1

Deterioration of own health (labor injuries, acquisition of chronic diseases)	3.0	1.6	1.4
Other reason	5.7	3.5	2.2

About 55% of respondents indicated that the main reason for their return is family circumstances (death, illness, accident, weddings and other events concerning relatives and relatives, etc.), about 14% noted that the reason for their return is the fact that the work abroad was seasonal/temporary or their return was due to vacation. Only slightly more than 11% noted that the deterioration of the economic situation in their foreign country of residence (a decrease in wages or a partial / complete loss of work) caused them to return, which suggests that the *deterioration of the economic situation in Russia due to the imposition of sanctions by Western countries is not decisive factor influencing return labor migration*. At the same time, it should be noted that the vast majority of returnees do not believe that their return is due to an improvement in the socio-economic situation in their homeland. And this allows us to put forward a hypothesis that *return migration is not due to an improvement in the socio-economic situation at home, but is forced due to family circumstances, the seasonal (temporary) nature of their work abroad and other reasons, therefore, repatriates are at risk be unemployed or economically inactive upon return*. To what extent this hypothesis is confirmed, we will find out in the next section, which will focus on the status in employment of respondents who returned from abroad.

3.3. Employment and unemployment among labor migrants during their stay abroad and after their return

During their stay abroad, almost all respondents (98.6%) were employed, in other words, only 1.4% of them could not find a job or were economically inactive for various reasons. Consequently, the thesis is confirmed that *a citizen who goes to work abroad, as a rule, is almost guaranteed to find a job there*.

Slightly more than two-thirds of the respondents (70.5%) who returned to their homeland worked in the status of an employee in an organization, institution or enterprise, almost a third of them (26.9%) were self-employed, and only a few people (1.2%) as an employer.

Table 3.7

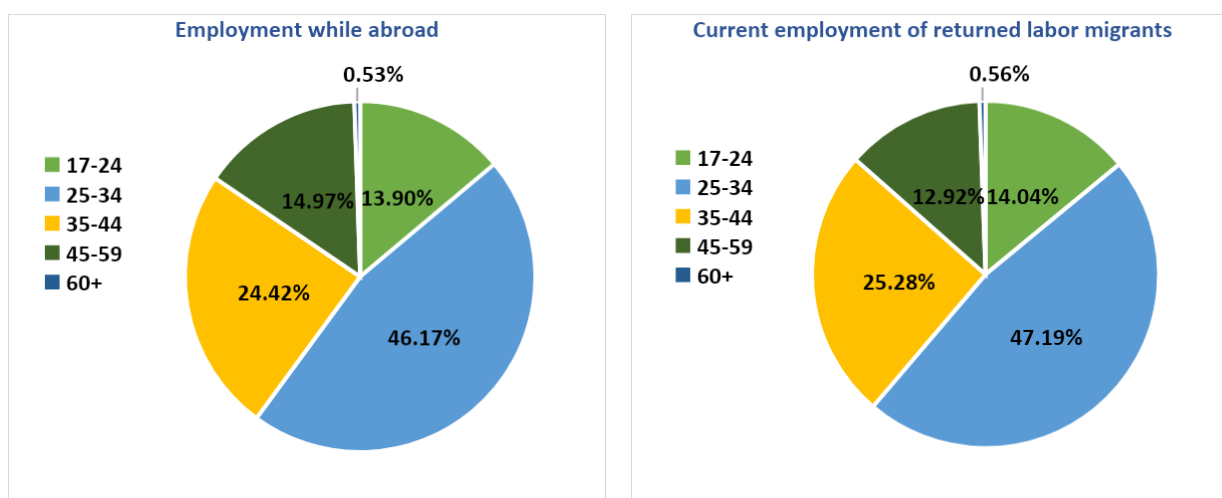
**Distribution of respondents by status in employment during their stay abroad
and after their return**

	STAY ABROAD	CURRENT ECONOMIC ACTIVITY		
		Total	of which	
			city	village
Employees (working for hire in an organization, institution or enterprise), people	401	128	71	57
Self-employed (self-employed and without employee recruitment), person	153	69	38	31
Employers (having their own business with hiring employees), person	7	35	15	20
Unemployed (unemployed, but willing and ready to work), people	2	243	78	165
Economically inactive, people	6	94	35	59
Total	569	569	237	332
Of them:				
Employed, people	561	232	124	108
Labor force, people	563	475	202	273
Labor resources, people	569	569	237	332
Unemployment rate, %	0.4	51.2	38.6	60.4

The survey revealed that the situation with the status in employment changes dramatically after the return of the respondents - *only slightly less than half of the job seekers manage to find a job*. At the same time, 55.2% of the employed are contracted workers, 29.7% are self-employed and 15.1% are employers by status in employment. Thus, *the unemployment rate among the surveyed labor repatriates turned out to be very high – it amounted to 243 out of 475 economically active respondents, i.e. 51.2% of the labor force, which indicates an extremely tense situation in the field of return external labor migration*.

Figure 3.1

Employment among labor migrants during their stay abroad and after their return



Another important observation is the fact that the *age structure of employment of migrant workers during their stay abroad and after returning to their home country practically does not change, except that the share of employment of young people aged 17 to 24 years decreases by about 2% after her return to her homeland* (Fig. 3.1). The reasons for this may be the problems associated with the employment of young people in their homeland.

Does external labor migration lead to an influx of human capital into Uzbekistan? Yes, it can be argued that *migration leads to an increase in human capital in the republic. A significant proportion of migrants acquire new skills and experience abroad both formally and informally. In particular, they learn vocational and technical skills, develop language skills, gain work ethic skills in host countries. But most of these new skills in Uzbekistan are not certified when migrants return home, and are often not used because the pace and structure of jobs created and vacancies does not match the skill structure of the repatriate workforce.*

The survey revealed that 41.2% of all respondents were engaged in such type of economic activity as construction in the host country (Appendix 3). The second most demanded type of economic activity abroad was the manufacturing industry (16.8 respondents were engaged in this type of activity). The third most demanded type of activity was the type of activity in the field of hotel business and catering (11.6%).

After returning, the distribution of employment by type of economic activity changes: although, among employed returnees, construction remains the most demanded type of activity (35.4%), the situation changes dramatically in such activities as agriculture, forestry and fisheries (16.3 %) and manufacturing industry (9.6%), i.e. the latter is already giving way to the former in terms of

share in employment, since the manufacturing industry in the republic seems to be underdeveloped compared to the same industry in the host countries. A certain part of the repatriates finds work in such activities as transportation and storage (12.9%), wholesale and retail trade (10.1%) and accommodation and food services (10.7%).

Thus, it should be noted that the *construction boom in the republic absorbs to a large extent job-seeking repatriates as a labor force, although transportation and storage, wholesale and retail trade, accommodation and food services also play a significant role in ensuring the employment of repatriates. At the same time, the sluggish growth rates of the manufacturing industry in the labor-intensive industries of the republic, apparently, do not yet allow absorbing the remaining significant part of the unemployed repatriates.*

Table 3.8

Information about respondents who, due to their status, were economically inactive during their stay abroad and after their return, in % of the total number of respondents

	STAY ABROAD	CURRENT ECONOMIC ACTIVITY		
		Total	of which	
			city	
Economically inactive respondents	1.1	20.9	9.8	11.1
Including:				
Economic inactive (no job, and no desire and readiness to work because of studies)	0.2	0.8%	0.2%	0.6%
Economically inactive (no job and no desire or willingness to work due to caring for the household or children or sick family members)	0.5	6.2%	2.6%	3.6%
Economic inactive (no job, and no desire and readiness to work due to disability or serious illness)	0	4.1%	1.3%	2.8%
Economic inactive (no job, and no desire and willingness to work due to other reasons)	0.4%	9.8%	5.7%	4.1%

It is also worth paying attention to the fact that 4,1% of respondents become economically inactive in their home country due to a disability or serious illness resulting from work abroad, although only 0.53% of respondents become economically inactive in their home country due to a disability or serious illness resulting from work abroad, although only 0.53% of those who went abroad, therefore, due to poor working conditions, the respondents get mutilations, injuries and other chronic diseases, which most likely leads them to return to their homeland.

Thus, the analysis showed that *repatriates face a serious problem – unemployment in their homeland*. But then another question arises: why did they return then, if they knew that in their homeland, most likely, there would be problems with employment? In the previous section, we refuted the hypothesis that most of them (located in Russia) were forced to return to their homeland due to a sharp deterioration in the economic situation there, and empirically confirmed that *the main drivers of return migration are family circumstances and seasonal (temporary) the nature of their work abroad*.

Table 3.9

Unemployment among returned labor migrants by level of education, in % of the total number of unemployed respondents

	Total	city		village	
		Total	Of which: aged 17-24	Total	Of which: aged 17-24
Total	100.0	32.1	3.3	67.9	9.5
Including by level of education:					
with higher education	2.9	1.6	0.0	1.2	0.0
with secondary, secondary specialized and secondary vocational education	93.4	29.2	3.3	64.2	9.5
with secondary incomplete education	3.7	1.2	0.0	2.5	0.0
with primary general (primary) education	0.0	0.0	0.0	0.0	0.0

Describing the unemployed, it should be noted that they are primarily middle-aged citizens (46.1% of them are between the ages of 25 and 44), and almost 68% of the unemployed live in rural areas. The vast majority of the unemployed (93.4%) have a secondary, secondary specialized or secondary vocational education, and 58% have a profession or specialty, confirmed by an appropriate certificate, certificate or another similar document. Does the level of education increase the benefits of migration? Higher education provides

more benefits related to migration experience, which can be seen from the fact that among unemployed migrant returnees, the proportion of those who have a higher education is much lower, in other words, that *higher education allows better use of migration experience upon return and makes return more successful*.

Most of the unemployed were identified in such economic activities as agriculture, forestry and fisheries (16%), construction (14.8%), manufacturing (11.9%), wholesale and retail trade (11.5%), transportation and storage (11.1%).

Appendix 4 provides information showing that among the 141 unemployed repatriates who indicated the type of occupation corresponding to the profession they received, they stand out, especially electricians and electromechanics for the repair and maintenance of electrical equipment (15 people), secondary school teachers and methodologists in the field of education (15 people), car drivers (14 people), industry specialists such as engineers, technicians, machine operators, etc. (12 people), motor vehicle mechanics and technicians (10 people), bank tellers and accounting specialists (9 people), construction workers such as crane operators, welders, plasterers, painters and etc. (9 people)¹². In other words, it can be argued that *repatriates with these professions and qualifications could not find work in the labor market, and the reason for this, apparently, is insufficient growth in production volumes in the real sector of the economy, especially in the electric power industry, transport and maintenance of vehicles, and labor-intensive manufacturing industries, incomplete information about vacancies or their insufficient availability for job seekers, the need for retraining and advanced training of the unemployed, as well as the need for certification of acquired qualifications and skills abroad*.

Of course, we are also interested in the question – which particular types of the desired occupations did not find demand in the labor market. If we talk about unemployed specialists with a specialty or qualification in the field of electric power and electronic devices with a secondary vocational education, then these are electricians, power engineers (technicians), electricians involved in construction and installation works and owners of similar professions, electromechanics, adjusters and assemblers, engaged in the maintenance and repair of electronic devices, the number of which was 16 people or about 12% (Appendix 6). Unemployed specialists who are looking for a job as a doctor, veterinarian, dentist amounted to 9 people. Job seekers in occupations corresponding to the groups of construction and related professions not included in other main groups, as well as in occupations corresponding to the professions of a plasterer, plumber, welder and gas cutter, also joined the ranks of the unemployed (13 people or about 9%). Mechanical engineers, specialists in the field of engineering, technology, not

¹² 106 respondents found it difficult to answer the question about the type of activity they were looking for, or the interviewers were unable to determine the type of activity and code it when filling out the questionnaire. Therefore, percentages are not given here.

included in other primary groups, architects of buildings and structures, obviously having a higher education, made up 12 people. Drivers of passenger cars and vehicles with manual and pedal control amounted to 10 people. 10 unemployed turned out to be athletes, 8 – police officers in the desired occupation (who, perhaps, mainly worked as security guards abroad). Among the unemployed there are also unskilled workers engaged in manual binding, packaging, unskilled workers in the manufacturing industry not included in other basic groups, and other unskilled workers (9 people).

From the analysis of the data in Appendices 4 and 5, the following follows: electricians and electromechanics for the repair and maintenance of electrical equipment, car drivers, obviously, do not need retraining, since, in most cases, they are looking for work in their professions, but the lack of jobs does not allow them to get a job; secondary school teachers and educational educators, industry professionals such as engineers, technicians, machine operators, etc. obviously need retraining or a new profession, since, in most cases, they are looking for work outside their professions.

Due to the fact that it is difficult to find a permanent job in the official sector of the economy in the republic, returnees are trying to find a job in the informal sector.

As expected, about 93% of repatriates (who have the status of employees and self-employed) are mainly employed in the informal sector of the economy of Uzbekistan, i.e. without drawing up an employment contract or a work contract or other civil law contracts. However, during employment abroad, about 45% of them concluded such contracts.

Table 3.12

Employment of respondents in the informal sector: during their stay abroad and after their return, %

Employment of employees and self-employed		
	During your stay abroad	Current economic activity
Work under a written employment contract or work contract or under other civil law contracts in writing	44.8	6.8
Work on the basis of an oral agreement without drawing up an employment contract or a work contract or a civil law contract	55.2	93.2
Employment of employers		
With business registration	57.1	35.6

Without registering a business	42.9	64.4
--------------------------------	------	------

At the same time, 64.4% of repatriates (having the status of employers) are also employed in the informal sector of the economy, i.e. without registering or registering a business, while, during employment abroad, about 57.1% of them registered or registered their business.

Thus, it can be argued that *the level of employment of migrant workers in the informal sector abroad, having the status of an employee or self-employed, is significantly lower than after their return to their homeland. However, this trend should not be taken as information necessary to tighten restrictive measures in order to reduce the employment of returning migrants in the informal sector, since, firstly, they are forced to return not because of an improvement in the economic situation in their homeland, but for other urgent reasons, and secondly, they face such a problem in their homeland as an acute shortage of vacancies and jobs for employment. As a result, employment in the informal sector is a forced decision for them to earn a livelihood.*

3.4. Income level of labor migrants and the role of remittances

The survey revealed that the average monthly wage (income) of a labor migrant who is an employee in terms of employment status decreases by about 2.3 times after his return to his homeland (from \$634 to \$273 per month), and in rural areas area, this decrease is even greater (almost 2.5 times, i.e. from 634 to 255 US dollars).

For a self-employed person, the average monthly income decreases by about 2.4 times after his return to his homeland (from \$683 to \$287 per month), and in rural areas this decrease is less than the decrease in the average monthly salary of hired workers (almost 2 times, i.e. from 634 to 341 US dollars).

The average monthly income of a labor migrant, who is an employer (businessman) by status in employment, decreases by about 2.4 times after his return to his homeland (from \$850 to \$351 per month), and in rural areas this decrease is even greater (almost 3 times, i.e. from 850 to 288 US dollars).

As can be seen, the average monthly income of a labor migrant, who is an employer (businessman) by status in employment, is the highest both in the host country and after his return to his homeland.

As a rule, middle-aged labor migrants (between 25 and 44) have the highest incomes, apparently due to their greater professional experience and length of service.

A comparative analysis of the average monthly income level of a labor migrant confirmed that *the main driving force behind sending labor*

migrants abroad is the difference in income received in the host country and the country of origin by about 2-3 times, and it is possible that the two-fold difference is a low threshold for acceptance the decision by a migrant or household to leave to work abroad, since if this threshold level is lowered, the migrant is not able to accumulate savings and make remittances to his homeland.

Table 3.13

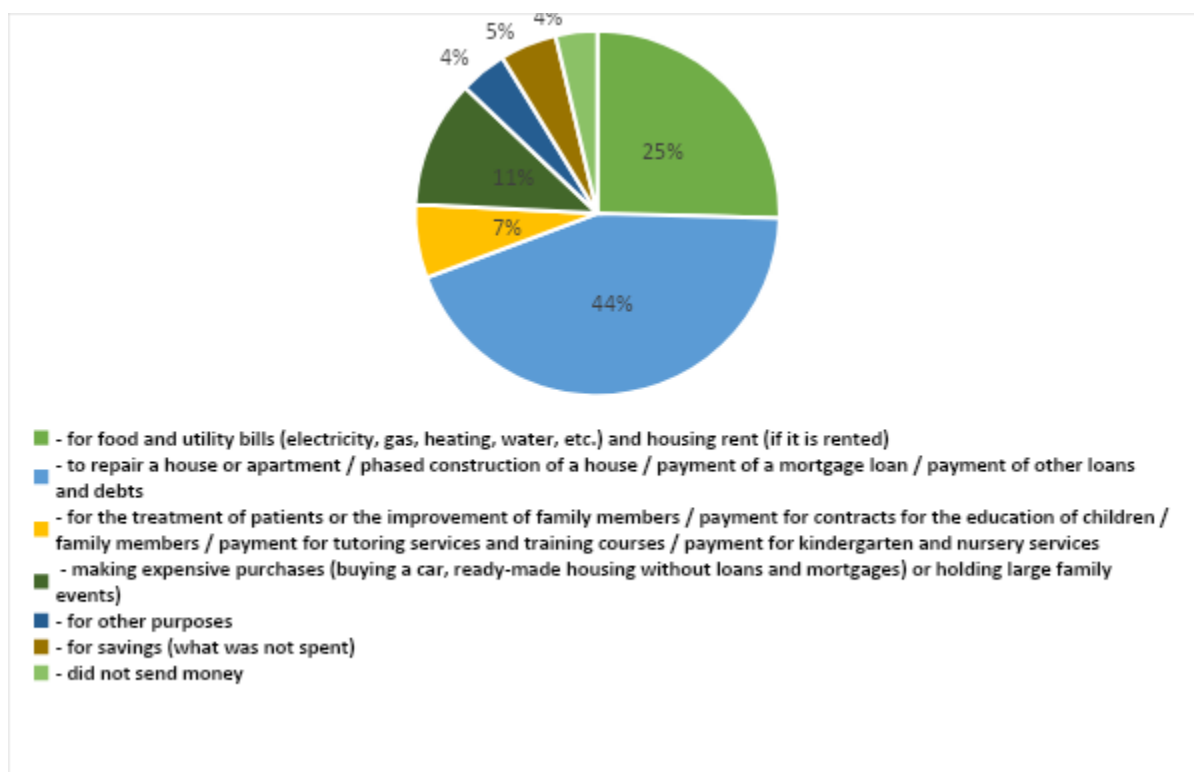
Average monthly level of wages (income) by status in employment and by gender and age, in US dollars (in terms of US dollars at the average exchange rate)

		STAY ABROAD, average, USD	CURRENT ECONOMIC ACTIVITY		
			average, USD	of which	
				city	villag e
		634	273	291	255
Contracted worker (work for hire in an organization, institution or enterprise)	of which aged:				
	17-24	631	259	267	251
	25-34	656	264.5	265	264
	35-44	643	293.5	304	283
	45-59	545	254	335	173
	60+	1000	0	0	0
	total	683	287	233	341
Self-employed (self-employed and without employee recruitment)	of which aged:				
	17-24	644	249	170	327
	25-34	682	362	233	491
	35-44	798	309	385	232
	45-59	538	124	120	127
	60+	100	0	0	0
Employer (own business with hiring employees)	total	850	351	413	288
	of which aged:				
	17-24	0	182	0	364
	25-34	650	332	369	294
	35-44	750	384	473	295
	45-59	1150	73	0	145
60+	0	273	545	0	

The analysis showed that migrants who returned to their homeland have a decrease in the average monthly income by 2 or more times, which indicates that their income abroad was quite high and that the decrease in income associated with the worsening economic situation abroad cannot be true. hypothesis, and hence the cause of return labor migration.

Figure 3.2

Distribution of respondents' answers to the question "What was the purpose of the money you earned abroad and sent back to your homeland (give a percentage for the entire period of your last stay abroad)?"



Therefore, the return of migrants in the first half of 2022 is associated with other reasons, namely, family circumstances, the need to process documents at home, and the seasonal nature of their work abroad, as confirmed above when analyzing the status of migrants in employment in the host country and after their return to their home country.

Migrant workers go to work abroad with a specific mission – to earn money, and use this money to pay for various expenses. The survey revealed that, in general, the money is directed to repairing a house or apartment or building a house, or paying off a mortgage loan or paying off other debts (about 44% of all accumulated savings after deducting the subsistence level of the migrant himself from income during his stay abroad). The next item of expenditure is the cost of living for the unemployed and economically inactive members of the household (25%), and the third largest item (11%) is the purchase of luxury goods (cars, weddings, etc.).

3.5. Problems related to the support and reintegration of returnee workers

Of the total number of repatriate respondents (569 respondents), only 158 were provided with advisory or other assistance from government officials,

and in rural areas such assistance was provided much more than in urban areas (114 cases against 44). The number of young citizens aged 17 to 24 who received such assistance was only 30 people (Appendix 8).

What is very remarkable, of these 158 respondents: only 6 people. were employed at the enterprise / in the organization / institution for a permanent job, 4 people. were registered with the labor authorities as unemployed and sent to a training center for vocational training, advanced training or retraining; 11 citizens were helped to become an individual entrepreneur / self-employed by providing them with a subsidy or soft loan; 12 citizens were given child benefit or material assistance; 15 people were given land to start a business in gardening or vegetable growing or in another area; 16 persons received a different type of assistance; 12 persons were offered a job, but they refused. In other words, 89 citizens did not receive any assistance after meeting with officials.

But if the focus of the analysis is directed precisely at the unemployed repatriates, then the tension of the situation speaks for itself. Of the total number of unemployed respondents (243 respondents), only 77 were provided with advisory or other assistance from government officials, and in rural areas such assistance was provided much more than in urban areas (56 cases against 21). The number of young citizens aged 17 to 24 who received such assistance was only 12 people.

Table 3.14

Information on the provision of advisory or other assistance by government officials for unemployed repatriates, people

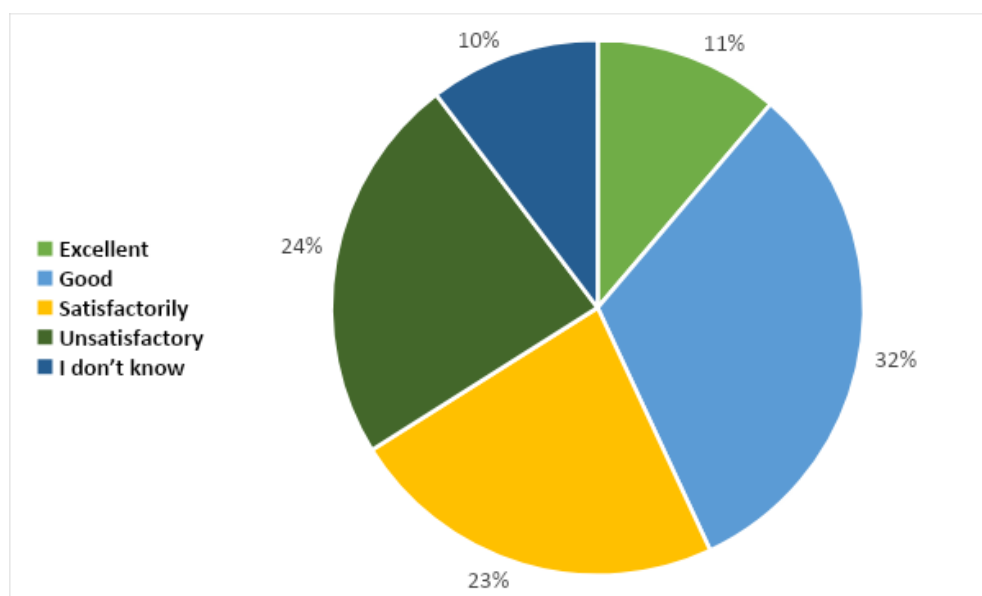
	Total	city		village	
		Total	Of which: aged 17-24	Total	Of which: aged 17-24
The number of those repatriate workers who were visited after returning to their homeland by assistants of khokims or the chairman of the mahalla or another employee of the state body in order to study their problems and needs, assist in their solution, as well as improve their material, social and living conditions	77	21	3	56	9

During the survey, the respondents were asked the question “How do you assess the work of civil servants who are responsible for supporting labor migrants who have returned to their homeland? (Assistants of khokims,

chairmen of mahallas, etc.)”. Slightly more than half of the respondents believe that this work is organized at an excellent and good level (56%). The threshold level for the success of the state policy in this direction can be considered if more than 60% of respondents are satisfied with the services for the support and reintegration of labor repatriates. In this sense, the labor authorities and a number of other bodies still have work to do.

Figure 3.3

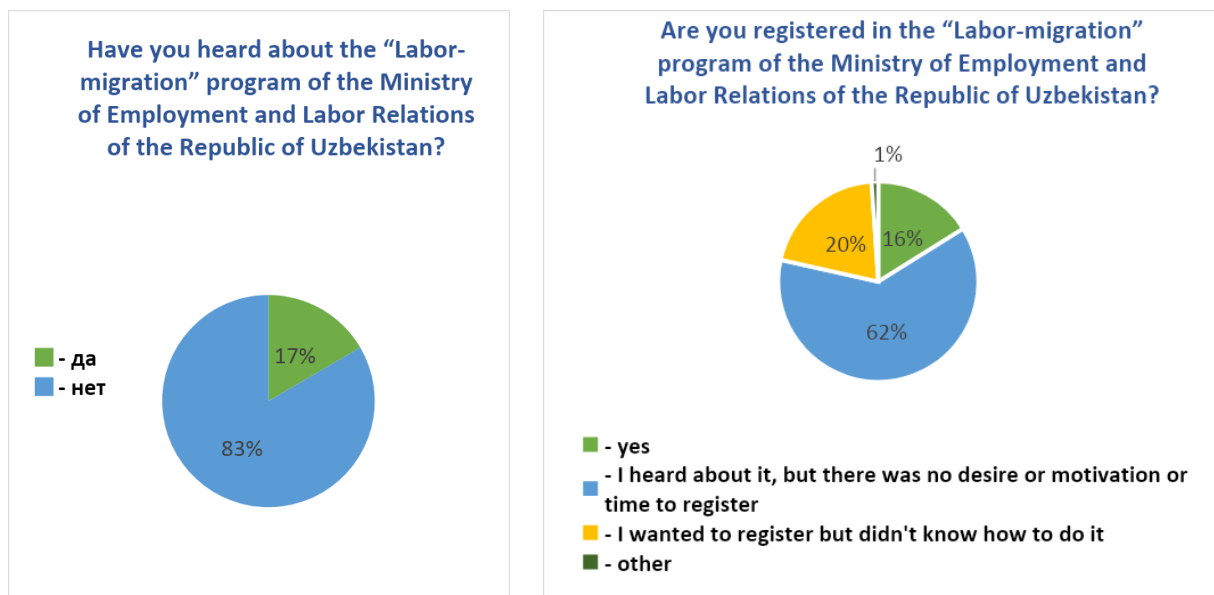
Distribution of respondents’ answers to the question “How do you assess the work of civil servants who are responsible for supporting labor migrants who have returned to their homeland? (Assistants of khokims, chairmen of mahallas, etc.)”



Another important aspect of studying issues related to the support of labor migrants is the digitalization of services provided by the government. As is known, some public services (for example, microloans) are provided to migrant workers registered in the labor-migration software complex in AELM branches or centers for promoting employment of the population.

Figure 3.4

The level of awareness of migrant workers about the “labor-migration” software complex in the branches of AELM or centers for promoting employment of the population, and the degree of their registration in this system



In this regard, it was important to find out how migrants are aware of this complex. The survey revealed that their level of awareness is 83%, and their registration in this system was only 16%.

The issue of preventing the growth of poverty among labor repatriates is topical, since the survey showed that the proportion of respondents who found themselves unemployed is significant. In this regard, it was important to examine the extent to which these unemployed are provided with housing, since the cost of living, as a rule, makes up a large share of a person's subsistence level. The number of unemployed among repatriates who started a family and were ready to answer the question about the availability of housing amounted to 168 people, of which 22 noted that they did not have housing, and of those who did not have housing, 16 turned out to be parents of children under the age of 18 years old (Table 3.15). Considering that the cost of renting housing in the republic has recently been increasing and takes about 40-60% of all expenses of repatriates who manage to find employment in their homeland, it is possible to imagine the scale of the growth of poverty among those migrants who do not have housing and who are unable to find employment in their homeland.

Table 3.15

Distribution of married unemployed migrants by the availability of their own housing, % of the total

	Total	city		village	
		Total	Of which: having children under the age of 18	Total	Of which: having children under the age of 18
Total	168	55	38	113	80
Including the availability of housing:					
Homeless	22	12	10	10	6
Owning housing, with a living area of up to 20 sq. m.	15	4	4	11	8
Owning housing, with a living area of more than 20 sq. m.	129	37	24	92	66

The opinion of the respondents on the state policy to support labor repatriates in the field of entrepreneurship, especially in the direction of entrepreneurship training, turned out to be interesting from the point of view of the compliance of the objectives of such a policy with the needs of citizens (Appendix 7). Almost half of the respondents believe that a labor migrant who returned this year from abroad and who wants to open his own business or private business in Uzbekistan should first learn entrepreneurship. Moreover, approximately the same number of respondents believe that a labor migrant who has completed courses will not be able to start his own business without state support in the form of subsidies and preferential loans.

3.6. Situation of female repatriates and female members of labor repatriate households

Although the conducted sample survey of labor repatriates does not allow us to draw true conclusions about the gender distribution of return labor migration due to the strong skewness of this distribution (for some reason, the interviewers interviewed mainly men, perhaps due to the fact that female repatriates either avoided participation in interviews or their husbands did not allow them to participate in them), nevertheless, some conclusions can be drawn, for example, about the attitude of society towards female repatriates who were working abroad (basically, this is the opinion of male repatriates).

Labor repatriates in 58% of cases believe that society has a negative attitude towards girls and women who go abroad for labor migration. A neutral position on this issue was taken by 21% and only 14% have a positive attitude towards this. Thus, the thesis is confirmed that *women and girls who are international labor migrants, obviously, do not have a good reputation in society, and may be subject to humiliation (insults, abuse and other forms) and neglect by compatriots (indifferent and cold attitude). This may lead to the marginalization of this category of labor repatriates, since they obviously do not share the patriarchal and conservative values that have developed in society, which may complicate their social and cultural reintegration into society.*

Table 3.16

Composition of women who are not migrant workers and living in households of returned labor migrants, people

	By level of education					Total
	primary general (primary) or without primary general education	secondary incomplete	secondary complete	secondary specialized (vocational)	higher	
Total women interviewed	1	16	216	136	12	381
Including:						
Employed	1	3	35	40	9	88
under 24	0	0	2	0	1	3
aged 25 to 34	1	0	5	16	3	25
aged 35 to 44	0	2	7	12	1	22
aged 45 to 54	0	1	18	11	4	34
aged 55 to 64	0	0	3	1	0	4
aged 65 and over	0	0	0	0	0	0
Unemployed	0	1	6	3	0	10
Economically inactive	0	12	175	93	3	283
under 24	0	2	14	18	0	34
aged 25 to 34	0	4	28	37	1	70
aged 35 to 44	0	1	39	6	0	46
aged 45 to 54	0	2	46	16	0	64
aged 55 to 64	0	1	38	13	2	54
aged 65 and over	0	2	10	3	0	15

A sample survey of the situation of women who are not migrant workers and those living in households of returned labor migrants based on a specially developed questionnaire (see Appendix 2) revealed that these are, to a large extent, economically inactive citizens (74.3%), a significant part of which is aged 25 to 54 years, and the proportion of those who are aged 25 to 34 years was the highest (18.4%) compared to those who belong to other categories by age. The vast majority of these women has a secondary education (about 46%) and a significant proportion (24.4%) has a secondary special (vocational) education, and this fact also determines that it is women with a complete secondary and special (vocational) who, in general, have a job (they account for approximately 85% of all employed women).

In general, the following portrait of a woman who is not a labor migrant and lives in the household of a returned labor migrant emerges: often, this is a woman aged 25 to 54 who is economically inactive, but has a complete secondary or secondary specialized (vocational) education. From the information provided in Appendix 9, it follows that the main reason for her economic inactivity is caring for the household or children or sick family members (194 people out of 381 or almost 51%).

Thus, the assertion is confirmed that able-bodied women aged 25 to 54, who have secondary full and secondary specialized (vocational) education, are economically inactive members of the families of labor repatriates. However, the reason for this situation may be the fact that the labor repatriates who were interviewed during the survey were largely male: as a rule, if a labor migrant is a man, he will insist that the female members of his family stay at home and not work. Perhaps the result would be somewhat different if the labor migrant were a woman, given the assumption that more liberal values would take place in the family of such a woman: as a rule, if a woman leaves to work abroad, this happens with the consent of her husband or from -because the woman is divorced, and in both cases, the values that guide such a family are presumably sharply different from those that guide the families of migrant workers who are men. Unfortunately, the skewness of the sample and the presence of a significant number of men in it does not allow us to draw conclusions specifically for the families of female labor repatriates.

In any case, we get a result that can be reliable for the families of male repatriates: the female members of their families are usually economically inactive and busy caring for the household, children or sick (elderly) family members.

From a rational point of view, the status of economic inactivity of a female member of the family of a labor repatriate, especially at the age of 25 to 54 years, and with a secondary full or secondary specialized (vocational) education, is clearly unprofitable for society and losing for the repatriate family. For example, instead of caring for children, she could work and

generate income for the family, while using the services of a public pre-school education institution, especially when these services cost 10-12 times cheaper compared to the cost of private institutions. Lost income, coupled with the expenses of a labor repatriate for the maintenance of economically inactive female members of their families, speaks of the extreme irrationality in the behavior of labor repatriates.

The number of employed female members of families of labor repatriates amounted to 88 people. out of 381 respondents, and a significant part of them (67 people) worked for hire, while 29 of the total number of employees worked in the informal sector of the economy.

During the survey, sociological questions were also asked. In 52.3% of cases, female members of the families of labor repatriates believe that society treats girls and women who go abroad for labor migration negatively, in 21.4% of cases – neutrally, and in the rest - positively.

In order to identify the effect of return migration on the behavior of repatriates, female members of the families of labor repatriates were asked the following question: “Have you noticed the following changes in the behavior (character) of at least one member of your family who returned from abroad?” The vast majority of women noted that there were no changes in the character and behavior of the repatriates (321 out of 381 respondents), and the rest admitted that there were changes. Of those women who noted that there were changes in the character and behavior of repatriates (60 respondents), the majority (40) stated the presence of positive changes in character and behavior, with the most frequent answer being “became more open, talkative and accessible” (35).

Thus, it can be stated that, in general, *return labor migration does not worsen the situation of female members of the families of labor repatriates in terms of the attitude of labor repatriates towards them, and in some cases even positively affects the relations of labor repatriates with women members of their families: they become more open and sociable, obviously due to positive changes in their worldview, character and behavior. At the same time, it is extremely alarming that the vast majority of these women are forced to be in the status of an economically inactive family member due to the prejudices of many male repatriates, who often firmly believe that women in their families should take care of the household and children.*

4. RECOMMENDATIONS FOR THE EFFECTIVE RETURN AND REINTEGRATION OF MIGRANTS WORKERS

4.1. Development and improvement of the general legislative framework for external labor migration

Given the gaps in the legal framework and institutional arrangements noted in this report, the Government of Uzbekistan should take steps to improve the legal framework and institutional arrangements for the support and reintegration of migrant workers. It is necessary to develop national migration legislation and include relevant legal provisions on the reintegration of returning migrants in accordance with progressive practice (Insertion 4.1).

Insertion 4.1. Experience of the Philippines in the development and improvement of legislation on external labor migration. Today, about 10 million Filipinos work in other countries and send home more than \$20 billion annually. The Philippines is a leader among Asian countries in the development and improvement of legislation on migration. The Migrant Workers and Overseas Filipinos Act of 1995 made support for returning migrants one of the priorities of Philippine policy. The law provides for return and reintegration services. In 2003, the country passed the Anti-Trafficking Act, the Overseas Filipino Voting Act, and the Maintenance and Citizenship Reacquisition Act. In terms of commitment to international norms and standards regarding migrants, the Philippines is one of many countries that have ratified the UN Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children. In addition, the Philippines also has a recruitment industry, which is controlled by the Philippine Overseas Employment Authority. The Philippines holds the record for signing memorandums of understanding in the area of migration, with about 60 temporary employment agreements for Filipino citizens in other countries, of which 45 are intergovernmental. All this indicates that the Philippines has well-established legislative mechanisms for managing migration processes.

Source: Department of Labor and Employment, Philippine Government: "Reintegration Services for Foreign Filipino Workers", <https://www.dole.gov.ph/reintegration-services-for-overseas-filipinoworkers/>

When ensuring the formation and development of the legislation of the republic, one can turn to international experience. For example, one of the most important provisions of the Law of the Republic of Indonesia on the Protection of Indonesian Migrant Workers, adopted in 2017, states: "The State is under an obligation to improve the entire system of support for Indonesian migrant workers and their families in accordance with the principles of humanism and national dignity before leaving abroad, while abroad and after returning."¹³ Articles 24-28 of this Law specify various forms of "post-employment protection", and articles 39-42 define the roles and obligations of relevant government authorities, from the local to the central

¹³ The Law on the Protection of Migrant Workers of the Republic of Indonesia (No. 18/2017).

https://www.ilo.org/dyn/natlex/natlex4.detail?p_isn=109279&p_lang=en

level, to facilitate the social and economic reintegration of returned migrant workers. The law, in addition, strengthens the state's policy on the comprehensive support of Indonesian migrant workers abroad, in particular, on: socio-economic and legal support for Indonesian migrant workers - before, during and after their employment; their social security; improving their skills; increase the capacity of labor authorities to provide support and reintegration policies for migrant workers.

Uzbekistan and host states should cooperate in resolving issues of facilitating the access of returning migrant workers to justice and remedies, the operation of social security rights in their home country, and resolving disputes over unpaid wages and other problems. This cooperation is also necessary in relation to migrant workers who, against their will, have become unregistered in the host country.

Bilateral agreements and memorandums of understanding should include specific commitments and provisions to support returning migrants and their reintegration.

4.2. Development and improvement of institutional, legal and organizational mechanisms for providing support and reintegration of returning migrant workers

4.2.1. Improving the system of state regulation of the processes of providing support and reintegration of returning migrant workers

The relevant state bodies, organizations and institutions of Uzbekistan should develop a comprehensive support and reintegration program for returned migrant workers and their families, including a component on the employment of returned migrants. The policy in the field of support and reintegration of returned migrant workers should effectively complement the state policy in the field of ensuring economic development, rational employment, balanced labor market, orderliness of external labor migration and targeted social protection. For these purposes, it is recommended to create a separate unit (for example, a center for support and reintegration of returning migrants) under the Agency for External Labor Migration, which will deal with the formation and implementation of state policy in the field of support and reintegration of returning migrant workers based on evidence-based approaches, taking into account progressive experience of foreign countries.

For example, the National Plan of Action for the Return and Reintegration of Migrant Workers adopted in Sri Lanka in 2015 takes a comprehensive approach to the process of developing a policy and strategy of action to support and reintegrate returning migrants: conducting a preliminary sample survey of returned migrants, pilot projects and analysis of their results; and consultations with stakeholders. This plan covers five areas:

- ensuring social reintegration of repatriates;
- ensuring the economic reintegration of repatriates;
- ensuring the physical and psychological well-being of repatriates and their families.
- civil and political empowerment of returning migrants; and
- effective management of the return and reintegration process.¹⁴

The executing agency, the Sri Lanka Foreign Employment Bureau (SLFEB), has established a separate reintegration unit to manage the implementation of the above action plan.

An important prerequisite is the establishment of a stakeholder coordination mechanism to ensure the coherence of such policies. This will require the identification of responsible ministries and departments. An interministerial working group should be established with the lead ministry or agency as coordinator. This body, if necessary, may have its own divisions at the regional and local levels.

In order to make effective management decisions based on independent consultations, the government should establish a multilateral coordination mechanism consisting of: government representatives; social partners; civil society organizations, including migrant organizations; private employment agencies; research community; media at the national, regional and local levels.

The Government of Uzbekistan should work with host states to ensure the safe and dignified return of its citizens to their homeland. Labor attachés and consular missions should work with employers and recruitment agencies to facilitate the safe and dignified return of migrant workers. Employers must facilitate the return of migrant workers after the expiration of their employment in accordance with the employment contract and the laws and regulations of the host state. Employees should not be penalized for failure by employers to obtain the necessary permits and approvals. Relevant government agencies in Uzbekistan and the public should be friendly to returned migrant workers and provide them with support services upon arrival. Returning migrant workers should be encouraged to contact the relevant local authorities to facilitate their access to support, and should be encouraged to share their knowledge and ideas with the return migrant and stakeholder community as needed.

4.2.2. Formation of a modern information and statistical database on return labor migration

¹⁴ Ministry of Foreign Employment, Government of Sri Lanka. Sub Policy and National Action Plan on Return and Reintegration of Migrant Workers (Colombo, 2015), https://www.ilo.org/colombo/whatwedo/publications/WCMS_497323/lang--en/index.htm

Policy makers in the field of streamlining external labor migration, support and reintegration of returned labor migrants, both in Uzbekistan and in host countries, should cooperate to improve the collection and analysis of data on return migration, disaggregated by age and sex, and share them by as needed. In all data collection activities, it is important to respect the privacy of migrants and to ensure the confidentiality of the collected data.

The Government of Uzbekistan (primarily labor and statistics authorities) should prioritize the development of an information database on returning migrant workers in cooperation with other concerned ministries/agencies, statistical authorities, consular services, recruitment agencies, employers, trade unions, civil society and host states. The information database should aim to include information on new skills and qualifications acquired by migrant workers in countries of destination that may be in demand by budgetary organizations or private enterprises, which is important for their employment. A mechanism for monitoring return migration should be developed jointly with the immigration authorities with the support of the statistical authorities.

Uzbekistan may seek ILO support to improve and expand the labor migration database of Uzbekistan to better capture the influx and stock of returned migrant workers in cooperation with host states.

Uzbekistan should consider supplementing statistical databases with data on the profiles, skills and competencies, experience and prospects of returned workers, obtained from periodic specialized sample surveys, to determine the range of targeted public services to support them, as well as monitor its impact on their reintegration. Both Uzbekistan and host states may consider including a block on external labor migration in their regular labor force surveys to generate the necessary information not only on migrant workers, but also on returnees. The ILO can support the efforts of Uzbekistan in this.

AELM and private recruitment agencies should be required to keep regular records of migrant workers they send to work abroad, and to monitor and report to the MELR on the safe and dignified return of these workers. The latter should periodically review the activities of recruiting agencies in this regard and make recommendations to recruiting agencies in accordance with public policy objectives.

4.2.3. Implement mechanisms for regular assessment of the needs of returned migrant workers for support and reintegration

The labor authorities of Uzbekistan should periodically assess the needs of returning migrant workers, especially at the local level. This should cover economic, social, psychosocial and health needs.

Needs assessments can be carried out on a regular basis by Uzbek embassy or consulate staff in host countries (e.g. embassy/consular staff such as labor attachés/social security specialists) and the resulting information should be forwarded to the relevant local labor authorities in Uzbekistan to provide more effective assistance to returning migrants in reintegration in their home

country. Based on a needs assessment, responsible institutions can be identified whose services are in dire need of returning migrants.

Some migrants may be returned to Uzbekistan on the basis of a medical examination in the host country. Some returnees who experience physical or mental disability/injury may initially require rehabilitation and care by health and welfare authorities and non-governmental organizations.

Those migrants who seek economic reintegration may seek access to livelihoods, need vocational training or retraining, employment or self-employment, support and advice on other issues. Employed men and women may also have different future needs and career plans, and may need assistance in developing individual career development plans.

4.3. Ensuring the socio-economic reintegration of returning migrants

The Government of Uzbekistan needs to develop a program for the employment of returned migrant workers, taking into account the competencies they received abroad and providing them with a minimum means of subsistence. This program should be developed within the framework of the New Uzbekistan Development Strategy for 2022-2026 and the national employment policy.

To this end, labor authorities should actively assess the demand for labor at the national and local levels, identify promising sectors for job creation, identify gaps in the skills of returned migrants, and provide advice on the selection of suitable jobs and their employment.

4.3.1. Improving the processes of preparing migrants for departure to work abroad

As the pre-departure phase is critical in determining the conditions of work abroad for temporary migrant workers and their readiness to return, the labor authorities of Uzbekistan and other stakeholders must ensure that the necessary conditions for their departure abroad, so that they leave at minimal cost and without incurring debt burden.

Pre-departure preparation should increase workers' awareness of the current labor market and economy, laws and regulations, customs and traditions of the host State so that migrant workers can make informed choices about working abroad. Uzbekistan, in close cooperation with host states, should organize pre-departure orientation/education programs.

Comprehensive pre-departure briefings should be organized to ensure that migrant workers are effectively prepared for their return. It should cover modules on: raising awareness of legal migration channels and learning about fair employment options; financial literacy, including money transfer and savings plans; as well as problems and opportunities for return and reintegration, relevant sources of information. Migrant workers can also be

encouraged to develop reintegration plans for their eventual return during this orientation.

4.3.2. Support during employment abroad, before and after return

The MELR of Uzbekistan should cooperate with host states, where appropriate, to ensure that migrant workers are better prepared for return, in accordance with national labor laws and relevant international legal norms.

Information and advice upon arrival must be provided by consular officers. Consular staff should arrange orientation sessions for incoming workers upon arrival. Where possible, the support of employers' organizations in host countries can be enlisted. Arrival orientation modules developed through ILO initiatives can be used in such orientations. They cover: briefings and conferences on working culture and living conditions; awareness of rights and obligations under labor laws and employment contracts, as well as other aspects of the legislation of the host country; financial awareness of wage protection, savings practices and remittances; health management; access to dispute resolution and justice; and remedies in case of disaster and crises – all while migrants are working in host states. Consular officers should keep records of workers working in their countries and, as necessary, advise them on how best to prepare for their return. They should also disseminate information about available options and return options. Uzbek coordinating agencies and public employment services should maintain close contact with consular officers to provide relevant information.

Returning migrant workers should be encouraged to enter the labor market who seek paid employment in accordance with their abilities, skills and abilities. Job fairs can be organized to match the skills of migrant workers with the needs of private sector enterprises and employers. The territorial divisions of the Chamber of Commerce and Industry of Uzbekistan can act as intermediaries in this process. Local labor authorities should consider social partnerships with private companies in recruiting returned migrant workers as part of their workforce.

4.3.3. Providing labor repatriates with access to social security (including access to health care services)

The government of Uzbekistan should provide returned migrant workers and members of their families with access to social security (including access to health care services) in accordance with existing national systems. Where possible, efforts should be made to cooperate with receiving States in reimbursing migrant workers' social security contributions made in those countries or in facilitating the transfer of these social security contributions to the country of origin. For example, this can be done in accordance with the CIS agreements on strengthening social protection, as well as by signing such agreements with other host countries.

Both host states and Uzbekistan should prioritize expanding social protection coverage for migrant workers. The obligations contained in the CIS

agreements on strengthening social protection and related documents must be observed and implemented, and, if necessary, further steps must be taken to conclude such agreements, including with respect to countries that are not members of the CIS.

4.3.4. Providing labor repatriates with opportunities for social and cultural integration in the host state

Migrant workers should be provided with basic opportunities for social integration in the host state. Because most temporary workers move without their families, it is important for them to be connected to their diaspora associations (usually made up of skilled migrant workers). Social media groups can also be formed for mutual support. Trade unions and civil society organizations can provide support to migrant workers for their better protection and integration. Consular officers play an important role in this regard. Where host states are interested in the integration of migrant workers in their country, the necessary support and assistance should also be identified/included in existing bilateral agreements and/or memorandums of understanding.

The MELR and its local offices in Uzbekistan, as well as consular services in host countries, should coordinate with other relevant stakeholders to provide information on the return process and reintegration opportunities to outgoing and potentially returning migrant workers.

4.3.5. Providing labor repatriates with legal assistance in resolving labor disputes in the host state

The settlement of disputes over unpaid wages and other claims of returning migrant workers should be supported, and the following amendment should be included in existing CIS documents: “The host state will protect the labor rights of migrant workers during repatriation, including ensuring that the host state’s applicable/relevant repatriation processes upon termination of the employment contract/work permit are followed.” Therefore, returnees and returned workers should have the legal ability to recover their wage arrears and settle other claims during or after return.

4.3.6. Taking steps to recognize and certify the professional competencies of migrants acquired abroad

The majority of migrant workers acquire professional abilities, skills and abilities at work in the host countries. As a good practice, employers and other host country organizations, whether public or private, may consider providing workers, upon completion of their employment contracts, on a

voluntary pilot basis, certificates or certificates of professional competencies, including language skills. Consular officials may work with employers and colleagues from the host state to promote this practice.

The Government of Uzbekistan should take measures to recognize and certify the competencies of migrants acquired abroad, as well as to recognize and certify prior learning using public and accredited private educational providers in accordance with the national and qualifications frameworks of the host states. Recognition of prior learning is the process of identifying, documenting, evaluating and certifying formal and non-formal learning outcomes against the standards used in formal education and training. Thus, recognition of prior learning enables returning migrant workers to gain recognition of their abilities, skills and abilities without having to go through a formal education or training program, which can facilitate their entry into the labor market. Uzbekistan can cooperate with host states to exchange information about the abilities, skills and abilities of migrant workers. Short-term training programs can be organized for migrants to prepare for the assessment of their competencies or to improve their skills. Information about such programs should be made available to returned migrants.

4.3.7. Providing returnee workers with services to train them in financial awareness and literacy, entrepreneurship and other professions

Whether they plan to be employed or self-employed, returned migrants and their families need basic training in financial awareness and literacy, entrepreneurship and other training programs. They can be organized through civil society organizations, civil society organizations and the private sector, with possible support from development partners and international organizations where needed. Public-private partnerships (local labor authorities in collaboration with local businesses) can also contribute in this area in the form of skills training, seed funding for starting your own business, and creating employment opportunities.

Host states should consider assisting employers, civil society organizations or consular officials in training skills related to return. A good practice observed in this context is the Welcome Home Program implemented in Ecuador (Insertion 4.2), under which migrant workers who wished to return were provided with one-way tickets, various seminars, language courses, and business -subsidies, special “tax holidays” and low interest loans. Non-governmental organizations could also provide training and certification for returning workers to facilitate their reintegration in their home countries.

The MELR should promote skills development, employment and entrepreneurship programs for returning migrant workers and their families. Returned workers can be provided with basic entrepreneurship training using the ILO's "Start Your Own Business" and "Expand Your Business" training modules¹⁵. They can be adapted to specific local conditions.

4.3.8. Providing repatriate entrepreneurs (employers and self-employed) with access to financing, management and technical support for their business

The Government of Uzbekistan should consider developing attractive policy options to ensure that funding is available to returning workers who wish to invest in their own businesses. Since not all returning workers may be interested in becoming entrepreneurs, it is important to provide them with options to wisely use their savings and investments in the form of attractive financial products such as term deposits, bonds and other instruments.

Insertion 4.2. Ecuador: Welcome Home program.

In search of work and a better life for their families, more than 1.5 million Ecuadorians (nearly 11% of the country's population) have migrated to Spain and the United States in search of a livelihood over the past few decades.

A diaspora of over 550,000 Ecuadorians has formed in the US. Their number increased dramatically in the 1990s after the collapse of the Ecuadorian financial system, which led to a political and economic crisis. Over 700,000 Ecuadorians migrated to Spain. It was easier for them to settle there as they did not need a visa until 2003. There, many Ecuadorians took jobs as construction workers or domestic workers.

In 2008, the economic crisis in the United States, as well as rising unemployment in Spain, made many migrants consider returning to their home country, as the lack of stable work prevented them from staying.

In order to prevent a sharp rise in unemployment, as well as to effectively use human capital, the Government of Ecuador, as part of the campaign of President Rafael Correa, launched the Welcome Home Program in 2006, aimed at facilitating the return of migrants in a "voluntary, dignified and sustainable manner." In collaboration with non-profit organizations, the program provided support and assistance in integrating in their home country to those who wish to return to Ecuador. The beneficiaries of the program also had access to one-way tickets, various seminars, language courses, as well as business subsidies, special "tax holidays" and low-interest loans. One popular measure under the Welcome Home program was the Kukayo Foundation, which provided entrepreneurs with start-up capital of up to \$50,000. In 2008, the Welcome Home program sponsored 59 projects, and in 2009 the program budget covered about 300 projects. As of 2009, about 5,000 Ecuadorian migrants from the United States have returned home thanks to this government initiative.

¹⁵ Start and Improve Your Business Programme.

<https://www.ilo.org/empent/areas/start-and-improve-your-business/lang--en/index.htm>

Source: *Coming back home: Ecuador wants immigrants in the U.S. and Spain to return.*
<http://www.livethelifeinecuador.com/coming-back-home-ecuador-wants-immigrants-u-s-spain-return/>

In particular, consideration should be given to encouraging migrant entrepreneurship and supporting enterprise development in the following ways:

- Returnees' access to existing banking services may need to be made easier, as financial institutions may be reluctant to lend to those without assets or capital. This may include government-supported microcredit schemes and the promotion of responsible microfinance lending. Returnees may also use savings and remittances to collateralize loans received from these institutions;
- Returned migrant workers who decide to start their own business may be supported in the form of business tools/kits;
- The government of Uzbekistan can encourage the creation of cooperatives that share risks and help mobilize more resources. This approach can especially benefit vulnerable migrants in reintegration;
- A business created by migrants needs constant support for its development. For this purpose, it is necessary to mobilize technical and managerial support at the local level. In this context, the tools of the ILO training modules Start Your Own Business and Expand Your Business will be useful.

4.4. Creation of conditions for successful implementation of support and reintegration programs

4.4.1. Improving the overall economic, political and social environment

Uzbekistan should promote inclusive and sustainable growth of its economy while maintaining political stability in order to create incentives to encourage the return of migrant workers and their participation in the socio-economic development of their places of permanent residence through the investment of their own accumulated funds and the transfer of skills they have acquired.

4.4.2. Building the capacity of labor authorities and social partners

The Government of the Republic should take steps to strengthen the capacity of local labor authorities to provide additional services to ensure that the

additional needs of returned migrants are met. Since reintegration programs in Uzbekistan are not yet well established, it is important to build the capacity of relevant stakeholders to provide services and conduct monitoring and evaluation of reintegration. Priority persons for training in this context are representatives of: labor authorities, both at the republican and local levels; mahallas of returned migrants; social partners; republican and local divisions of the Chamber of Commerce and Industry and other associations of private business and civil society organizations. While civil society and civil society organizations run limited programs for returning workers, their work is fragmented and small-scale due to a lack of capacity and resources. Needs assessments should be made for training in various areas and reintegration assistance, such as psychosocial care, trauma counseling, livelihood and entrepreneurship training. Given the limited resources, the focus could be on training trainers, who in turn can train others.

The assistance of competent international development partners can be sought for technical assistance in capacity building. The UN Network on Migration to Achieve the Goals of the Global Compact for Safe, Orderly and Regular Migration (Global Compact for Migration (GCM) in short) has a capacity building mechanism to help countries achieve these migration goals where reintegration is also involved. This mechanism can be studied by Uzbekistan.

4.4.3. Mobilization of resources for the reintegration of labor repatriates

The relevant authorities in Uzbekistan should take responsibility for mobilizing resources for existing or planned integrated programs to ensure the reintegration and employment of returning migrants by building partnerships with various stakeholders.

Most labor-exporting countries operate migrant welfare funds based on registration fees levied on outgoing migrant workers. Uzbekistan can also use these best practices: the funds accumulated in them can be transparently and wisely used to partially support sustainable return and reintegration programs for the benefit of all migrant workers.

Migrant workers usually transfer money to their families and communities to prepare for their return. Both host countries and Uzbekistan should work with key stakeholders, such as banks and remittance organizations, to assess whether remittance transaction costs can be reduced and to advise migrant workers on cheaper methods of remittances. At the same time, financial literacy programs for migrant workers and their families will ensure informed decisions about spending remittances.

Public-private partnerships should also be encouraged at the national, regional, district and village levels. Government agencies, financial institutions, employers, private enterprises, chambers of commerce, civil society organizations, community organizations and migrant workers can join forces to implement reintegration programs.

Reintegration efforts should be brought to the attention of international organizations, development partners, the UN Network on Migration and other international dialogue partners of Uzbekistan for the support they can provide in the form of technical assistance or funding. Reintegration should not be seen in isolation, but as part of long-term international development assistance programs for Uzbekistan, which may eventually contribute to voluntary return migration.

Under the GCM, the UN established the Startup Fund for Safe, Orderly and Regular Migration (also referred to as the Multi-Partner Trust Fund for Migration). This is expected to help secure seed funding for projects and encourage greater collaboration on well-managed migration policies. Uzbekistan can explore whether it can use it for reintegration efforts.

4.4.4. Ensuring social and cultural reintegration of labor repatriates

The Government of Uzbekistan and other stakeholders should facilitate the social and cultural reintegration of returned workers into their families, communities and society at large. Depending on the length of stay abroad, the challenges and insecurities they face, and the stigma associated with it, migrant workers may face significant difficulties in social reintegration.

Some returned migrants may face stigma and discrimination in their mahallas and families due to bad migration experiences, loss of family assets upon return due to debt, or forced return or expulsion from host countries. Migrant women may experience additional stigma when their migration is associated with possible sexual violence. These migrant workers need special counseling and psychosocial support from relevant government agencies, civil society organizations and community organizations. Returned migrants can form networks of like-minded groups for mutual support, as well as join community organizations for further support.

Returned migrants bring with them social capital in the form of contacts and networks, as well as new ideas and values through exposure to foreign environments. Therefore, they need to be encouraged to contribute to the development of the local economy and society through the use of their own social capital in the process of their reintegration.

4.4.5. Implementation, monitoring and evaluation of reintegration programs for labor repatriates

Draft reintegration programs and action plans should be widely discussed among stakeholders as well as among the general population. Program launches and action plans should be communicated through a variety of media, including press releases, television, radio and social media. Labor authorities should be encouraged to translate the text of programs and action plans into various languages for wider dissemination.

When implementing programs and action plans, the labor authorities of Uzbekistan should be open to cooperation with stakeholders, both in the republic itself and in host countries, associations of migrant workers, civil society organizations and employers' organizations.

The implementation of programs and action plans to support returning migrants and their reintegration should be coordinated with the implementation of the country's general programs in the field of employment, consistent with the norms of CIS agreements and international obligations, including within the framework of the UN 2030 Agenda for Sustainable Development and SDGs, as well as the UN GCM.

Monitoring, periodic review and evaluation of the state of implementation of programs and action plans to support returning migrants and their reintegration, based on key quantitative and qualitative indicators, should be carried out by social partners and other stakeholders. At the same time, the CIS Secretariat can also provide support and advice on monitoring and evaluation processes, since Russia and Kazakhstan are host countries for more than 90% of all labor migrants arriving from Uzbekistan.

CONCLUSION

From the review of the literature, we found that return labor migration has not been studied in depth in the framework of studies of external labor migration. In addition, many studies of return labor migration that have been conducted have focused mainly on the realities faced by developed countries, i.e. on skilled migrants or permanent migrants who return voluntarily. For developing countries, such as Uzbekistan, return labor migration is specific, since almost all returning labor migrants are able-bodied citizens with low qualifications. The study of return labor migration in Uzbekistan, conducted as part of a UNDP project, aims to fill a large gap in knowledge about this type of return labor migration.

A review of the scientific literature in the field of return labor migration of citizens with a predominantly low level of qualification revealed that there is no universal theory of return migration that would be most suitable for explaining return labor migration in Uzbekistan. It becomes clear that the most acceptable approach to explaining the processes of return labor migration in the republic is an approach based on the synthesis of the theory of new economic labor migration and the theory based on social networks, and the conclusions arising from such a synthesis. In this context, the conceptual analysis led to the conclusion that the model of return labor migration of Uzbekistan is seen as circular, in which the return of a migrant is inevitable, and this feature is a big challenge for the government of the republic in developing appropriate support and reintegration programs, which may turn out to be unsustainable, since repatriates can decide to re-migrate.

However, this does not in any way reduce the relevance of the development and implementation of reintegration programs. First, successful reintegration in the context of circular labor migration creates an alternative to repeated labor migration. This means that it could potentially break the cycle of perpetual labor migration. In addition, reintegration is a package of measures that can widely disseminate information on safe migration, which is extremely important for low-skilled migrants. Thus, reintegration can serve as a tool to reduce the rate of forced labor migration, as well as to develop the economic, social and cultural potential of returning migrant workers who want to stay in place.

A sample survey conducted as part of this study revealed that, in Uzbekistan, a labor repatriate is, in most cases, men with secondary, secondary specialized (vocational) education, aged 25 to 44, living in rural areas. It has been established that the main driving force behind external labor migration in the republic is the lack of a well-paid job at home or, in other words, the presence of a well-paid job abroad. The income received in the host country and the country of origin differ by about 2-3 times, and it is possible that the two-fold difference is a low threshold for a decision by a migrant or household to leave to work abroad, since when this threshold is lowered, the migrant does not is able to accumulate savings and make money transfers to their homeland.

The survey also revealed that the main countries of the last residence of the respondents were Russia (76%) and Kazakhstan (14.8%). About 55% of respondents indicated that the main reason for their return is family circumstances (death, illness, accident, weddings and other events concerning relatives and relatives, etc.), about 14% noted that the reason for their return is the fact that the work abroad was seasonal/temporary or their return was due to vacation. The thesis was confirmed that the deterioration of the economic situation in Russia due to the imposition of sanctions by Western countries is not a decisive factor influencing return labor migration.

Thus, the conclusion suggests itself that return migration is not due to an improvement in the socio-economic situation at home, but is forced due to family circumstances, the seasonal (temporary) nature of their work abroad and other reasons, therefore, repatriates are at risk of being unemployed or economically inactive upon return.

It was revealed that only a little less than half of the job seekers manage to find a job, and as a result, the unemployment rate among the surveyed labor repatriates in the republic turned out to be very high – it amounted to 243 out of 475 economically active respondents, i.e. 51.2% of the labor force, which indicates an extremely tense situation in the field of return external labor migration. Of those who manage to become employed, 55.2% are employees, 29.7% are self-employed, and 15.1% are employers by status in employment. The construction boom in the republic absorbs to a large extent job-seeking repatriates as a labor force, although transportation and storage, wholesale and retail trade, accommodation and food services also play a significant role in providing employment for repatriates. At the same time, the sluggish growth rates of the manufacturing industry in the labor-intensive industries of the republic, apparently, do not yet allow absorbing the remaining significant part of the unemployed repatriates.

The study also revealed that some categories of labor repatriates do not need retraining, for example, electricians and electromechanics for the repair and maintenance of electrical equipment, car drivers, obviously, do not need retraining, because, in most cases, they are looking for work precisely in their professions, but the lack of jobs does not allow them to find a job. At the same time, secondary school teachers and educational educators, industry specialists such as engineers, technicians, machine operators, etc., obviously need retraining or a new profession, since, in most cases, they are not looking for work by their professions.

The study also revealed that migration leads to an increase in human capital in the republic. A significant proportion of migrants acquire new skills and experience abroad both formally and informally. But most of these new skills in Uzbekistan are not certified when migrants return home, and are often not used because the pace and structure of jobs created and vacancies does not match the skill structure of the repatriate workforce.

Within the framework of this study, the situation of female members of the family of labor repatriates was studied separately. A sample survey revealed that return labor migration does not worsen the situation of female members of the families of labor repatriates in terms of the attitude of labor repatriates

towards them, and in some cases even positively affects the relationship of labor repatriates with women members of their families: they become more open and sociable, obviously due to positive changes in their worldview, character and behavior. At the same time, it was found that the vast majority of these women are forced to be in the status of an economically inactive family member due to the prejudices of male repatriates, who often firmly believe that women in their families should take care of the household and children.

Many repatriates, especially those who experience problems abroad, as well as those who have family-related problems, face difficulties in reintegration, because reintegration exists in fragments within the framework of the state employment policy and is not systemic. Reintegration in Uzbekistan exists in the form of separate measures and in the absence of legislation on migration, and therefore, for obvious reasons, is sporadic and insufficient. Returnees also face difficulty entering the labor market, either as self-employed (self-employed workers or entrepreneurs seeking investment opportunities) or as employees. Because of this, repatriates see no alternative other than re-migration.

Strategies and measures for the comprehensive support and reintegration of returning migrant workers should be developed even before migrants go to work, so that they are well prepared for their return after the end of the migration cycle. This serves as a preparatory stage in which migrants do their best to mobilize human, financial and social capital. Comprehensive strategies and action plans for support and reintegration should be included in the planning for the development of districts and cities, where returning migrants permanently reside.

However, migrant reintegration initiatives are not the exclusive task of the government. Non-state actors such as non-governmental organizations, international donor agencies and the private sector must work together to achieve greater impact. Collaboration between various stakeholders implementing various forms of reintegration initiatives is strongly encouraged. To ensure the full participation of returnees and their families, these reintegration initiatives need to be best implemented at the local level.

In the course of discussions on migrant reintegration issues with stakeholders, we found that reintegration initiatives were carried out not only for returnees, but also for their family members, as well as for potential migrants. This is due to the fact that in settlements where migrants live, almost all families are involved in migration in one way or another. They have migratory experience and are likely to re-migrate in the future. This conclusion once again confirms the relevance of reintegration programs in the context of circular migration.

It is necessary to develop, discuss and adopt a law on migration, and reflect in it the legal norms for the support of migrant workers. It is also important to fix in this law the rule that the reintegration of returned migrant workers is an important strategic task of the state policy of employment and social protection.

The proposed approach to developing directions for comprehensive reintegration programs stems from the three main situations faced by migrant workers from Uzbekistan upon return (Appendix 10).

The first group includes migrants who can complete their employment contract without any problems. These migrants face no difficulty in asserting their rights by any party abroad.

The second group are migrants who have become victims of physical and psychological violence. In addition, migrants may face employment-related problems with employers or insurance companies.

The third group is made up of migrants, both “successful” and victims, who have family problems in their home country. There are a significant number of cases of female migrants being rejected by society when they return pregnant or with children born from overseas relationships.

Comprehensive reintegration, including social, economic and cultural programs, should be designed to meet the specific needs of each group. Based on the analysis of the experiences and needs of returning migrants in the previous chapter, it is clear that “successful” returnees should have access to self-employment and paid employment opportunities. Self-employment begins with self-employment without hiring outsiders. However, as businesses grow, there is an opportunity to become entrepreneurs who hire paid out-of-home workers. In other words, returnees can contribute to local job creation. The contribution of repatriates to the creation of employment opportunities is possible thanks to the human, financial and social capital that repatriates receive from working abroad. This also applies to hired labor. Returnees can use various forms of capital to compete in the formal labor market.

Reintegration programs for self-employment should have at least three main components: awareness raising (since many foreign companies are interested in hiring Uzbek repatriates who have mastered their language and are familiar with their culture and work ethic), skills training, and access to finance.

The first component should aim at disseminating information related to self-employment, such as what to prepare if a repatriate wants to start a business in their home country and how to save money. An information and awareness program should be carried out prior to migration. Skills training should include business management as well as technical production. Last but not least, access to funding must be provided so that returnees can receive support from financial intermediaries at the local level.

In the meantime, reintegration into employment should begin with assistance in obtaining a certificate of language proficiency and skills. In addition, regular job fairs should be held to bring together foreign companies and repatriates.

The reintegration of victims of physical and psychological abuse and victims of human trafficking is more complex. Affected people should receive appropriate medical care in a hospital, as well as further treatment at a trauma center. These victims, as well as other migrants who face unfair

working conditions such as non-payment of wages or denial of health insurance, should also be assisted in protecting their rights from employers or insurance companies.

It is also important to solve the problem of reintegration of repatriates who have faced problems related to family and society. Programs such as counseling and mediation will help migrants reconcile and resolve these social and cultural issues.

Follow-up actions within reintegration measures ideally consist of the following: mediation for returnees with family-related problems; litigation and legal assistance for victims of abuse and those who need to assert their rights; policy advocacy aimed at improving the management of international migration. In more detail, the proposed directions of measures and actions to ensure support and reintegration of labor repatriates in the republic are given in the last chapter of this analytical report.

The implementation of programs and action plans to support returning migrants and their reintegration should be coordinated with the implementation of the country's general programs in the field of employment, consistent with the norms of CIS agreements and international obligations, including within the framework of the UN 2030 Agenda for Sustainable Development and SDGs, as well as the UN GCM.

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Appendix #1 Questionnaire for the adaptation survey of returned labor migrants at home

QUESTIONNAIRE FOR THE ADAPTATION SURVEY OF RETURNED LABOR MIGRANTS AT HOME

Hello. My name is _____. With the support of the UNDP office in Uzbekistan, we are conducting a sociological study of the issues of the current state of labor migrants who have returned to their homeland. We will be grateful if you answer some questions. The information you provide will be used to develop measures for the reintegration of returning labor migrants in their home countries. The information you provide is confidential and will be analyzed anonymously. Participation in this survey is voluntary and you can opt out. However, we hope you will agree to participate, as your experience and point of view is important to us.

Attention: at the time of the survey, the respondent (i.e., the interviewed member of the household) must have the status of a labor migrant who returned to their homeland from the beginning of 2022. In the absence of the respondent, another member of the household answers the questions on his behalf if he is able to represent the absent respondent.

Region code	
District or city code	
Area code (city=1, village=2)	
Household address	
Phone number the main representative of the household	
Mahalla code	
Household code	
Full name	
Starting time of the survey	

A. SOCIO-DEMOGRAPHIC CHARACTERISTICS (CHOOSE ONLY ONE ANSWER)

Questions	Answer options	Go to question
A1. What's your gender:		
- male	1	→A2
- female	2	→A2
A2. How old are you?		→A3
A3. Your marital status during the last 7 days:		
- I am married and live with my spouse	1	→A4
- I am in a registered marriage, but I live separately	2	→A4
- I am in an unregistered marriage (for example, on the basis of nikah or by mutual agreement)	3	→A4
- Widower, widow	4	→A4
- Officially divorced	5	→A4
- Never been married	6	→A4
A4. Your level of education:		
-primary general (primary) or do not have primary general education	1	→A5
- secondary incomplete	2	→A5
- secondary complete	3	→A5
- secondary specialized (vocational)	4	→A5
- higher	5	→A5
A5. Your relationship to the head of the family (household)		
- I am the head of the family myself	1	→A6
- husband / wife of the head of the family	2	→A6
- son / daughter of the head of the family	3	→A6
- grandson / granddaughter of the head of the family	4	→A6
- son-in-law / daughter-in-law of the head of the family	5	→A6
- brother / sister of the head of the family	6	→A6

- another degree of relationship (nephew, niece of the head of the family, etc.)	7	→A6
- mother-in-law, father-in-law, of the head of the family	8	→A6
- other	9	→A6
A6. How many people live in your household (give number)?		→A7
A7. Are you a citizen of:		
- Republic of Uzbekistan	1	→A8
- another country	2	→A8
- a stateless person	3	→A8
A8. Please indicate which group of labor migrants do you consider yourself to be?		
- a migrant who returned to his homeland for more than one year (after which he intends to go abroad to work again)	1	→A9
- a migrant who returned to his home country for less than one year or due to seasonal factors	2	→A9
- a migrant who returned to his homeland permanently	3	→A9
A9. Do you have a profession or specialty, confirmed by an appropriate certificate, diploma or another similar document?		
- yes	1	→A10
- no	2	→B1
A10. Please name your profession or specialty according to the issued diploma, certificate?		
- word description of the profession		
- profession code according to the CMPP-2020 Classifier ¹⁶		→B1

B. STAY ABROAD (CHOOSE ONLY ONE ANSWER EXCEPT B1 AND B16)

Questions	Answer options	Go to question
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¹⁶ Classifier of the main positions of employees and professions of workers (CMPP-2020). The interviewer must fix a four-digit code: during the interview, he writes down the name of the position or profession in the upper cell to answer question A10, and then, after the interview, the data processor looks for and enters the corresponding code from the CMPP-2020 classifier in the lower cell of the answer.

B1. Why did you go to work abroad (you can check several options)?		
- I needed money for a wedding, building/purchasing a house, a car, etc., so I went abroad to work.	1	→B2
- I went abroad to acquire new skills, improve my qualifications, which will be useful to me at home	2	→B2
- Due to poor infrastructure and low quality of life (frequent power outages, gas, lack of internet, poor passenger transport, limited access to drinking water, etc.) I had to go abroad to live and work there	3	→B2
- other	4	→B2
B2. When was the last time you went to work abroad ¹⁷ (day, month, year)?		→B3
- I can't answer	2	→B3
B3. Indicate the date of your last return to your homeland ¹⁸ (day, month, year)		→B4
- I can't answer	2	→B4
B4. In which country did you mainly work during your last stay abroad? (Select one answer)		
- in Russia	1	→B5
- In Kazakhstan	2	→B5
- in Ukraine	3	→B5
- in Turkey	4	→B5
- in South Korea	5	→B5
- in the UAE	6	→B5
- in another country	7	→B5
B5. Please indicate your employment status during your last stay abroad (select one answer):		

¹⁷ The interviewer must record three digits - day, month and year. The year must be recorded as a two-digit number. Please note that here it is not necessary to indicate only the number 22 as the year.

¹⁸ The interviewer must record three digits - day, month and year. The year must be recorded as a two-digit number. Since only labor migrants who returned in 2022 are interviewed, the number 22 is indicated as the year.

Employee (I was employed by an organization, institution or enterprise)	1	→B6
Self-employed (I was self-employed and I didn't hire any workers)	2	→B6
Worked as an employer (I had a business and hired workers)	3	→B7
Did not work, but was actively looking for a job and wanted to work	4	→C1
Didn't work or look for a job at all because I studied (at some educational institution)	5	→C1
Didn't work or look for work at all because he was busy caring for the household or children or sick family members	6	→C1
Didn't work or look for a job at all because I'm disabled or seriously ill	7	→C1
Didn't work or look for a job at all for some other reason	8	→C1
B6. You worked ... (select one answer)		
- Under a written employment contract or work contract or under other civil law contracts in writing	1	→B8
- On the basis of an oral agreement without an employment contract	2	→B8
B7. On what conditions did your activity take place? (select one answer)		
With business registration	1	→B8
Without registering a business	2	→B8
B8. You had (select one answer):		
full time work	1	→B9
part-time work	2	→B9
B9. What was your type of employment in terms of work continuity?		
- Permanent job	1	→ B10
- Temporary job	2	→ B10
- Seasonal work	3	→ B10
- One-time work	4	→ B10
B10. What was the approximate average salary per month during the last stay abroad (in terms of US dollars)		

at the average exchange rate for the period of the last stay abroad)?		
- I can answer (give the amount)		→ B11
- I can't answer	2	→ B11
B11. How much money did you send home on average per month during your last stay abroad (in terms of US dollars at the average exchange rate for the period of your last stay abroad)?		
- I can answer (give the amount)		→ B12
- I can't answer	2	→ B12
- did not send	3	→ B13
B12. Approximately what percentage of what did you send home during your last stay abroad compared to your family's total income?¹⁹		
- I can answer (give the amount)		→ B13
- I can't answer	2	→ B13
B13. Has your recent stay abroad had a positive impact on your family's financial situation (select one answer)?		
- Definitely yes	1	→ B14
- Rather yes	2	→ B14
- Probably not	3	→ B14
- Definitely no	4	→ B14
- I don't know	5	→ B14
B14. What type of occupation did you perform (in what position or in what profession did you work?)		
- word description of the profession		
- profession code according to the CMPP-2020 Classifier ²⁰		→ B15
B15. Please indicate what type of economic activity your labor activity was related to during your last stay abroad		
- give in words		

¹⁹ If the respondent finds it difficult to calculate, the interviewer should help with this.

²⁰ Classifier of the main positions of employees and professions of workers (CMPP-2020). The interviewer must fix a four-digit code: during the interview, he writes down the name of the position or profession in the upper cell to answer question B15, and then, after the interview, the data processor looks for and enters the corresponding code from the CMPP-2020 classifier in the lower cell of the answer.

- two-digit code of the aggregated type of business activity (CBA) ²¹		→ B16
B16. Why did you decide to return to your homeland (you can choose more than one answer)?		
- Due to the deteriorating economic situation in the host country and reduction of wages or partial/complete loss of work)	1	→ B17
- For family reasons	2	→ B17
- The socio-economic situation in the homeland has improved and you can find a good job	3	→ B17
- I came back temporarily because my job was seasonal/temporary/vacation	4	→ B17
- To complete the necessary documents	5	→ B17
- Other (specify if possible)	6	→ B17
B17. Have you heard about the “Labor-migration” program of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan?		
- yes	1	→ B18
- no	2	→ C1
B18. Are you registered in the “Labor-migration” program of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan?		
- yes	1	→ C1
- I heard about it, but there was no desire or motivation or time to register	2	→ C1
- I wanted to register but didn’t know how to do it	3	→ C1
- other	4	→ C1

²¹ The interviewer must fix a two-digit code: during the interview, he writes down the name of the type of economic activity in the upper cell to answer question B14, and then, after the interview, the data processor looks for and enters the corresponding code from the CBA classifier (Appendix to the questionnaire) in the lower cell of the answer.

C. CURRENT ECONOMIC ACTIVITY²², EMPLOYMENT²³ AND UNEMPLOYMENT (CHOOSE ONLY ONE ANSWER EXCEPT C19)

Questions	Answer options	Go to question
C1. During the past 7 days, have you done any work paid in cash or in kind, or had a profitable occupation, including various kinds of part-time work? (at least one hour per week)		
- yes	1	→C4
- no	2	→C2
C2. During the past 7 days, have you helped by working in a business owned by a family member or relative?		
- yes	1	→C4
- no	2	→C3
C3-2. During the last 7 days you have performed temporary public works in the direction of the labor authorities		
- yes	1	→C20
- no	2	→C16
C4. During the last 7 days, your main work was:		
- self-employed, in own company or own business	5	→ C5
- not hired, as a member of a production or agricultural cooperative	6	→ C5
- not hired, on an individual basis (self-employment), but not in a personal subsidiary / dekhkan farm	4	→ C5
- not hired, in personal subsidiary / dekhkan farm (including garden and garden plots)	7	→ C5
- for hire at a non-agricultural enterprise, institution, organization	1	→C7
- for hire at an agricultural enterprise (on a farm)	2	→ C7
- hired by individuals	3	→ C7
- other type	4	→ C8

²² All questions in this part of the questionnaire, unless otherwise stated, will refer to the survey week from Monday to Sunday inclusive.

²³ If you have additional work besides your main job, the following questions will be about the job that you consider to be your first or main job.

C5. On what conditions did your activity take place?		
With registration of the enterprise as a legal entity	1	→ C6
With registration as an individual entrepreneur	2	→ C6
Registration of activities in the process of registration	3	→ C6
Without registration or paperwork	4	→ C6
C6. You worked:		
- without hired workers	1	→ C8
- with hired workers	2	→ C8
C7. What type of employment did you work for?		
- Under a written labor contract, under a work contract or under other civil law contracts in written (electronic) form	1	→ C8
- On the basis of an oral agreement without paperwork	2	→ C8
C8. You had job:²⁴		
overtime (more than 40 hours per week)		
full time work week (36 to 40 hours)	1	→ C9
- part time work week (less than 36 hours)	2	→ C9
C9. What type of occupation did you perform during the last 7 days (what position or profession did you work in?)		
- verbal description of the profession		
CMPP-2020		→ C10
C10. Please tell us what type of economic activity (industry) your labor activity related to during the last 7 days?		
- give in words		
- two-digit code of the aggregated type of business activity (CBA) ²⁵		→ C11
C11. What was the type of your employment in the surveyed week in terms of job stability?		
- Permanent job	1	→ C12

²⁴ Whether you work four, five, six, or seven days a week, to answer the question, you need to calculate how many hours of work are completed.

²⁵ Given in the attachment to the questionnaire.

- Temporary job	2	→ C12
- Seasonal work	3	→ C12
- One-time work	4	→ C12
C12. How much do you earn on average per week?		
- I can answer (give the amount)		→C13
- I can't answer	2	→C13
C13. Approximately what percentage was your average monthly salary/income compared to your family's total income?²⁶		
- I can answer (give the amount)		→C14
- I can't answer	2	→C14
C14. Does the salary/income from your current job meet your and your family's needs?		
Yes, absolutely	1	→C15
I can barely make ends meet	2	→C15
No, not enough	3	→C15
I can't answer	4	→C15
C15. Your main job during the last 7 days was (i.e. the location of the main job):		
- on the territory of this region of the Republic of Uzbekistan	1	→D1
- on the territory of another region of the Republic of Uzbekistan	2	→D1
- other	3	→D1
C16. If you were offered a paid job, would you be able to start it within the next 2 weeks?		
- yes	1	→C18
- no	2	→ C17
C17. What is the main reason why you would not be able to start work within the next 2 weeks?		
- for poor health conditions	1	→ D1
- visiting daytime departments of educational institutions (university, technical school, college, training center)	2	→ D1

²⁶ If the respondent finds it difficult to calculate, the interviewer should help with this.

- housekeeping, caring for children and other family members	3	→ D1
- I was sent for training by the center for promoting employment of the population	4	→ D1
- other	5	→ D1
C18. Have you received unemployment benefits from the labor authorities in the last month?		
- yes	1	→ C19
- no	2	→ C19
C19. What type of employment are you most interested in?		
- to work for hire in an organization, institution or enterprise	1	→ C20
- establish a non-agricultural enterprise with the possibility of hiring workers	2	→ C20
- create an agricultural cooperative	3	→ C20
- create a farm enterprise	4	→ C20
- engage in individual/family business activities, be self-employed	5	→ C20
- work in a personal subsidiary / dekhkan farm	6	→ C20
- other	7	→ C20
C20. What type of occupation or position are you most interested in?		
- word description		
- position code according to the CMPP-2020 Classifier		→C21
C21. What type of economic activity (industry) does the job you are looking for belong to?		
- give in words		
- two-digit code of the aggregated type of business activity (CBA) ²⁷		→C22
C22. Would you like to learn a new profession or improve your skills by studying at any educational institution?		

²⁷ Given in the attachment to the questionnaire.

- yes	1	→ C23
- no	2	→ D1
C23. What type of profession would you like to learn or what position would you like to improve your skills?		
- word description of the profession		
- code of profession according to the CMPP-2020 Classifier		→ D1

D. OTHER QUESTIONS (CHOOSE ONLY ONE ANSWER EXCEPT D8 AND D15)

Questions	Answer options	Go to question
D1. How many children do you have under the age of 18?		
- no children under 18	1	→ D5
- indicate the number of children		→ D2
D2. How many children do you have under the age of 6?		
- indicate the number of children		→ D3
- no children under 6 years old	2	→ D5
D3. Does your family use kindergarten or nursery services?		
- yes	1	→ D5
- no	2	→ D4
D4. Why does your family not use the services of a kindergarten or nursery?		
- service charge is high	1	→ D5
- the quality of services is unsatisfactory	2	→ D5
- there is no kindergarten/nursery nearby	3	→ D5
- other	4	→ D5
D5. Does your family have their own home?		
- yes	1	→ D6
- no	2	→ D7
D6. Please indicate the size of the living area of the ²⁸housing where your family lives (in sq. m.)		→ D7
D7. After returning to your homeland, did the assistant of khokim or the chairman of the mahalla or another employee of the state body visit you		

²⁸ The living area is the sum of the areas of the living rooms.

to study your problems and needs, provide assistance in solving them, as well as improve your material, social and living conditions?		
- yes	1	→ D8
- no	2	→ D9
D8. What was the result of these meetings?		
- I was employed at an enterprise / in an organization / institution for a permanent job	1	→ D9
- I was registered with the labor authorities as unemployed and was sent to temporary paid public works	2	→ D9
- I was registered with the labor authorities as unemployed and I was assigned unemployment benefits	3	→ D9
- I was registered with the labor authorities as unemployed and I was sent to a training center for vocational training, advanced training or retraining	4	→ D9
- I was helped to become private entrepreneur/self-employed by providing me with a subsidy or soft loan	5	→ D9
- my family received child support or financial assistance	6	→ D9
- I was given land to start a gardening / vegetable growing / other business	7	→ D9
- I received a different kind of help	8	→ D9
- I didn't get any help after the meeting	9	→ D9
D9. What was the intended purpose of the money you earned abroad and sent back to your homeland (give a percentage for the entire period of your last stay abroad)?²⁹		

²⁹ The interviewer must make sure that the sum of all cost shares is 100%.

- for food and utility bills (electricity, gas, heating, water, etc.) and housing rent (if it is rented)		→ D10
- to repair a house or apartment / phased construction of a house / payment of a mortgage loan / payment of other loans and debts		→ D10
- for the treatment of patients or the improvement of family members / payment for contracts for the education of children / family members / payment for tutoring services and training courses / payment for kindergarten and nursery services		→ D10
- making expensive purchases (buying a car, ready-made housing without loans and mortgages) or holding large family events)		→ D10
- for other purposes		→ D10
- for savings (what was not spent)		→ D10
- did not send money		→ D10
D10. Do you think that a labor migrant who returned this year from abroad and who wants to open his own business or private business in Uzbekistan should first learn entrepreneurship?		
- Definitely yes	1	→ D11
- Rather yes	2	→ D11
- Probably not	3	→ D11
- Definitely no	4	→ D11
- I don't know	5	→ D11
D11. What do you think, will a labor migrant who has completed the course be able to open his own business without state support (subsidies and soft loans)?		
- Definitely yes	1	→ D12
- Rather yes	2	→ D12

- Probably not	3	→ D12
- Definitely no	4	→ D12
- I don't know	5	→ D12
D12. How do you assess the work of civil servants who are responsible for supporting labor migrants who have returned to their homeland? (Assistant of khokims, chairmen of mahallas, etc.)		
Excellent	1	→ D13
Good	2	→ D13
Satisfactorily	3	→ D13
Unsatisfactory	4	→ D13
I don't know	5	→ D13
D13. How do you think society treats girls and women who go abroad for labor migration?		
- positive attitude	1	→ the end
- negative attitude	2	→ the end
- both positive and negative attitude	3	→ the end
- I don't know	4	→ the end

The interviewer _____
(Full name) (Signature)

Survey date: _____

The survey end time: _____

Appendix to the questionnaire for the adaptation survey of returned labor migrants at home

CODE	Aggregated type of business activity on CBA
01	- agriculture, forestry and fisheries
02	- mining and quarrying
03	- manufacturing industry
04	- electricity, gas, steam and air conditioning
05	- water supply; sewerage, waste collection and disposal
06	- construction
07	- wholesale and retail trade
08	- repair of motor vehicles and motorcycles
09	- transportation and storage
10	- accommodation and food services
11	- information and communication
12	- financial and insurance activities
13	- real estate transactions
14	- professional, scientific and technical activities
15	- activities for the management and provision of ancillary services
16	- public administration and defense
17	- compulsory social security
18	- education
19	- health care and social services
20	- arts, entertainment and recreation
21	- provision of other types of services
22	- activities of households employing domestic workers and producing goods and services for their own consumption
23	- other

Appendix #2 Questionnaire for a survey on the situation of women who are not migrant workers and living in households of returned migrant workers

QUESTIONNAIRE FOR A SURVEY ON THE SITUATION OF WOMEN WHO ARE NOT MIGRANT WORKERS AND LIVING IN HOUSEHOLDS OF RETURNED MIGRANT WORKERS

Hello. My name is _____. With the support of the UNDP office in Uzbekistan, we are conducting a sociological study of the issues of the current state of labor migrants who have returned to their homeland. We will be grateful if you answer some questions. The information you provide will be used to develop measures for the reintegration of returning labor migrants in their home countries. The information you provide is confidential and will be analyzed anonymously. Participation in this survey is voluntary and you can opt out. However, we hope you will agree to participate, as your experience and point of view is important to us.

Attention: respondents (i.e. household members who participated in the interview) at the time of the survey are female family members of labor migrants who have returned to their homeland since the beginning of 2022. These women must be citizens of working age (18 years or older) who are not migrant workers. It is necessary to conduct interviews with each respondent separately (it is necessary to ensure that one is not next to the other). If the respondent is not at home, then the interview is conducted with women present at home. If no one is at home, another household is selected.

Region code	
District or city code	
Area code (city=1, village=2)	
Household address	
Phone number the main representative of the household	
Mahalla code	
Household code	
Full name	
Respondent ID	
Starting time of the survey	

A. SOCIO-DEMOGRAPHIC CHARACTERISTICS (CHOOSE ONLY ONE ANSWER)

Questions	Answer options	Go to question
A1. How old are you?		→A2

	<input type="checkbox"/>	<input type="checkbox"/>	
A2. Your marital status during the last 7 days:			
- I am married and live with my spouse	1		→A3
- I am in a registered marriage, but I live separately	2		→A3
- I am in an unregistered marriage (for example, on the basis of nikah or by mutual agreement)	3		→A3
- Widower, widow	4		→A3
- officially divorced	5		→A3
- Never been married	6		→A3
A3. Your level of education:			
-primary general (primary) or do not have primary general education	1		→A4
- secondary incomplete	2		→A4
- secondary complete	3		→A4
- secondary specialized (vocational)	4		→A4
- higher	5		→A4
A4. Your relationship to the head of the family (household)			
- I am the head of the family myself	1		→A5
- husband / wife of the head of the family	2		→A5
- son / daughter of the head of the family	3		→A5
- grandson / granddaughter of the head of the family	4		→A5
- son-in-law / daughter-in-law of the head of the family	5		→A5
- brother / sister of the head of the family	6		→A5
- another degree of relationship (nephew, niece of the head of the family, etc.)	7		→A5
- mother-in-law, father-in-law, of the head of the family	8		→A5
- other	9		→A5
A5. Do you have a profession or specialty, confirmed by an appropriate certificate, diploma or another similar document?			
- yes	1		→B1
- no	2		→B1

B. EMPLOYMENT STATUS (CHOOSE ONLY ONE ANSWER)

Questions	Answer options	Go to question
B1. Please indicate your employment status during the last 7 days (select one answer):		
Employee (I was employed by an organization, institution or enterprise)	1	→B2
Self-employed (I was self-employed and I didn't hire any workers)	2	→B2
Worked as an employer (I had a business and hired workers)	3	→B3

Did not work, but was actively looking for a job and wanted to work	4	→C1
Didn't work or look for a job at all because I studied (at some educational institution)	5	→C1
Didn't work or look for work at all because he was busy caring for the household or children or sick family members	6	→C1
Didn't work or look for a job at all because I'm disabled or seriously ill	7	→C1
Didn't work or look for a job at all for some other reason	8	→C1
B2. You worked ... (select one answer)		
- Under a written employment contract or work contract or under other civil law contracts in writing	1	→B4
- On the basis of an oral agreement without an employment contract	2	→B4
B3. On what conditions did your activity take place? (select one answer)		
With business registration	1	→B4
Without registering a business	2	→B4
B4. You had (select one answer):		
full time work	1	→B5
part-time work	2	→B5
B5. What was your type of employment in terms of work continuity?		
- Permanent job	1	→D1
- Temporary job	2	→D1
- Seasonal work	3	→D1
- One-time work	4	→D1

C. CAUSES OF UNEMPLOYMENT (CHOOSE ONLY ONE ANSWER)

Questions	Answer options	Go to question
C1. If you were offered a paid job, would you be able to start it within the next 2 weeks?		
- yes	1	→C3
- no	2	→C2
C2. What is the main reason why you would not be able to start work within the next 2 weeks?		
- for poor health conditions	1	→D1
- visiting daytime departments of educational institutions (university, technical school, college, training center)	2	→D1
- housekeeping, caring for children and other family members	3	→D1
- I was sent for training by the center for promoting employment of the population	4	→D1
- other	5	→D1
C3. Have you received unemployment benefits from the labor authorities in the last month?		

- yes	1	→ C4
- no	2	→ C4
C4. What type of employment are you most interested in?		
- to work for hire in an organization, institution or enterprise	1	→ C5
- establish a non-agricultural enterprise with the possibility of hiring workers	2	→ C5
- create an agricultural cooperative	3	→ C5
- create a farm enterprise	4	→ C5
- engage in individual/family business activities, be self-employed	5	→ C5
- work in a personal subsidiary / dekhkan farm	6	→ C5
- other	7	→ C5
C5. What type of occupation or position are you most interested in?		
- word description		
- position code according to the CMPP-2020 Classifier		→C6
C6. What type of economic activity (industry) does the job you are looking for belong to?		
- give in words		
- two-digit code of the aggregated type of business activity (CBA)	<input type="text"/> <input type="text"/>	→C7
C7. Would you like to learn a new profession or improve your skills by studying at any educational institution?		
- yes	1	→ C8
- no	2	→ D1
C8. What type of profession would you like to learn or what position would you like to improve your skills?		
- word description of the profession		
- code of profession according to the CMPP-2020 Classifier	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	→D1

D. OTHER QUESTIONS

Questions	Answer options	Go to question
D1. What do you think, how does society feel about the fact that women leave to work abroad?		
- Positively	1	→ D2
- Negatively	2	→ D2
- Both positive and negative	3	→ D2
- I don't know	4	→ D2
D2. Have you noticed the following changes in the behavior (character) of at least one member of your family who returned from abroad?		
- yes, his/her behavior, character have changed	1	→ D3
no, he/she stayed the same	2	→ the end

D3. What change was observed in the behavior (character) of at least one member of your family who left and returned from labor migration?		
- there were more positive changes	1	→ D4
- there were more negative changes	2	→ D5
- I don't know	3	→ the end
D4. Which of the following positive changes were observed in the behavior of at least one member of your family who returned from labor migration (multiple answers allowed)?		
- partially or completely abstained from drinking alcohol compared to the past	1	→ the end
- partially or completely stopped smoking cigarettes compared to the past	2	→ the end
- became less angry than before	3	→ the end
- became non-violent compared to the previous state	4	→ the end
- in comparison with the past, he became more open, talkative and accessible	5	→ the end
- I can't answer	6	→ the end
- other	7	→ the end
D5. Which of the following negative changes was observed in the behavior of at least one member of your family who returned from abroad (multiple answers are allowed)?		
- partial or total drinking of alcohol	1	→ the end
- partial or total smoking of cigarettes	2	→ the end
- became more angry, but not violent	3	→ the end
- became irritable and aggressive	4	→ the end
- became laconic, speaks little	5	→ the end
- I can't answer	6	→ the end
- other	7	→ the end

The interviewer _____
(I. name) (Signature)

Survey date: _____

The survey end time: _____

Appendix #3 Employment of labor migrants by aggregated type of business activity (according to CBA), in % of the total

Aggregated type of business activity (according to CBA)	STAY ABROAD	CURRENT ECONOMIC ACTIVITY		
		Total	of which	
			city	village
including in the context of aggregated types of economic activity:				
Agriculture, forestry and fisheries	2.7	16.3	2.2	14.0
Manufacturing industry	16.8	9.6	4.5	5.1
Water supply; sewerage, waste collection and disposal	0.2	0.0	0.0	0.0
Construction	41.2	35.4	12.9	22.5
Wholesale and retail trade	4.5	10.1	5.1	5.1
Repair of motor vehicles and motorcycles	2.0	1.1	0.6	0.6
Transportation and storage	4.6	12.9	9.6	3.4
Accommodation and food services	11.6	10.7	7.3	3.4
Compulsory social security	0.0	0.6	0.6	0.0
Activities for the management and provision of ancillary services	0.5	0.0	0.0	0.0
Public administration and defense	3.0	0.0	0.0	0.0
Education	0.2	0.6	0.0	0.6
Health care and social services	0.4	1.1	0.6	0.6
Arts, entertainment and recreation	0.2	1.7	0.6	1.1
Provision of other types of services	7.3	9.0	5.6	3.4
Activities of households employing domestic workers and producing goods and services for their own consumption	3.6	1.7	0.6	1.1
Other	1.4	1.7	1.1	0.6

Appendix #4 Unemployment among returned labor migrants by aggregated types of business activity, in % of the total number of unemployed

	Total	city	village
Total	100.0	32.1	67.9
including in the context of aggregated types of economic activity:			
Agriculture, forestry and fisheries	16.0	0	16.0
Manufacturing industry	11.9	4.5	7.4
Water supply; sewerage, waste collection and disposal	14.8	2.5	12.3
Construction	11.5	4.9	6.6
Wholesale and retail trade	2.5	1.6	0.8
Repair of motor vehicles and motorcycles	11.1	4.9	6.2
Transportation and storage	4.9	2.9	2.1
Accommodation and food services	1.2	0.0	1.2
Compulsory social security	0.8	0.4	0.4
Activities for the management and provision of ancillary services	0.4	0.0	0.4
Public administration and defense	5.3	2.5	2.9
Education	0.4	0.0	0.4
Health care and social services	3.3	0.8	2.5
Arts, entertainment and recreation	0.8	0.4	0.4
Provision of other types of services	5.3	1.6	3.7
Activities of households employing domestic workers and producing goods and services for their own consumption	0.4	0.0	0.4
Other	9.1	3.3	5.8

Appendix #5 Professional and qualification structure of unemployed repatriates with a profession or specialty (in accordance with CMPP-2020)

Name of the type of occupation, position (CMPP-2020 Code)	Total	city	village
	141	42	99
Heads of departments of components for production and use in construction (1323)	1	1	0
Specialists in the field of agriculture, forestry and fisheries (2132)	2	0	2
Engineers in production processes, quality control, scheduling, labor rationing, metrology and other similar fields (2141)	2	2	0
Industrial and civil engineers (2142)	2	0	2
Mechanical Engineers (2144)	5	2	3
Graphic and multimedia designers (2166)	2	1	1
Veterinarians (2250)	1	0	1
Dentists (2261)	2	0	2
Secondary school teachers (2330)	3	1	2
Education Methodists (2351)	12	3	9
Accounting Specialists (2411)	3	2	1
System administrators (2522)	2	0	2
Network and Database Specialists (2529)	2	0	2
Lawyers (2611)	4	1	3
Electronics Specialists (3114)	4	0	4
Chemical-technological and production specialists and technicians (3116)	1	1	0
Specialists (technical workers) in the field of science and technology, not included in other basic groups (3119)	1	0	1
Agricultural specialists and technicians (3142)	3	0	3
Laboratory paramedics of clinical diagnostic (medical) and pathoanatomical laboratories (3212)	1	0	1
Nursing support staff (3221)	3	1	2
Health and safety professionals and inspectors (3257)	1	0	1
Artistic, cultural and culinary ancillary workers not elsewhere classified (3435)	3	1	2
Data Entry Operators (4132)	4	2	2

Bank tellers and employees of similar activities (4211)	1	0	1
Accounting operations and accounting staff (4311)	8	1	7
Workers in production, industry, energy (production planning), accounting for products (4322)	1	0	1
Transport accounting workers (4323)	1	1	0
Cooks (5120)	2	1	1
Plasterers (7123)	1	0	1
Surface cleaners and painters of buildings and structures (7131)	1	0	1
Welders (7212)	5	3	2
Blacksmiths, press operators (7221)	1	1	0
Locksmiths, operators and adjusters of metalworking machines (7223)	2	1	1
Mechanics and technicians for the repair of motor vehicles (7231)	10	4	6
Assemblers, locksmiths and adjusters for the repair of agricultural and industrial equipment (7233)	1	0	1
Electricians involved in construction and installation work and owners of similar professions (7411)	1	0	1
Electricians and electromechanics for the repair and maintenance of electrical equipment (7412)	15	3	12
Installers and repairers of information and communication technology equipment (7422)	1	1	0
Bakers, confectioners and sugar producers (7512)	1	0	1
Fruit and vegetable processors and producers (7514)	1	0	1
Primary woodworkers (7521)	2	1	1
Weavers, embroiderers and allied workers (7533)	1	0	1
Sewing machine operators (8153)	2	2	0
Assemblers of electrical equipment and electrical products (8212)	1	0	1
Car drivers (8322)	14	3	11
Agricultural and forestry machinery drivers (8341)	1	0	1
Crane, hoist and material handling equipment operators (8343)	2	1	1
Unskilled workers engaged in manual strapping, packaging (9321)	1	1	0

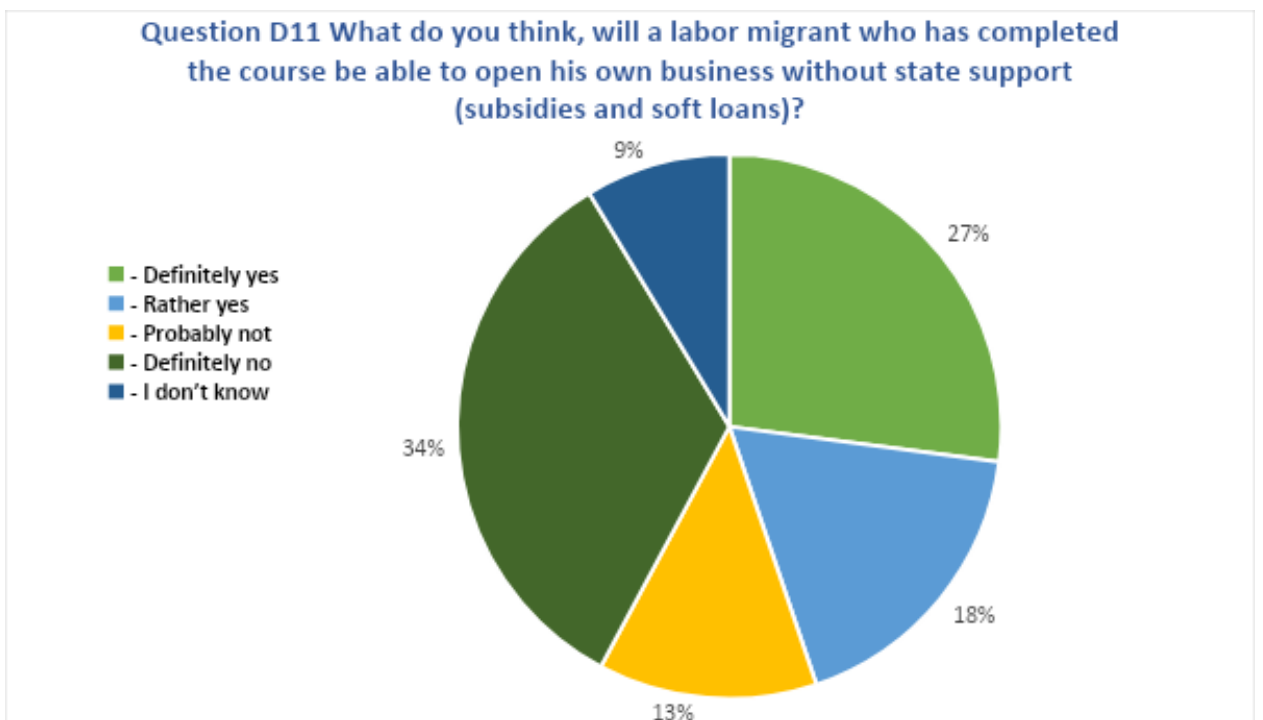
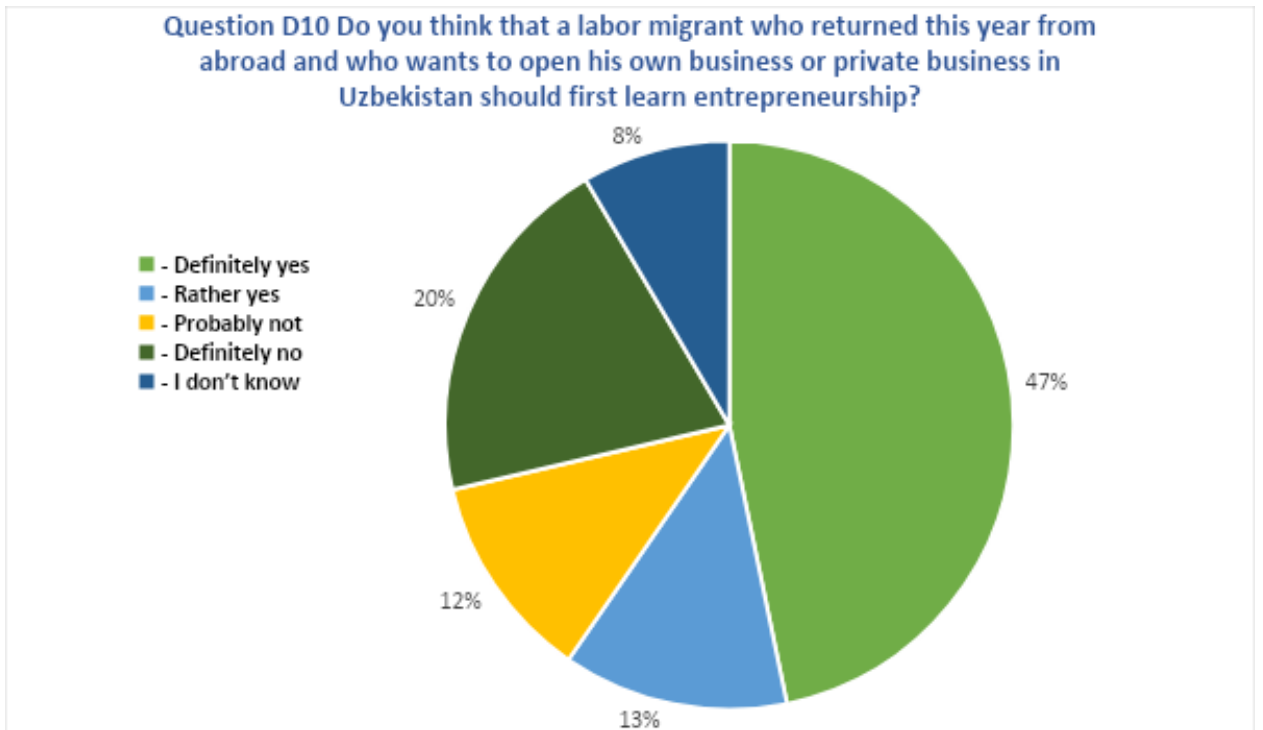
Appendix #6 Unemployment among returned labor migrants by aggregate types of desired or sought occupations, % of the total

Code CMPP-2020	Name of the type of occupation, position	Total	city		village	
			Total	Of which: aged 17-24	Total	Of which: aged 17-24
1211	Heads of structural divisions in the field of financial and economic and administrative and economic activities	1	0	0	1	1
2111	Physicists and astronomers	1	0	0	1	0
2144	Mechanical engineers	7	1	0	6	1
2149	Specialists in the field of engineering, technology, not included in other primary groups	2	0	0	2	0
2161	Architects of buildings and structures	3	0	0	3	1
2212	Medical specialists	7	1	0	6	2
2250	Veterinarians	1	0	0	1	0
2261	Dentists	1	1	0	0	0
2310	Teachers of universities and other higher educational institutions	1	0	0	1	0
2351	Specialists in teaching methodology / methodologists	1	0	0	1	0
2353	Teachers, including individual entrepreneurs, implementing educational programs for teaching a foreign language	1	0	0	1	0
2411	Accounting Specialists	4	0	0	4	0
2431	Advertising and marketing specialists	1	0	0	1	0
2529	Network and database professionals not included in other major groups	4	2	0	2	0
2611	Lawyers	2	1	0	1	0
2631	Economists	3	1	0	2	1
2633	Philosophers, historians and political scientists	1	1	0	0	0
3113	Electricians, energy specialists (technicians)	10	2	0	8	1

3119	Professionals in the field of science and technology, not included in other basic groups (technicians)	1	0	0	1	0
3142	Agricultural specialists (technicians)	4	0	0	4	1
3324	Specialists in the trading direction (brokerage services)	1	0	0	1	0
3331	Customs clearance specialists and forwarders	1	0	0	1	1
3421	Athletes	10	3	0	7	3
3432	Art decorators and design decorators	2	1	0	1	0
3435	Artistic, cultural and culinary ancillary workers not elsewhere classified	2	1	0	1	1
4120	Secretaries involved in the provision of administrative and support services	1	0	0	1	0
4211	Bank tellers and employees of similar activities	2	1	0	1	0
5120	Cooks	2	0	0	2	0
5141	Hairdressers	1	1	0	0	0
5411	Firefighters-rescuers	3	0	0	3	1
5412	Police officers	8	3	1	5	1
6121	Herdsmen	5	1	0	4	1
7119	Construction and allied workers not included in other major groups	1	0	0	1	0
7123	Plasterers	3	0	0	3	0
7126	Plumbers and allied workers	1	0	0	1	0
7212	Welders and gas cutters	8	3	1	5	2
7231	Mechanics and plumbers for the repair of motor vehicles	2	0	0	2	1
7411	Electricians involved in construction and installation work and owners of similar professions	1	0	0	1	0
7421	Electromechanics, adjusters and assemblers involved in the maintenance and repair of electronic devices	5	2	0	3	2
7513	Dairy producers	1	0	0	1	0
7533	Weavers, embroiderers and allied workers	1	1	0	0	0

8113	Well drillers and allied workers	1	0	0	1	0
8322	Car drivers	6	1	0	5	0
9321	Unskilled workers engaged in manual strapping, packaging	1	1	0	0	0
9329	Unskilled workers in manufacturing, not included in other basic headings	7	2	2	5	0
9331	Drivers of vehicles with manual and pedal control	4	4	0	0	0
9629	Unskilled workers not included in other basic groups	1	1	0	0	0

Appendix #7 The attitude of labor repatriates to state support in the field of entrepreneurship education (survey results)



Source: Charts based on sample survey of repatriate laborers in Uzbekistan.

Appendix #8 Information on the provision of advisory or other assistance by state bodies for repatriate workers

	Total	city		village	
		Total	Of which: aged 17-24	Total	Of which: aged 17-24
Total	158	44	8	114	22
Including those who were visited after returning to their homeland by assistants of khokims or the chairman of the mahalla or another employee of the state body in order to study their problems and needs, assist in their solution, as well as improve their material, social and living conditions	158	44	8	114	22
Results of these meetings: *					
- I was employed at an enterprise / in an organization / institution for a permanent job	6	1	0	5	0
- I was registered with the labor authorities as unemployed and was sent to temporary paid public works	0	0	0	0	0
- I was registered with the labor authorities as unemployed and I was assigned unemployment benefits	0	0	0	0	0
- I was registered with the labor authorities as unemployed and I was sent to a training center for vocational training, advanced training or retraining	4	1	0	3	1

- I was helped to become private entrepreneur/self-employed by providing me with a subsidy or soft loan	11	3	0	8	1
- my family received child support or financial assistance	12	1	0	11	0
- I was given land to start a gardening / vegetable growing / other business	15	1	0	14	1
- I received a different kind of help	16	3	0	13	5
- offered a job, but I myself refused	12	0	0	12	3
- I didn't get any help after the meeting	89	34	8	55	14

Appendix #9 Information about economically inactive women who are not migrant workers and living in households of returned labor migrants, people

	Including by level of education					Total
	primary general (primary) or without primary general education	secondary incomplete	secondary complete	secondary specialized (vocational)	higher	
5. Total economically inactive women	0	12	175	93	3	283
5.1. Didn't work or look for a job at all because I studied (at some educational institution)	0	0	2	3	0	5
5.2. Didn't work or look for work at all because he was busy caring for the household or children or sick family members	0	10	121	63	0	194
<i>Of them:</i>						
- aged 25 to 34	0	3	25	29	0	57
- aged 35 to 44	0	1	27	3	0	31
- aged 45 to 54	0	2	36	11	0	49
5.3. Didn't work or look for a job at all because I'm disabled or seriously ill	0	1	8	2	0	11
5.4. Didn't work or look for a job at all for some other reason	0	1	44	25	3	73

Appendix #10 Proposed scheme for ensuring the reintegration of labor repatriates

