



Features of the Development of Gender Labor Migration: Germany, Turkey, Tajikistan, Azerbaijan and Uzbekistan

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Abstract

Migration of the female population, being an integral part of the migratory society, undergoes qualitative changes at each stage of its development. With the advent of new technical capabilities and methods of production, means of communication, with changes in the social and geopolitical nature of the world, new trends in gender migration are emerging. They manifest themselves in various causal conditions of movements, in the geographical redistribution of the population, as well as in the decline or intensification of migration processes. Migration of the population is now characterized as a global process, covering almost all continents and countries. This article discusses the issues of gender migration and the problems of female migrants in Germany, Turkey, Tajikistan and Uzbekistan.

Keywords: *Labor Migration; Women Migrants; Uzbekistan; Turkey; Azerbaijan; Tajikistan*

Introduction

The last three decades can be characterized as a period of global gender migration. At the same time, a sharp jump in the level of gender migration flows is associated with globalization and with the economic factor. As a result of globalization, the movement of labor from the developing countries of the world to developed countries, when the labor market lacks labor supply and, as a result, the level of mutual influence and interdependence of countries increases.

Europe, especially Germany, has become one of the most important centers of attraction for Asian migrants. In the post-war period, Europe's need for foreign labor to rebuild the war-ravaged economy marked the beginning of mass migration to the region.

With the collapse of colonial empires and the increasing need for labor in Europe, migrants from the countries of the "third world" began to arrive here in large numbers. Having brought their traditions, culture, religions into European society, some of them did not show readiness and desire to integrate, preferring to live according to their own customs and laws. Also, the same thing happened in Turkey. Especially in the last 20 years, women migrants from Uzbekistan and Azerbaijan migrate to Turkey.

Materials and Methods

Literature Review. In foreign economic literature, considerable attention is paid to the theoretical and methodological aspects of studying the problems of international labor migration. Among the scientists of Uzbekistan engaged in scientific research on migration issues, the works of Ata-Mirzaev O., Maksakova L.P., Kononenko S.N., Rasuleva D., Ubaidullaeva R.A. etc.

Among the foreign scientists whose works were carefully studied during the dissertation research, one should single out such authors as A. Giddens (Giddens A.), R. Downs (Downs RM), V. Zelinsky (Zelinsky W.), D. Leider (Layder D.), E. Lee (Lee E.A.), D. Massey (Massey D.), E. G. Ravenstein (Ravenstein EG), O. Stark (Stark O.), P. Stoker (Stalker P) 3 and others.

Despite the breadth and versatility of the consideration of the problems of international gender labor migration, there are still many unresolved issues.

Methods

In the process of writing the article, the methods of analysis, synthesis, work with documents, work with information, systematization, mathematical and statistical analysis were used.

Discussion

Main Factors of Gender Labor Migration

After the oil and economic crisis in 1973-1974, European countries began to close their borders for migrants and develop programs for their return to their historical homeland. However, this policy did not bring the expected results. In addition, as a result of family reunification, the number of migrants has only increased. The 1970s were a turning point for the countries of Western Europe, temporary immigration became permanent, immigrants began to take root in new countries and form their own ethnic communities. It is worth noting that, regardless of the chosen model of integration of immigrants, in all European countries there has been a tendency towards the formation of ethnic communities and diasporas created on ethnic and/or religious grounds [2]

Initially, the so-called countries of traditional immigration - Australia, Canada, and the United States - stood out as the final destination. However, in the post-war period, the world not only increased the volume of migration, but also changed its composition: instead of Europe, the countries of Asia, Africa and Latin America became the dominant source of migrants in the world, and Europe itself began to actively receive migrants. At the turn of the 1970s and 1980s, even the countries of southern Europe, Italy, Spain and Portugal, which for many decades supplied migrants to the New World and the richer countries of northern Europe began to import workers from Africa, Asia and Eastern Europe, including the countries of the former USSR [3].

M. Piore associated the demand for immigrant labor with 4 fundamental characteristics of a modern industrial society: structural inflation, motivational problems, economic dualism, and demographics of the labor force. In our case, the problem involves economic dualism and motivational problems. Also, partly structural inflation too, in cases of an increase in the number of female workers.

According to the microeconomic model of individual choice (M. Todaro, L. Maruzhko), individual rational individuals decide to migrate based on an analysis of the costs and benefits associated

with moving. One key component is the assessment of the expected benefits of the earnings gap. International migration is understood as a form of investment in human capital. People choose the territory of relocation in such a way that they can be the most productive in the place of settlement, considering their qualifications [4]. Indeed, in low-income countries, the wage gap between unskilled and skilled workers can be on the order of 20%, while in high-income countries this gap can be 10-30 times [5].

Also, there are several factors that serve as the basis for gender migration:

1. Economic and financial issues (Salary reflects not only the conditions of supply and demand, it also conveys the status and prestige, social qualities).
2. Customs and cultures of the host country.
3. A complete change in the lifestyle of a migrant (there are cases in which migrants took citizenship and got married).
4. The psychology of migrants and the mentality of the population of the receiving countries (in cases of inflation and unequal treatment in the migrant's homeland).
5. Demographic features (in European countries, there is little birth rate, and accordingly, there are few labor forces).
6. Motivational questions. (Professional hierarchy is also important for employee motivation).

In the main part of the article, we describe in detail the above factors.

Global Migration

Female migrants comprise somewhat less than half, 135 million or 48.1 per cent, of the global international migrant stock [10]. The share of female migrants has declined from 49.4 per cent in 2000 to 48.1 per cent in 2020, whereas the proportion of male migrants grew from 50.6 per cent in 2000 to 51.9 per cent in 2020 [10]. The slightly larger presence of males in the international migrant stock is also reflected in the proportion of male migrant workers. There were more male international migrant workers, 83.7 million or 55.7 per cent, than female, 66.6 million or 44.3 per cent in 2013 [9]. In 2017, the estimated share of male migrant workers had increased to 58.4 per cent and female migrant workers had decreased to 41.6 per cent [11]. At 63.5 per cent and 48.1 per cent respectively, the labour force participation rate of migrant women was higher than that of non-migrant women in 2017. This pattern holds true in all groups of countries except low-income countries. Since 2013, the labour force participation rates of female migrants are higher than that of non-migrant women, but there is little difference in the labour force participation rates of male migrants compared to non-migrant males [9, 12].

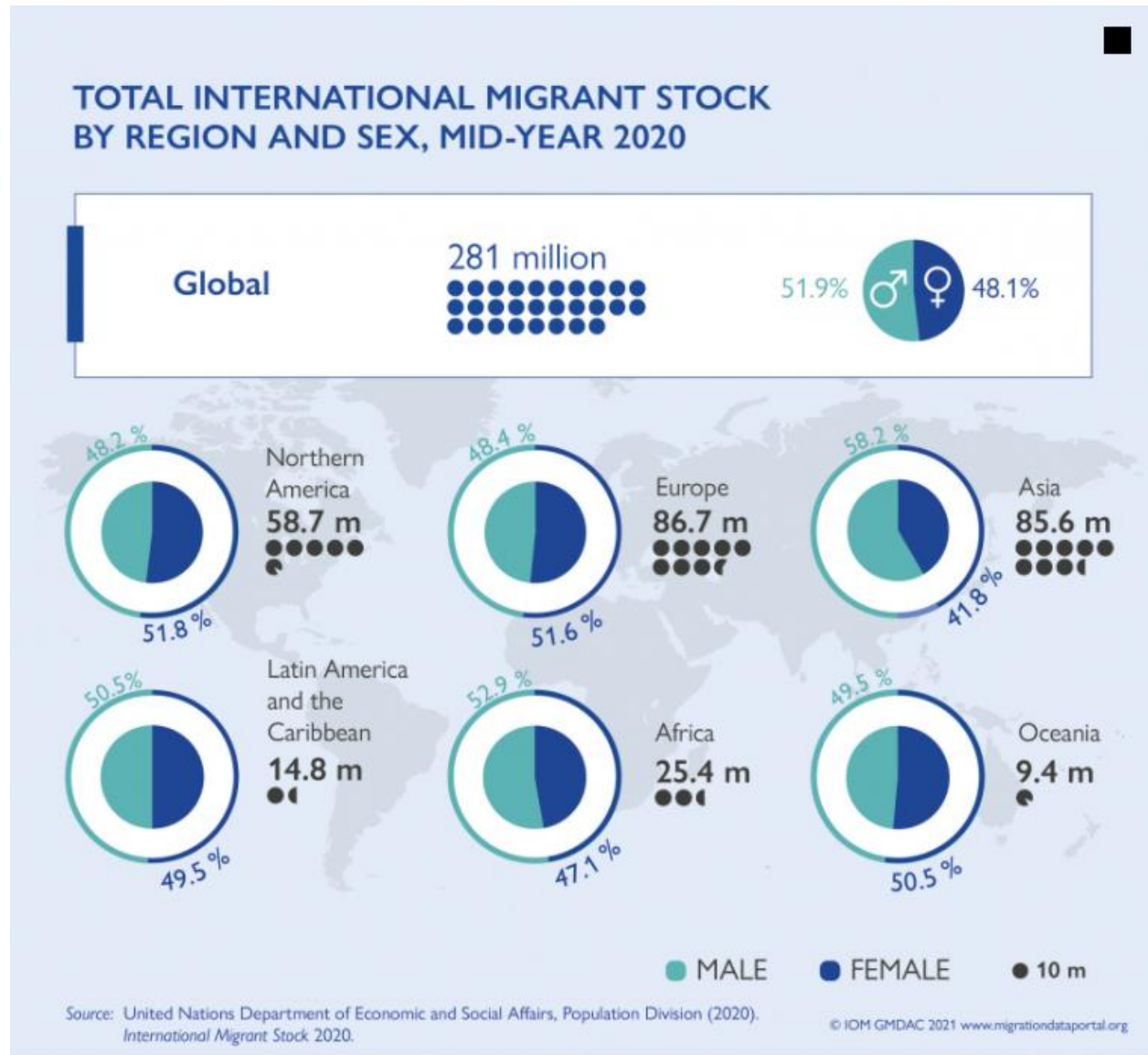


Fig.1. Total International migrant stock by region and sex, 2020

Table 1. Total population at mid-year by age and female sex and country or area, 1990 (thousands)

Major area, region, country or area of destination	Total female population at mid-year (thousands)														Total		
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69		70-74	75+
Azerbaijan	458	384	333	324	340	379	313	225	136	114	185	155	130	76	50	98	3 701
Turkey	3 243	3 238	3 065	2 812	2 477	2 215	1 983	1 726	1 343	1 118	963	932	745	529	356	548	27 291
Tajikistan	463	377	303	262	235	216	182	135	84	58	85	73	66	47	30	49	665
Uzbekistan	1 577	1 353	1 159	1 027	910	917	758	567	325	285	327	289	275	191	122	225	10 307
Germany	2 119	2 073	1 959	2 189	3 123	3 340	3 009	2 707	2 380	2 615	2 957	2 297	2 326	2 355	1 465	3 993	40 908

Table 2. Total population at mid-year by age and female sex and country or area, 2019 (thousands)

Major area, region, country or area of destination	Total female population at mid-year (thousands)														Total		
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69		70-74	75+
Azerbaijan	399	387	313	299	359	454	470	397	329	322	338	338	249	153	79	145	5 032
Turkey	3 253	3 344	3 307	3 335	3 296	3 149	3 187	3 176	2 989	2 715	2 381	2 111	1 817	1 468	1 055	1 672	42 256
Tajikistan	655	572	454	393	411	404	383	286	231	207	189	165	119	69	38	47	4 623
Uzbekistan	1 667	1 573	1 380	1 241	1 406	1 563	1 474	1 236	1 036	913	815	780	591	378	177	301	16 532
Germany	1 942	1 811	1 827	1 987	2 175	2 332	2 631	2 615	2 475	2 688	3 416	3 363	2 890	2 453	2 038	5 626	42 268

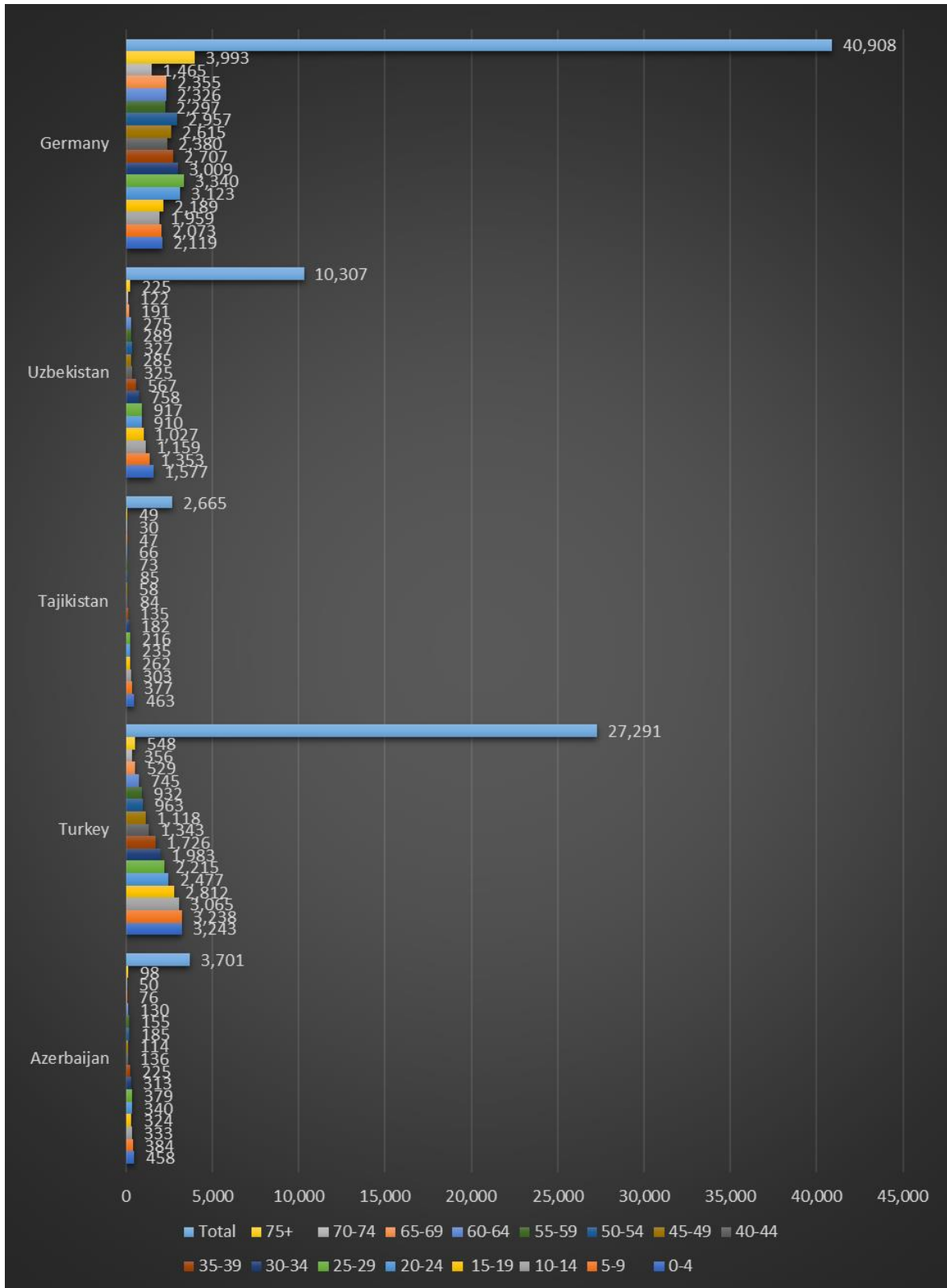


Fig.2. Total population at mid-year by age and female sex and country or area, 1990 (thousands) [1, 2]

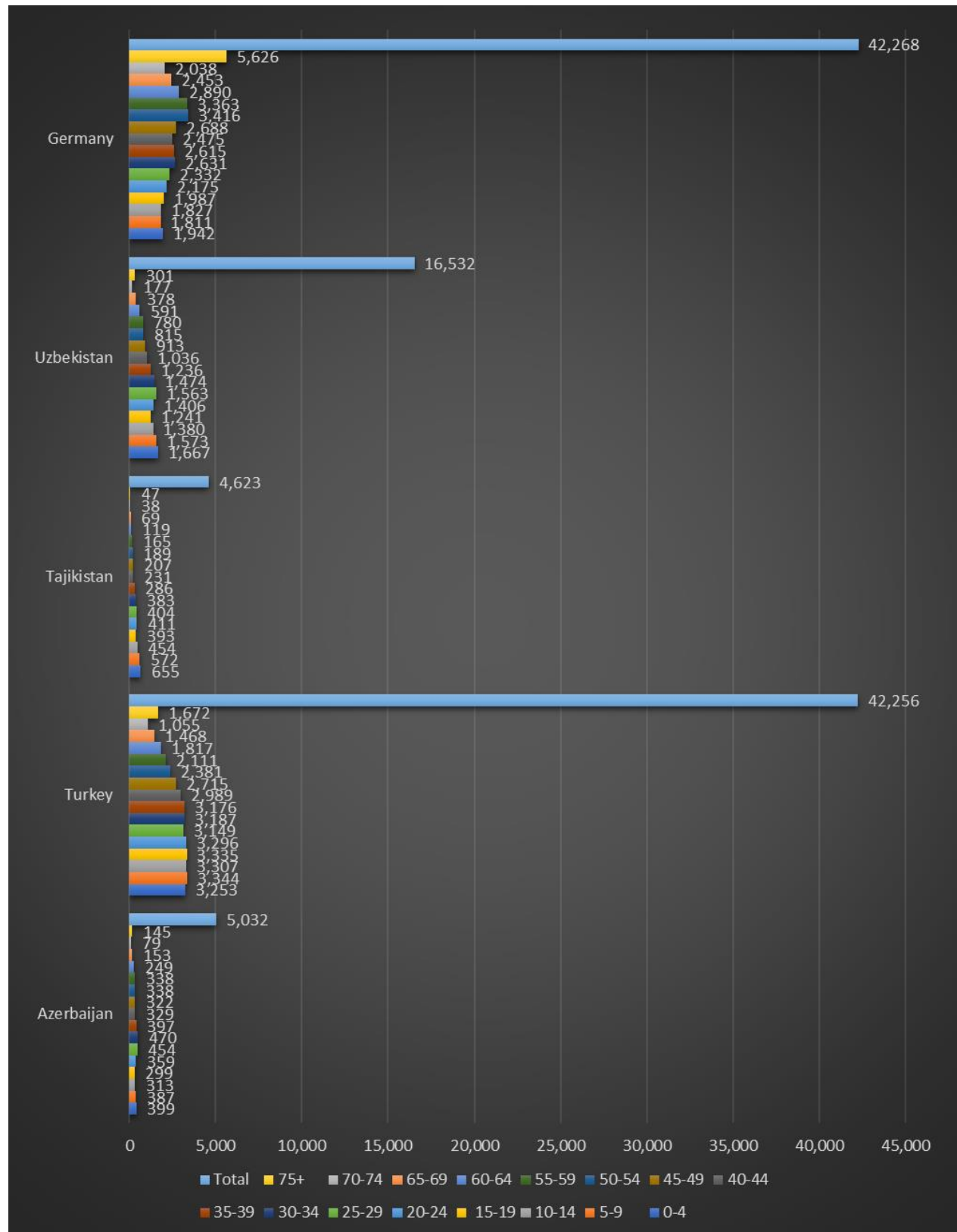


Fig.3. Total population at mid-year by age and female sex and country or area, 2019 (thousands) [1, 2]

Economic and Financial Issues

Salary reflects not only the conditions of supply and demand, it also conveys status and prestige, social qualities. People believe that wages should reflect social status. If an employer seeks to attract unskilled labor, he cannot simply raise wages, as this will break certain links between social status and remuneration. If wages increase at the bottom of the hierarchy, there will be pressure to raise wages at other levels. Wages need to be increased throughout the job hierarchy to keep them in line with social expectations, a problem known as structural inflation. Attracting local workers during a labor shortage by raising wages is costly and unprofitable for the employer, forcing him to look for profitable solutions, such as importing migrants who are willing to work for lower wages. For example, female migrants work for lower wages than Turkish women, so there is more labor force migration to Turkey from Uzbekistan. Also, Azerbaijani migrant women also work for low wages. But for Turkish women, wages in Turkey are not high enough as in Germany, respectively, they migrate to Germany.

Customs and Cultures of the Host Country

Due to different living conditions in developed and developing countries, a migrant's wages by local standards are sufficient, although he understands that he has a low status abroad. Such migrants do not see themselves as part of the host society. Women migrants from Tajikistan, Uzbekistan and Azerbaijan, although the language and some features of the mentality, and customs are similar to Turkish culture, still could not feel like a part of Turkish society. Some migrants listed the treatment and attitude of the employer towards the employee as an unequal being. Also, they listed cases unlike subordination. Still, today the issue of the integration of Muslims in European countries is becoming increasingly relevant. Some Muslims show practically no desire to integrate into what they consider to be a cultural and confessional environment alien to them.

A Complete Change in the Lifestyle of a Migrant

There are few cases when a migrant woman got married, started a family and stayed to live forever. Or there is a complete change in appearance, including the image, condition and color of the skin, face, hair, etc. A relatively large number of female migrants who returned from work shared their thoughts that life abroad greatly changes a person, including the image life.

The Psychology of Migrants and the Mentality of the Population of Host Countries

As listed above, there are examples that migrant women have completely changed themselves, their way of life and way of thinking. In this case, the horizons, the attitude towards people and life completely change. So it was observed that 78% of Uzbek women who worked abroad want to go back abroad. They show how the cause is inflation in the Motherland and unequal treatment in the family and society.

Demographic Features

In European countries, there is little birth rate, and accordingly, there are few labor forces. Also, there is a "trend" among the women of the host country that family creation is unacceptable (since free relations between men and women are not a deviation). In particular, the majority of German women believe that pregnancy and the birth of a child greatly affects the body and work process of a German woman. This is partly why the institution of marriage and family creation in European countries is greatly reduced. This is one of the reasons leading to the demographic smallness. Also, as a result, the labor force is reduced.

Motivational Questions

Occupational hierarchy is also important for the motivation of employees, because people work not only for profit, but also to accumulate and maintain their social status. Acute motivational problems arise in the lower layers of the job hierarchy, because they do not have a high status that needs to be maintained. This problem is inevitable and cannot be fixed, as it will always be at the bottom of any hierarchy. Employers want workers who view the bottom tier of jobs as a means of earning money, for whom work is only income, with no consequences for status or prestige. These are immigrants, most of whom seek the goal of earning money for specific purposes (improving the condition and well-being of the house, building a house, paying for school, buying land, purchasing consumer goods).

Conclusion

Based on the above materials, we can say the following:

Labor gender migration is a natural phenomenon of the labor market in developing countries; the penetration of the global economy into peripheral regions is a catalyst for international migration.

The international flow of labor follows the international flow of goods and capital, but in the opposite direction. Also, international migration is especially characteristic of the former metropolises of the colonial powers and their colonies, because cultural, linguistic, administrative, investment, transport and communication ties were established a long time ago and allowed the development of free competition, which led to the formation of specific transnational markets and cultural systems.

Labor gender migration is associated with the globalization of the market economy; economic and financial issues; customs and culture of the host country; a complete change in the way of life of a migrant; the psychology of migrants and the mentality of the population of the receiving countries; demographic features; motivational questions.

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