



MAIN DIRECTIONS AND CURRENT TRENDS OF FEMALE LABOR MIGRATION

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ABOUT ARTICLE

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Abstract: This article highlights the causes and factors of female labor migration, analyzes the number and share of female labor migrants in countries around the world, and presents the main trends and modern directions of female labor migration.

AYOLLAR MEHNAT MIGRATSIYASINING ASOSIY YO'NALISHLARI VA HOZIRGI TENDENTSIYALARI

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MAQOLA HAQIDA

Kalit so'zlar: mehnat bozori, mehnat migratsiyasi, donor va retsipient davlatlar, xorijiy mehnat muhojirlari, yuqori ish haqi.

Annotatsiya: Ushbu maqolada ayollar mehnat migratsiyasining sabablari va omillari yoritilgan, dunyo mamlakatlaridagi ayol mehnat migrantlarining soni va ulushi tahlil qilingan, ayollar mehnat migratsiyasining asosiy tendentsiyalari va zamonaviy yo'nalishlari keltirilgan.

ОСНОВНЫЕ НАПРАВЛЕНИЯ И СОВРЕМЕННЫЕ ТЕНДЕНЦИИ ЖЕНСКОЙ ТРУДОВОЙ МИГРАЦИИ

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О СТАТЬЕ

Ключевые слова: рынок труда, трудовая миграция, страны-доноры и реципиенты, иностранные трудовые мигранты, высокая заработная плата.

Аннотация: В данной статье освещаются причины и факторы женской трудовой миграции, анализируется численность и доля женщин-трудовых мигрантов в странах мира, а также представлены основные тенденции и современные направления женской трудовой миграции.

INTRODUCTION

One of the modern features of international labor migration is its feminization. Structural changes in the global economy, such as the development of industries that do not require heavy physical labor, in particular the service sector, and the transformation of the employment structure, in particular, the development of the service sector, gave impetus to the formation and development of female labor migration, which has become an important part of the global labor migration. In addition to this transformation in the structure of employment, declining fertility and increasing life expectancy in developed countries are leading to an increase in the number of older people and their caregivers, an improvement in the material well-being of the population of this country, and increased participation of women in society and domestic service.

Issues of female migration are considered as an important area of research by a number of scientists and scientific researchers, such as M. Morokvasik, L. N. Dey, A. Ichduygu, S. Kastdes, M. Miller, H. Zlotnik, O. P. Kosulkolar, as well as as well as international organizations. Among scholars who have studied women's migration, Anderson, Fizatseklia and Lutzlamazkur view this process based on the Women in Development approach and believe that the expansion of women's labor migration is associated with globalization, economic development and the expansion of industries in which women work [1].

In addition to economic reasons such as unemployment, poverty, debt, homelessness and destitution, social factors such as family disputes, decisions and the desire of women and their children for education and development contribute to the development of this direction of migration. While women's labor migration creates positive opportunities for participants, such as income generation, economic challenges, and professional growth, it also creates opportunities for them to become victims of human trafficking, sexual violence, discrimination, and harassment.

At the same time, unlike men, it is more difficult for women to adapt to the host society, and then to their homeland after returning from migration, to restore their place and position in the family, to control the upbringing of children, to restore their ability to work due to the obsolescence of previous professional skills, and it is natural that issues such as pensions seriously affect their

mental and physical well-being. It is inevitable that the physical and mental health of women will lead to the spiritual ill-health of the entire family or society.

THE MAIN RESULTS AND FINDINGS

In donor countries, the number of elderly people who need care is increasing, and the birth rate is decreasing due to the development of single-parent or no parent families and the development of female labor migration. Family formation decreases, and sometimes confidence in the dignity of and respect for migrant women is reduced. This leads to the emergence of social problems with negative consequences and increased social pressure on countries to solve economic problems in these countries.

In this regard, researcher O.P. Koshulko says that although female labor migration, on the one hand, creates opportunities for women to provide quality education to their children in the short term and improve their material well-being, on the other hand, it leads to the loss of opportunities for their personal and professional growth in the long term [2]. The obsolescence of professional skills over time and the lack of investment in their development lead to a loss of human capital. Like labor migration, female migration has legal, semi-legal and illegal forms. Legal migration of women is low, allowing them to legally enter, stay and work in the recipient country under a formal contract and in safety. Illegal migration of women, which has a relatively large volume and is considered highly dangerous, is formed through short-term tourist visas or female migrants who enter the host country illegally and are forced to work legally or semi-legally. Because of this, they are often victims of discrimination, humiliation and violence. Semi-legal labor migration for women is also a large and risky route where they are often promised formal employment in the recipient country before they leave their home country, but once they cross the country's border, their identity documents are confiscated, and this leads to them becoming victims of human trafficking. The development of female labor migration is influenced by several factors. According to the analysis, 40% of labor migration sent to Russia from Kyrgyzstan, and about 20% from Tajikistan and Uzbekistan, is female labor migration [3]. At the same time, researchers note that among them the number of those who occupy a relatively high position is also increasing [4]. According to N. Richikhina, the desire to have the required level of education, climb the career ladder, have equal rights and be independent serves to increase the number of women working in international companies [5]. Scientists M. Sekach and S. Mostikov emphasized that an important role is played by psychological factors associated with women's faith in themselves and the desire to lead their lives independently [6]. Research shows that the reasons for female labor migration vary from country to country. For example, for migrant women from Tajikistan and Kyrgyzstan, such factors as earnings, starting a family and establishing a personal life, and for migrant women from Bashkortostan - education and raising children, housing, getting rid of debts, situations such as

receiving income for treatment loved ones motivates them to go to another country and work [7]. According to the results of the empirical study, 84% of respondents stated that women's labor migration has a positive impact on their lives and careers, and 62.4% of respondents stated that this process has a positive impact on recipient countries and regions. 8].As of 2021, the migrant population worldwide is 281 million, of which 48%, i.e. 135 million, are migrant women. There are 169 million labor migrants in the world, of which 41.5%, i.e. 70.1 million are women [9].1-jadval.

Table 1. 5 countries with the largest number of female migrant workers

USA	26,2 million
Germany	7,9 million
Russia	5,9 million
UK	4,9 million
France	4,4 million

source: Migration data portal// Dashboard sub-pages | Migration data portal

The level of development of countries has a significant impact on the proportion of women migrants. In particular, the share of female migrants increased from 49.6% to 49.8% in low-income countries, from 48.3% to 45.6% in middle-income countries and from 48.3% to 45. 6% in upper middle income countries. from 7% to 42.8%. 69.7% of female migrant workers work in high-income countries, 19.2% in upper-middle-income countries, 8.3% in lower-middle-income countries, and 2.8% in low-income countries. Women migrants make up 5% of all workers, 18% of whom work in high-income countries, 2.3% in high-income countries, 1.5% in low-income countries and 1.4% in low-income countries. [11].

Table 2. Share of migrant women in total employment in selected countries

Countries with high income							
<i>Africa and Arab countries</i>		<i>North and South America</i>		<i>Asia and the Pacific ocean region</i>		<i>Europe and Central Asia</i>	
Saudi Arabia	15%	Canada	52%	Parau	98%	Latvia	33%
UAE	58%	Uruguay	88%	Brunei	98%	Belgium	41%
Seychelles island.	96%	USA	95%			Malta	72%
Countries with upper middle income							
Jordan	77%	Guatamala	38%	Tailand	80%	Turkey	22%
Botswana	79%	Columbia	52%	Iran	82%	Greece	88%
Lebanon	81%	Mexico	92%	Tuvala	87%	Russia	95%
Countries with lower middle income							
Egypt	50%	Nikaragua	49%	Indonesia	90%		
Sudan	69%	Gonduras	92%	Banglades	97%		
Mauritania	88%	Bolivia	95%	Salman Islands	98%		
Countries with low income							
Burkina Faso	64%			Afghanistan	93%	Tadjikiston	99%

The Gambia	80%			Nepal	97%		
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Migrant women of this age make up 3.8% of the total population over 15 years of age in the world, and 5% of the total workforce are migrant women. Migrant women make up 63.5% of the total female labor force. Specifically, the rate is 67.8% in high-income countries, 64.8% in upper-middle-income countries, 43.1% in lower-middle-income countries and 48.7% in low-income countries. Migrant women mainly work in social sectors such as domestic services, agriculture, hospitality, health and education. For example, in Europe they work mainly in the health and social sector. In particular, there is a high proportion of female migrants in the hotel business in Spain and Greece, in the medical field in the UK, and in education in Italy.

According to Eurostat, more than 30% of highly educated female migrants in Europe aged 25-54 years have higher qualifications and are experts in STEM fields such as science, technology, mathematics and medicine [12]. The presence of experience and skills based in the knowledge economy among these migrant women increases their aspirations for vacancies in modern and large companies.

Table 3. Proportion of female migrants with higher education in selected countries

High income countries		Middle income countries		low income countries	
Italy	15%	Thailand	1%	Gambia	6%
Greece, Brunei	18%	Kiribati	7%	Gvinea	8%
Latvia, Germany	21-22%	Namibia	16%	Nepal	8%
Spain, France	28%	Montenegro	27%		
Austria, Belgium, Holland	30-33%	Maldives	30%		
Sweden, USA	39-40%				
Great Britain	46%				
Ireland	49%				

Source: Who are the women on the move? A portrait of female migrant workers//Who are the women on the move? A portrait of female migrant workers - ILOSTAT

If we pay attention to the regional distribution of working-age female migrants with higher education, we can see that their level of education is higher in high-income countries [13]. However, among women migrants in foreign countries, along with those working in the fields of medium and high qualifications, informal housewives, nannies, and elderly care workers remain completely dependent on the employer in low-skilled jobs..

Table 4. Proportion of female migrants working in the common professions, by region

Countries	The lowest indicator The highest indicator		The lowest indicator The highest indicator	
High income countries	Japan	8,1%	Saudia	74%
Middle income countries	Mongolia	2,4%	Lebanon	88%
Low income	Guinea	2%	CostaRica	45%

Migrant domestic workers make up 8-9% of the world's 196 million migrant workers. If we look at this figure among female migrants, then about 12.% of the total number of 70 million female migrants in the world, i.e. 8.45 million are migrant women domestic workers. Migrant domestic workers make up 17.2% of the 67.2 million domestic workers worldwide, i.e. 11.5 million. This shows that there is a high demand for migrants for personal and domestic services around the world.

80% of domestic workers worldwide are found in high-income countries, and they make up 66% of all migrants in these countries. 52% of all migrant domestic workers are located in Arab countries, North America and Europe. In these regions, the rapid growth of demographic aging processes is leading to an increase in the need for personal and household services for people in need of care. Specifically, 81% of domestic workers worldwide are women, and 73% of migrant domestic workers are women.

The Arab region has the highest proportion of female domestic migrant workers among the total number of migrants in the world's regions (60.8%), while the Eastern European region has the lowest (0.8%) [14]. In the Arab region, 82% of all domestic workers are migrant women. This situation represents an inextricable link between domestic workers and female migration, resulting in 6 out of 10 working women being domestic workers. Southeast Asia and East Asia are the regions where the largest number of female migrant domestic workers are sent. In particular, migrant women from the region work as domestic workers in the Middle East and European regions, as well as in newly industrialized countries.

According to statistics, there are 11.5 million domestic migrant workers in the world, and most of them are women [15]. The Middle East region is the region that most attracts female migrants from low-income countries such as Africa and Asia [16]. The fact that most of these migrant women have low qualifications and low levels of education and do not know the country where they are going to work, gives employers the chance to give them low wages, the use of overtime, the use of physical force and cruel treatment in various forms of exploitation. [17]. Compared to local workers, insufficient safe working conditions for migrant domestic workers, physical and sexual violence against them, and violations of their rights lead to physical and mental injuries for these migrant women or lifelong illnesses [18].

Table 5. Proportion of female migrants working as domestic workers among the total number of migrants in regions of the world

Region	Share of migrant women working as domestic workers among the total number of migrants %
North Africa	23,0
Sub-Saharan Africa	9,4
Latin America	35,3
North America	3,3

Southern, Northern Europe	10,6
Eastern Europe	0,8
Central and Western Asia	4,5
Arab region	60,8
EastAsia	33,4
SoutheastAsia	39,2
SouthAsia	2,8

Source : Gallotti, M. Migrant Domestic Workers across the World: Global and Regional Estimates; International Labour Organization: Geneva, Switzerland, 2015; pp. 2,3.

In particular, one of the countries that supplies a large number of female housekeepers to the Middle East is Ethiopia. According to the study, most Ethiopian women migrants who returned to work in Saudi Arabia knew that their journey was dangerous, that they suffered from food and drinking water shortages and humiliation. [19].

76% of all migrants and 99% of migrant domestic workers in Lebanon are migrant women. In 2021, the International Organization for Migration helped 344 women working in difficult conditions, it is known that 85 of them did not even know that they were going to Libya, and they were promised work in countries such as Turkey, the Persian Gulf, Europe, the United States or Canada. [20].

According to the International Labor Organization, 16.5 million of those suffering from forced labor are women. In addition to forced labor, domestic workers in Lebanon are often subject to harassment such as slavery, human trafficking, concealment of personal documents, racial discrimination and torture. Especially during the pandemic, migrant women working as domestic workers in the country are forced to choose informal migrant status, leading to an increase in cases such as being paid less than the minimum wage or not being paid at all, and also forced to do overtime. According to a study conducted by the International Labor Organization of 1,200 workers, 22.5% of female workers found that their employers locked them out during the day. In Lebanon, it is estimated that 15,000 children born to migrant domestic workers lack access to education and other public services [21].

Although remittances from migrant women to their home countries are small, the bulk of their remittances are spent on health, education, family and community development. Remittances account for 50% of all migrant remittances sent into the country, or 23% of GDP. [22].

Here it is necessary to pay attention to the fact that social transfers of women migrant workers, such as experience, knowledge, social, political and cultural norms, are more important than remittances. Because we should not forget that the knowledge, ideas, experience and technological skills of women abroad will increase their position in society and their families and lead to positive changes in the worldview of the participants in this environment. Women earn lower wages than

male migrants, but send more of their earnings than men and their transfer payments are higher. Women account for 25.8% of migrant remittances.

CONCLUSION

In conclusion, in most lower-middle-income and low-income countries, migrant women face challenges such as discrimination in the labor market, exploitation and violence at work, barriers to accessing health and education, and injustice and this continues to occur.

The percentage of women among victims of human trafficking remains high. In particular, 65% of victims of human trafficking are women, that is, 46% are adults and 19% are girls. Although the majority of adult female victims work in Europe, North America and Asia, the number of female victims is higher in the Asian region.

The above cases once again show that the problem of female labor migration remains a pressing issue on the agenda and that international and regional cooperation and it is important in preventing problems associated with this process.

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