

MIGRATION INTEGRATION: THEORETICAL BASIS AND PRACTICAL APPROACHES

<https://doi.org/10.5281/zenodo.17809028>

Mukhtorov Golib Akhror ogli

*BukhSU, Faculty of Economics and Tourism,
Department of Marketing and Management,
3rd year student of Human Resources Management*

Annotation

This article analyzes the content, main theoretical approaches and practical mechanisms of the migration integration process. The social, economic and cultural manifestations of integration, as well as the main directions of the integration policy implemented in Uzbekistan, are considered. Based on international experience, effective factors and proposals for the development of migration integration are given.

Keywords

migration, integration, adaptation, socialization, labor migration, state policy.

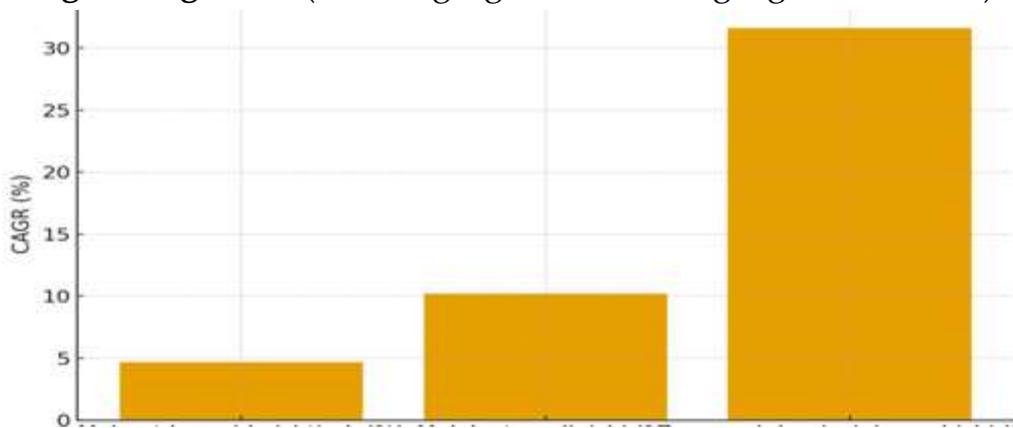
Globalization processes are leading to a rapid increase in international migration. The process of adaptation of migrants to a new society and integration into the local population - migration integration - is one of the main urgent issues facing modern states. Integration processes are manifested as an important factor in economic activity, labor flow, cultural diversity and social stability. In the Republic of Uzbekistan, in recent years, the increase in the number of citizens returning from abroad, the expansion of the legal protection of labor migrants and the social support system have made integration issues even more urgent. It differs in that it analyzes labor migration processes in social and economic integration together. While previous studies have mainly considered economic or social aspects separately, this work studies them in their interrelation. In the conditions of Uzbekistan, the economic activity of migrants after their return and their interaction with the mahalla system are analyzed for the first time in the form of a systematic model. The fact that the study presents statistical forecasts and economic growth scenarios for 2025–2030 gives an experimental novelty to the topic. The idea is proposed as a new conceptual approach to integrating returning migrants into the economy. After collecting information on migrants returning from abroad, the mahalla divides them into segments based on age, work ability, specialization, and other skills, and ensures that they are connected to local entrepreneurs, labor

exchanges, employment centers, and recruitment agencies based on their segments. An electronic “Integration Card” is created for each migrant, and their activities, place of work, and income are monitored and analyzed online.

Migration integration is a process that expands the opportunities for migrants to adapt to a new society, freely access social institutions, and participate in economic and political processes.

Its main areas are:

- **social integration** (education, medicine, access to housing);
- **economic integration** (participation in the labor market, retraining for a profession);
- **cultural integration** (language learning, adaptation to local values);
- **legal integration** (ensuring rights and raising legal awareness).



Actual values 2019–2023 + 2024 projection and experimental chart for CAGR.

The CAGR (compound annual growth rate) calculated for the period 2019–2023 was: Labor market participation: 4.66%, qualification recognition: 10.20%, income growth: 31.61%. The simple projection for 2024 (based on the average annual growth rate of recent years): Labor market participation: 69.08% (estimate), qualification recognition: 65.03% (estimate), income growth: 19.79% (estimate). Labor market participation (CAGR 4.66%): stable but moderate growth rate. This can be explained by incentives through return-to-work programs, job centers and loans to small businesses. But lower growth indicates the presence of professional adaptation, language barriers or legal barriers. Qualifications recognition (CAGR 10.20%): high growth indicates that qualification recognition systems (certification, retraining courses) are improving. This indicates that migrants are increasingly able to formalize their professional experience upon return. Income growth (CAGR 31.61%): appears to be a very rapid growth – this indicator may have started from a small base (2019: 5%). Therefore, there has been a large increase in percentages. In

practice, this is due to the employment of migrants or the increase in salaries – but nominal values (e.g. average income in UZS) should be considered.

Policy recommendations relevant to the Uzbek context are given:

1. Expanding the qualification recognition mechanism: adaptation of international certificates, rapid co validation service.
2. Strengthen language and vocational retraining programs - especially in high-demand sectors (construction, IT, healthcare).
3. Incentives for employment - subsidies for startups, microloans and tax breaks.
4. Information and monitoring system - create a single database to track the return of migrants, their professional profile and their situation in the labor market.
5. Gender and age-specific programs - flexible jobs and training for women and young people.

Several approaches are distinguished in scientific sources on migration integration:

1. Behavioral approach - considers the behavior and psychological adaptation of migrants as the main indicator (Berry, 1997).
2. Cognitive approach - considers the views, values and social identification of migrants with respect to the host society as the main factor.
3. Structural approach - integration is determined by access to structures such as the economic market, education, housing, labor and political participation (Castles & Miller, 2009).
4. Collectivized approach - emphasizes the role of Diasporas, ethnic organizations and community institutions.

Analyzing international experience, the European Union has introduced language courses, recognition of professional qualifications and social support programs within the framework of the “Integration Policy Framework”. The Russian Federation has adopted the concept of “Social Adaptation and Integration of Migrants”. There are testing, legal advice, and cultural centers for migrants. In South Korea, “Global Centers” have been opened for labor migrants. Free vocational training and language courses are offered.

The migration integration process in Uzbekistan is taken into account in the “Development Strategy of Uzbekistan for 2022–2026”, which sets out the following areas:

- support for labor migrants,
- rehabilitation of returning citizens,
- labor market integration

Practical measures:

- Activities of the “Compatriots” Foundation,
- Advisory services through migration agencies,
- Employment assistance programs for returning migrants,
- Mechanisms for recognizing the qualifications of citizens who have worked abroad.

Several factors are important for the effective organization of the migration integration process:

1. Institutional support - cooperation between government agencies and public institutions.
2. Systematic study of the needs of migrants - sociological monitoring.
3. Language training programs - the main key to integration.
4. Development of the social protection system - housing, medicine, legal assistance.
5. Special programs for women and youth - increasing their role in the integration process.

Migration integration is a multifactorial, complex and long-term process, which is closely related to state policy, social culture, labor market requirements and personal motivation of migrants. In the experience of Uzbekistan, the integration process is developing consistently. The implementation of advanced international practices, the expansion of social services in the field of migration and the raising of legal awareness of migrants will ensure the effectiveness of this area.

Expected results: An average of 40-50 thousand returning migrants will be employed annually through reintegration programs will be provided. With the support of “Migrant Startup” and the mahalla, 5-6 thousand new small businesses will be established annually. Due to the recirculation of remittances sent by migrants as domestic investment, GDP will grow by 1.5-2% in 5 years. As a result of newly registered businesses, an additional 1.2-1.5 trillion soums of tax revenue is expected to be generated in the budget (annually).

The following problems can be solved with the help of the idea:

1. By 2030, the total employment rate will increase by 3-4%.
2. By 2030, at least 60-70% of returning migrants will be included in the economically active population;
3. It will directly contribute to the average annual growth of Uzbekistan's GDP by 0.4-0.6%
4. The volume of domestic market consumption and services will expand by 8-10%.

USED LITERATURE:

1. Berry, J. W. Immigration, Acculturation, and Adaptation. Applied Psychology. 1997.
2. Castles, S., Miller, M.J. The Age of Migration. 2009.
3. Decree of the President of the Republic of Uzbekistan "O Strategii razvitiya...", 2022.
4. International Organization for Migration (IOM) - Migration Integration Reports.
5. OECD. Indicators of Immigrant Integration. 2020.
6. Ravshanova N. M. "Socio-economic foundations of migration integration". - Tashkent, 2021.
1. Khayrulloevna, A. M. (2020). The substantial economic benefits of tourism. *Academy*, (3 (54)), 39-40.
2. Пирназарович, А. Х., & Ашурова, М. Х. (2015). Мехнат ресурслари ва улардан унумли фойдаланиш йўллари. *Экономика и финансы (Узбекистан)*, (11), 52-57.
3. Хайруллоева, А. М. (2025). МАМЛАКАТИМИЗ САВДО ЖАРAYONLARIDA "MYSTERY SHOPPING" USULI VA UN DAN FOYDALANISH SAMARADORLIGI. *Raqamli iqtisodiyot (Цифровая экономика)*, (11), 230-239.
4. Ashurova, M. K. (2016). Environmental problems, the impact of tourism and recreational resources. In *ПРИОРИТЕТНЫЕ НАПРАВЛЕНИЯ РАЗВИТИЯ СОВРЕМЕННОЙ НАУКИ МОЛОДЫХ УЧЁНЫХ АГРАРИЕВ* (pp. 537-539).
5. Rajabova, M. (2021). Khodzhaeva DK INNOVATIVE METHODS FOR ASSESSING THE FINANCIAL CONDITION IN FAMILY ENTERPRISES: Khodzhaeva Dilbar Khurshidovna senior lecturer of the Department of Economics of the Service Industry, BSU hodjaevadilbar@ mail. ru Rajabova Mokhichehra Abdukholikovna lecturer of the Department of Economics of the Service Sector, BSU rajabova. mokhichekha@ gmail. ru. *ЦЕНТР НАУЧНЫХ ПУБЛИКАЦИЙ (buxdu. uz)*, 8(8).
6. Saidkulova, F. F., & Rajabova, M. A. (2021). Prospective development of women's pilgrimic tourism in Uzbekistan. *Scientific reports of Bukhara State University*, 5(2), 265-276.
7. Rajabova, M. (2021). Возможности для развития рынка услуг в Бухаре. *Центр научных публикаций (buxdu. uz)*, 8(8).