AZERBAIJAN STATE ECONOMIC UNIVERSITY

SABAH FACULTY

ECONOMY

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Bachelor’s Thesis

on

“ Revising İLO decent work strategies: Need to improve sustainability conditions for resilient societies in developing countries “

**Baku 2019**

**Abstract**

The ILO was established in 1919 under the Versailles Peace Agreement and in 1946 became a specialized body of the United Nations (UN). The principles of social justice have been established on the basis of the protection of universal human and working rights. The ILO expresses international labor standards through contracts and recommendations. These conventions and recommendations set fundamental standards for fundamental labor rights, the right to organize, collective bargaining, the elimination of forced labor, equality of opportunity, and other issues related to working life. At the same time, it provides technical assistance in areas such as vocational education and vocational rehabilitation, working policy, labor management, labor law and industrial relations, working conditions, business development, cooperatives, social security, work statistics, worker health and work security. It encourages the development of independent employers 'and workers' organizations and provides training and consultancy services to these organizations. In the United Nations, the ILO forms a tripartite structure with equal participation workers 'and employers' organizations as well as the governing bodies of the government.

**Contents**

Abstract………………………………………………………………...2 Introduction………………………………………………………………...4

CHAPTER 1. Global supply chain in ILO legal coverage6

1.1. Right-based approach to migration in labor-related matters6

1.2. Regulating migration as an instrument for formulating human capital25

CHAPTER 2. SHORTCOMINGS IN ENSURING EFFICIENT STANDARDS FOR LABOUR MIGRATION31

2.1. Failure to comply with decent work strategies and consequences of economic crisis31

2.2. Competing visions in managing global labour control and inspection 37

CHAPTER 3. ELABORATING A FUNCTIONAL RESPONSE TO SUSTAINABILITY CHALLENGES41

3.1 A more suitable landscape for promoting Sustainable Development Goals 41

3.2. The " Country Decent Work Program for 2016-2020"46

CONCLUSION………………………………………………..................49

LITERATURE…………………………………………………………..55

Introduction

With the neo-liberal policies that started to be implemented since the early 1980s, globalization and technological developments have caused many problems for employees. Undoubtedly, unemployment is one of the most important aspects of social life. On the other hand, the changing nature of production and a transnational dimension increased the presence of non-human conditions, especially in working conditions.

In particular, the increasing informal economy in developing countries, which lacked social security, increased the number of employees who were not recognized as union organization and collective bargaining, while the weak labor market regulations could not protect workers from the social risks of the work and could not prevent the increase of occupational accidents and occupational diseases. Working is one of the most basic rights and freedoms of the individual.

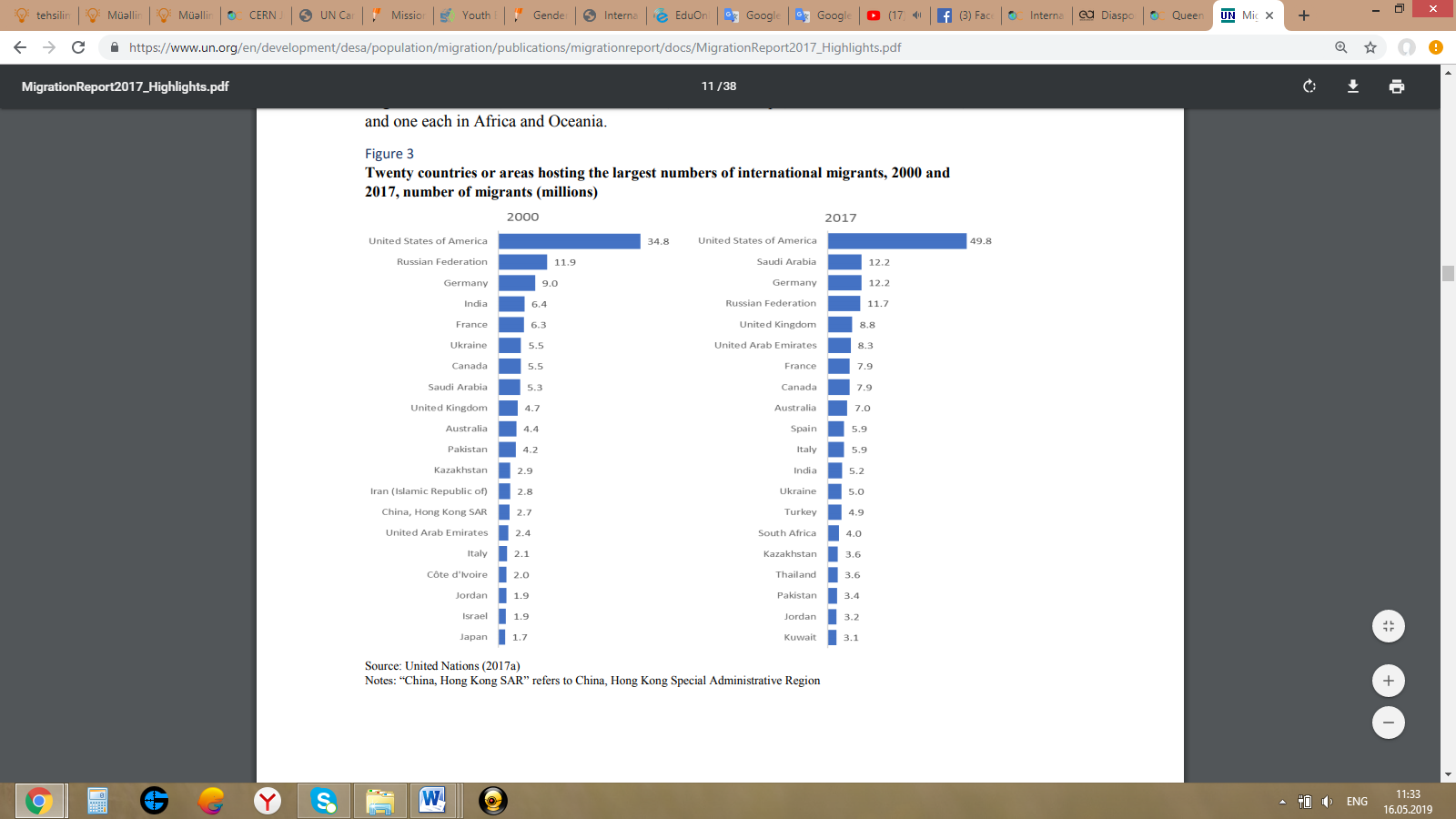
This is the individual the right to use the right in a free and equal way, as well as the humanitarian conditions. While decent work is a very new concept, it is a feasible approach for all employees without any discrimination. All employees are opposed to poor working conditions, discrimination, forced labor, child labor and the restriction of freedom of association. Participation in the economic and social regulations that are of interest to them through the social dialogue is in the desire for respect and social security, along with a wage that will allow them and their families to live humane.

The mas decent work ın, which was first introduced by the Director-General of the ILO in 1999, introduces regulations on the protection of workers and the development of working conditions within the framework of fundamental rights, employment, social security and social dialogue. As such, it would not be enough to create employment only, and that, in the framework of equality between women and men, employment is equal to all employees and is worthy of human dignity is also expected to present the working condition. In this study, the methods developed for the measurement of the concept of human beings' work will be discussed.

Especially in recent years, workers worldwide are exposed to discrimination, violence and working conditions that are unworthy of human dignity. A happy minority in the world but in developed countries is protected by legal regulations on working conditions and wages. On the other hand, in almost all countries, women are discriminated against in working life, and in some countries there is force. Approximately 250 million children between the ages of 6 and 14 are working regularly, one third of the potential three billion workforce is unemployed or under-employment, 90% of employees have insufficient social security against illness and disability and 75% of the unemployed receive no support.

* 1. ***Right-based approach to migration in labor-related matters***

There are 250 million occupational accidents per year, 160 million occupational diseases, and 1.1 million people die from occupational accidents and occupational diseases. The informal sector, representing insecurity, employee poverty and non-human working conditions, is expanding in many regions of the world. Under all these circumstances, the concept of decent work was first mentioned by ILO Director Juan Somavia at the 1999 ILO conference. Somavia emphasized that increasing opportunities for human dignity for women and men within the framework of freedom, equality, security and most importantly human rights should be among the priorities of the ILO.



The importance of the ILO so much on the subject of decent work can be considered as a product of an understanding that is sensitive to social demolitions caused by the fact that the working class, who is weakened in the face of globalization and neo-liberal policies, must be willing to work in worse conditions. In fact, the decent work was expressed in the Universal Declaration of Human Rights in 1948 as, the decent size of employment in acceptable quality.

Everyone has the right to work, they can freely choose their job and be protected against unemployment. They must receive equal pay for equal work without discrimination. Everyone who works has the right to a fair remuneration and social protection, which will enable him and his family to live a life worthy of human dignity. In the literature, decent work , social respectable work , work worthy of human dignity and alar proper work are defined as alar decent work “, employment and employment rights of individuals, occupational health and safety conditions, social security opportunities and trade unions or other rights to express themselves through representation and participation mechanisms.

According to ILO, decent work; it is the productive work where human rights are protected, with the necessary social protection, a wage is paid to live a life worthy of human dignity and equal conditions are provided.

In this way, decent work focuses on four basic strategies. These; basic rights related to working life are employment, social security and social dialogue. At this point, the basic goal is not only to create business, but also to the acceptable quality of jobs created. In this context, it is aimed not only the formal employment in the formal sector but also the decent work for all employees, including the informal sector. In this context, decent work is evaluated with the following dimensions; As a priority, it is not possible to talk about decent work without a job. This should be a productive work that provides a wage to ensure that people live happily for themselves and their families, and to ensure the competitiveness of businesses and countries in the sense of sustainable development. Secondly, work should be based on free will. Individuals cannot be forced to work or to certain types of work. In this context, compulsory labor and slave labor should not be accepted and the age and working conditions of child labor should meet the criteria set in international norms. In addition, employees should be allowed to join trade unions and similar organizations.

Third, employees should be treated fairly and equitably at work. This situation implies the prohibition of all kinds of discrimination in the workplace, non-observance of differences such as gender and race in access to work and ensuring balance of work and family life. The fifth is security. The concept of security means the protection of employees against accidents and diseases caused by the working environment and the right to financial protection, including income and pension rights that will provide them with livelihood. The last one is respect for employees who are exposed to respectable treatment in the workplace and that they are involved in the decision-making process concerning working conditions that concern them.

Migration is important because it is a factor that influences national economies and social structures of societies and has been selected as the subject of study. The historical development process of immigration phenomenon and the ways in which countries are affected from this process are examined.

The human being is a social being; in order to eliminate the need for nutrition and housing, it left the region and moved to other regions. The ongoing migration process is shaped and shaped according to the decisions of the individuals, the conditions of the environment and the time. Better living conditions, search for welfare, attractive educational opportunities, political and social pressures and natural events are the most important determinants of migration. Different sciences interpret the migration phenomenon differently. Human geography migration is tried to be explained as the spatial displacement of the masses.

The theories that attempt to explain the migration of labor, ie migration, with wage differences between the two countries, emphasize that the most important criterion in the transfer of labor is the search for welfare. The new population movements will continue to continue as long as the difference in development, wage difference and living standards between countries continues. International labor markets bring together those who supply labor and those who demand this labor from past to present.

However, the structure and composition of migration vary according to the period of migration. When we look at the post-World War II period, it is a known fact that developed countries import the labor input they need from various countries. These unskilled labor purchases made in accordance with the requirements and requirements of that period leave their place to the increasing mobility of qualified individuals who can produce and access information. Regardless of their cause and shape, external migration is a labor force with advantages and disadvantages.

It is seen that people have been in a continuous displacement activity since the first ages. Beginning to navigate in order to find food shows that migration is as old as human history. The human being engaged in hunting and gathering in the period until the time when the settled life was passed, has been a continuous migration. However, because these population movements were not carried out from a resident to another, is not included.

Domestication of some animals, the beginning of production in the agricultural sense, the recognition of the workability of the soil caused the discarding of the seeds of the settled life and then the migration events, including the concept of migration has gained quality. According to Bildirici, people who live in a certain area, for various reasons, based on a temporary or temporary residence outside the residential area is a migration. In defining migration, Gokdere did not see these displacements as sufficient and added the concept of distance between settlements to the definition of migration.

In the most general sense, immigration is the fact that people change places of residence in a relatively continuous and significant way “. The immigration phenomenon has an impact on the remodeling of cultures by creating changes in the structures of the economic, demographic, social and political institutions of both the area and the receiving country.

The phenomenon of migration is a natural reaction to the differences between countries in terms of resources, job opportunities, population growth, security and human rights. If we make a comprehensive definition after all these explanations migration is a geographic, social and cultural movement that moves from one place to another and takes a short, medium or long term return or continuous settlement by economic, political, ecological or individual reasons. ". Until the 17th century, many migratory events occurred due to their formation and reasons.

This study examines the occurrence of migration events from the 17th century to the present. According to and Abadan, migration can be examined in five stages. Stage 1: This period begins with the emergence of European states as imperialist powers and ends after the First World War. The most significant feature of the period; Countries such as England, Spain, Portugal, the Netherlands and France are colonizing new settlements in order to overcome the population surplus and the social pressure created by this surplus.

Through colonialism, many people have moved from Europe to Asia, Africa and America. Such an expansionist policy of the imperialist countries and the changing of the language, religion and lifestyle of the colonized peoples led to national identity problems. Stage 2: In the 17th and 18th centuries, the period when European merchants moved from one place to another is the workable population of the world. In the 19th century, slaves were transported from North Africa to South America, the Caribbean Islands and Brazil until the slavery disappeared. After the end of slavery, the workforce of labor continued in the form of contracted servants and workers' flows.

These individuals who are temporarily or permanently settled in Europe from various parts of the world have enough to cause the indigenous population to remain a minority. The foundation of new civilizations, societies and states has been laid due to the transport of slaves and butlers of European origin. Stage 3: The most distinctive feature of this period, which coincided with the aftermath of the First World War, was the elimination of empires and the emergence of nationalist movements of ethnic groups within the empires. After the collapse of the Habsburg and the Ottoman Empire, different nations within the borders of the Empire declared their independence. The state boundaries of the countries which have won their independence do not overlap with the boundaries of the ethnic groups they cover and efforts to homogenize the population have come to the agenda. These population exchanges between countries resulted in migration.

Micro Sociological Theory

The rate of profitability of the country to be met must exceed the costs of human capital, so that the decision is a rational decision. To put it more clearly, bunu the immigration decision is the individual and he / she calculates the environmental conditions in doing so more. In the micro-sociological theories in which masses are denied, ı the effects of individuals on return motivation, individual design, decision and cohesion behaviors and their communities and local environments are emphasized Kit. If social welfare is increased, immigration can be halted according to those who accept the theory.

Macro Sociological Theory

According to the theory, migration is a social phenomenon and social conditions and state policy are very important on migration. In addition, it is emphasized how the economies of the countries in question are affected by migration.

There are two general models in macro-sociological theory. ’The first model is the balanced growth model ı, which is the macro-economic theory of the liberal economic view and finds its social base with the’ modernization ‘approach; The second model is the, center-perimeter model son, which is the result of asymmetrical relations between developed countries and underdeveloped environmental models.

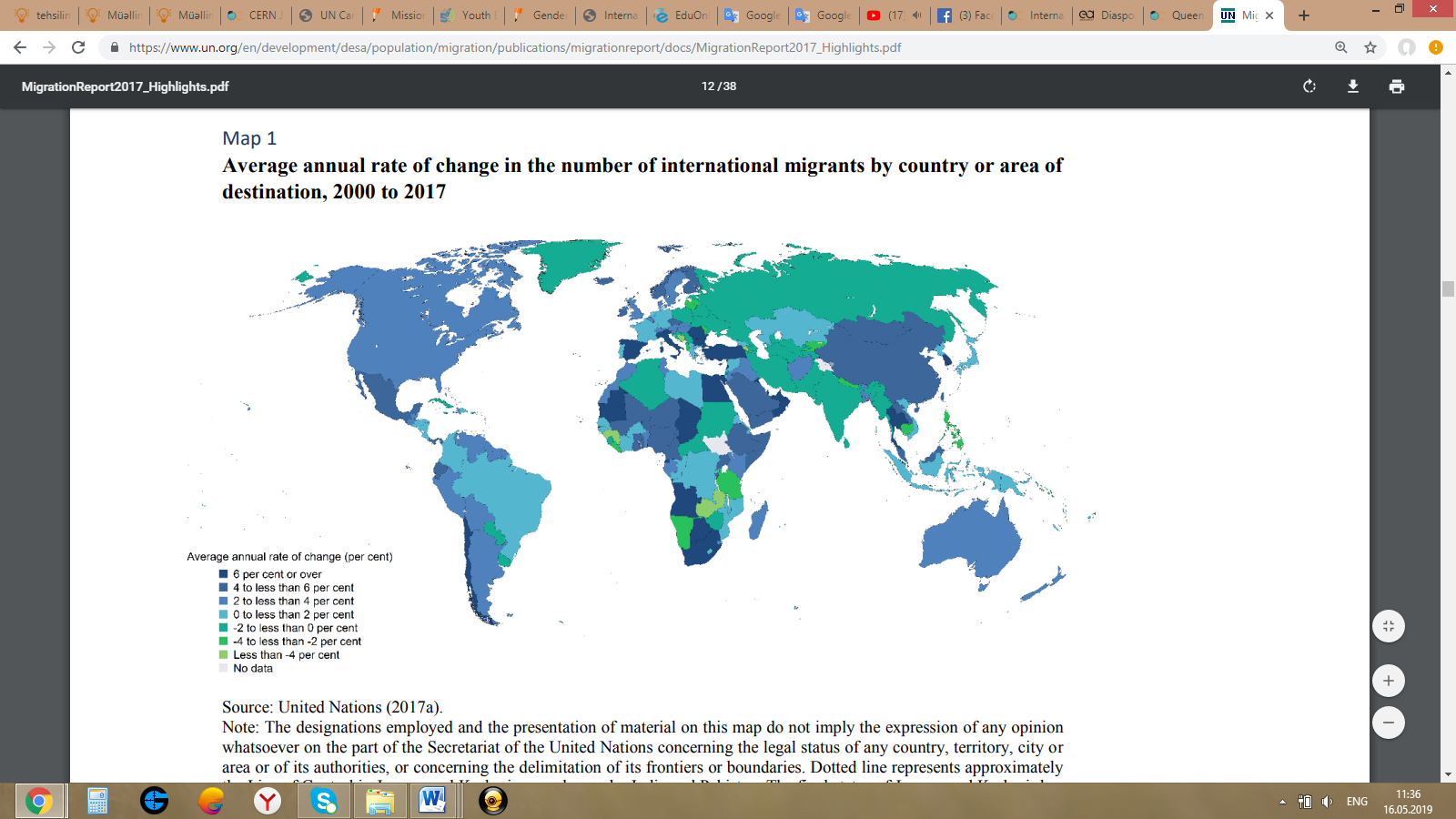
There are economic reasons at the basis of international migration according to balanced development models from large scale theories looking at population movements on a macro scale. According to the theory, between the low-wage country migrates to the high-wage country, and as a result, the wage level between the two countries begins to stabilize.

According to Abadan Unat, the reason of international migration and its internal migration is the geographical difference that arises in the field of supply and demand for labor demand. Berk acknowledges that the difference in supply and demand in labor markets is the main reason for migration. The amount of labor and capital that economies have has an impact on wage levels in the country. An economic approach means that the amount of labor is intense, meaning that the value of labor is low.

In the other case, the low labor rate means that it is scarce and therefore has a high value. According to neoclassics, these wage differences between countries are the starting point of migration. As labor shifts towards the labor markets where wages are high, wage differences between countries will be reduced and a certain point will be reset and stability will be achieved in all countries. In other words, these models see external migration as a social and economic development aid to the countries that migrate. The labor flows to developed economies are in a direction to reduce the disagreement between the countries that receive and receive immigration. The second view of Ash and Confidence is the center-environment model built on the unbalanced growth caused by inequality between countries. According to Ashbudak, what is described in the balanced development model of Neo classical economics is purely a dream product and in reality, in the labor exporting country, the opposite results.

After migration, the differences between wage and income will not decrease, but will increase. Moreover, as the central countries develop, the neighboring countries will lose their competitiveness and the dependence on central countries will increase. In this process, it will be higher than the developed countries lost in the backward countries. According to the model, which emphasizes that there will not be a balanced development within inequalities, migration international labor migration will not be a development aid given to the countries sending countries to the workers, but rather, it will assume the duty of transferring resources from the emigrant countries to the developed ones.

EFFECTS OF MIGRATION ON COUNTRIES



”International migration is an important issue and this issue has become even more important because of globalization and economic restructuring in recent years“. Individuals to leave their country, society and culture and to decide to live and work in other countries will affect both themselves and the society they belong to and the economic and social structure of the country they decide to migrate. will lead to changes. Because, ”migrations have created many kinds of new relationships among the migrants and accepting societies as well as social structure and cultural changes, and they cause radical changes in the psychology, behavior and world views of the people of both sides. Because, population flows cause differentiation in labor markets and therefore economic structure, while affecting the demographic structures of countries. Such changes are observed in both countries that are subject to migration, but the levels and forms of influence of the two countries are different. The advantages and disadvantages of migration vary according to the direction and size of migration.

In the following section, the negative effects of migration will be examined immediately after the positive effects.

Positive effects of migration

In spite of all the negativities, migration phenomenon has some features for the benefit of both countries. First, it should be emphasized how immigration and emigration countries are affected by immigration. External migration is an advantage for countries with insufficient labor supply. Because the incoming migrants increase the workable population by eliminating the labor shortages in the country and contribute to the economy of the country. Population countries' preferences for population intake will improve the economy of the country; care is taken to ensure that the population is young, workable and male.

The new labor force in the country primarily provides wage modernization in sectors with high labor force and high development and hence prevents the increase in operating costs. The companies that have cost advantage do not suffer from international competition conditions. For countries receiving migration; The existence of additional high-skilled workforce contributes to the increase of economic activities, increases entrepreneurship in high development areas, provides cooperation and information flow with the sending countries, and balances the loss of retirement with the faculty and researchers in the university.

The migration event also causes changes in the demographic structure of the countries of origin; the population varies according to the population, age and sex. Whether immigrants are involved in labor markets or their qualifications can show how the country is affected by the immigration incident. Immigrants, individuals in the category of unemployed, immigration of these individuals will not create a decrease in national income, in contrast, unemployment will decrease and per capita income will increase. Reducing the unemployment problem in this way is one of the three main factors that cause labor migration to be welcomed. The second reason is the foreign savings of individuals.

The fact that the migrants carry the savings they have made abroad during their stay in the country significantly reduces the pressure on the balance of payments and supports the financing of imports. The other positive feature of international migration is its ability to feel the long-term in the long term, and the skills learned by the workers who will come back after working abroad for a while, their work-experience (know-how) and relations and their contribution to the national economy. ”Migrant workers and trans-national entrepreneurs, who have transformed their savings into investments and transforms their investments into investments, have increased their employment and exports, and provide significant benefits both to their own countries and to the country's economy, according to Keshbaki.

This shows why labor flows are supported. According to the foreign currency sent by migrants going abroad and those who turn accelerates the modernization process in Turkey lived.

The fact that the returning citizens carry the European culture makes them the most important determinant of social change in the country. In this way, Turkish life is made open to European culture. If the migration is a brain-drain, if the situation is determined for the migrant countries; to improve the human capital with foreign education, to strengthen the bond with foreign research institutions, to provide information flow and cooperation opportunities, to give opportunity to export in technology, to develop joint communication and money transfer by improving communication with outsiders, to bring valuable business management experiences, to increase the expected return on individual education investments. positive effects will be in question.

Negative effects of migration

Besides the positive effects of the population movements mentioned above, there are some responsibilities and costs that the countries have imposed on the countries. The country demanding labor force, housing, school, road, hospital etc. social fixed capital investments. In addition to these economic costs, there may be some social and cultural adjustment problems in the receiving countries. In fact, these adaptation problems are achieved in such a way that legal arrangements are made for their solution. In addition, local workforce to achieve higher skills in some specific areas.

There is also a negative effect on local people, such as causing people to leave or not entering the best schools, or to transfer technology to foreign competitors or non-friendly countries. The most basic cost of international migration for the sending country is the removal of young and skilled workers from the labor market “. If those who decide to migrate are workers or skilled employees of the labor-exporting country, then the country to which they belong will both be folded to the cost of raising these individuals, and if the employees leave the country, the national income will fall, the social dynamism will decrease, and the development will slow down. It is the labor force that is imported from underdeveloped countries, which enables Western European countries to develop rapidly in the 1960s.

During this period, Turkey, more than 30% of the labor force was sent abroad. This rate is important in terms of decreasing the unemployment rate in the country. However, it should be kept in mind that the qualified staff in various branches of production are among those who make up this ratio. The 1960tedir1970 period of workers' remittances approaching the export revenues is seen as positive for the economy.

However, the use of such foreign exchange inputs in non-productive sectors or directing them to consumption will create inflationary effects in the economy. "Migration; it is a movement of movement that influences society with all its components such as social, cultural, economic, political, and health. It is very difficult for individuals to be accepted in the country they are visiting and to adapt to new settlements. sense of disappearance; family, land of the country, lack of status and wealth; a feeling of being thrown to one side; the complexity of looking at identity, values, roles are important factors affecting the mental health of migrants. However, those who adapt to the new settlement also have a series of social discrepancies and cultural differentiation problems. New cultures are formed by a mixture of the two communities, and especially the second and third generations are experiencing an identity crisis. Due to the high skilled workforce and the course of the students, migration also has negative effects such as loss of productive capacity, low return rate from public investments in higher education.

The current monograph is a contribution to this process. It is a comprehensive discussion of issues of labour migration in a globalizing world, and highlights ILO perspectives on labour migration, the connections between migration and development, decent work for migrant workers, the normative framework for protection of migrant rights, the governance of international labour migration, and the role of social dialogue and international cooperation.

In so doing, it brings together the elements of a rights-based approach to labour migration as identified by its constituents. It is my hope that this monograph will stimulate further discussion and debate among policy-makers, social partners, civil society, academics and the media about the role of international labour migration as a powerful force for social and economic development in the twenty-first century.

Migration is not a new phenomenon. Migration has defined humanity as it is our motivation and ability to migrate that has allowed our ancestors to escape famine, drought, pandemics, wars, and other disasters and by exploring new opportunities to populate our planet.

By adapting, innovating, and combining and contributing ideas, migrants advance societies. Migration has shaped our economies which embody the collective contribution of diverse peoples. It is no accident that the most dynamic cities are those with a relatively high share of migrants. National borders have existed for thousands of years, but it has only been about a hundred years since countries began requiring passports and implemented increasingly rigorous controls over travel.

Over this relatively recent period, one hundred new countries have been created, so there are many more borders which are increasingly visible and inviolate. The result has been not only a growing awareness of the scale of migration but also rising control. Movements that previously had been within one territory or which transcended borders now are confronted by them. At the same time, increased communication and lower transport costs, together with financial and other integration which reduces the frictions associated with travel, have reduced the costs and risks associated with migration.

Migrants Built the Modern World

Until the 1890s, migration within Europe was as great as the scale of the emigration from Europe. The ease of movement within Europe meant that rapidly industrializing centers were able to attract labor from across the continent. Britain and the Ruhr mining and heavy industrial region of Germany became magnets for employment, and, faced with labor shortages, actively sought workers from a growing distance.

It was not until the early twentieth century and the slowing of economic growth when governments began to focus on limiting migration flows. Rising nationalism reinforced this trend. Discrimination against certain groups of migrants was not invented in Europe. In 1882, the U.S. began to apply new regulations to keep out

Chinese laborers, but such laws remained the exception until the First World War and in the subsequent years the control of migrants became central to the identity of nations and an era of open borders ended.

World War Two led to the death of well over 50 million people in combat and concentration camps and the displacement of over 30 million people. As the European economy began to recover in the 1950s it experienced a growing labor shortage and the demand for migrants and for displaced people to settle increased. Mass recruitment of laborers, especially from the colonies, resulted in a mini reversal of the age of mass migration, with flows back to Europe.

In response to this post-war labor shortage, the U.K. recruited from the Caribbean, bringing migrants to the U.K. in cruise ships which had served as troop carriers, such as the Empire Windrush ship which arrived back in the U.K. in 1948 with workers from Jamaica, Trinidad, Tobago, and other islands. That the now elderly remaining migrants who have been in the U.K. for seventy years still have not received British nationality has been the subject of a recent outcry in the U.K.

The global economic downturn in the wake of the 1973-74 oil crisis slowed the recruitment of migrants to the advanced economies. At the same time higher oil prices dramatically increased demand for migrants in the Gulf region, with migrants now making up over 90 percent of the workforce in some countries.

Figure 5 depicts migration trends since 1845. As the number of people in the world has grown, so too has the absolute number of migrants. The UN estimated there were approximately 258 million migrants worldwide in 2017.

For a period of approximately a century from around 1890 the share of migrants as a proportion of the world’s population remained remarkably constant, hovering above 2 percent. Since about 1990, the end of the Cold War and the associated increase in the number of countries, together with the creation of visa-free movement within Europe, has led to a new normal range of around 3 percent of the world’s population.

Over the post-Second World War period, despite much cheaper transport and a much greater potential for travel, approximately 97 percent of the world’s population have stayed in the countries of their birth implying that about 1 in 30 people have become migrants.

The aging trend is global and will lead to a doubling in the number of people over 60 from 962 million today to over 2 billion in 2050, with median ages projected to rise from 30 to over 36, but ranging from 25 in Africa (which has a median age of 19 today) to over 45 in advanced countries. Migration will be an increasingly vital dimension of coping with this transition and easing the burden on care and social security systems. As countries age, the economic imperatives for migration are expected to become more significant, but, as we see below, there currently appears to be very little correlation. Two of the countries with the lowest fertility rates in the world — Poland (1.3 births per woman) and Hungary (1.4) — are amongst the most opposed to migration, while other low fertility countries such as Spain (1.3) and Germany (1.5) have proved more welcoming.

In recent decades, immigration has been strongly and increasingly associated with economic prosperity. More interesting, there is a growing body of evidence that diversity, and immigration, drive economic prosperity as well as reflecting it.5 In this section, we explore this recent work and present new estimates of some of the recent growth effects of migration.

We find that migration is likely to generate greater prosperity6 on an aggregate, per capita, and per worker basis, though the associated distributional effects of this may be more uneven. Among OECD countries, migrants now make up between 10 – 30 percent of the working population, in comparison to 5 percent in 1960 and 3.3 percent of the population globally. Growth since the millennium has been extensive, with total migrant stocks in the OECD increasing 20 percent, and high-skilled stocks by 70 percent, between 2001 and 2011 versus 130 percent 1999-2010.

Considering the recent growth in and newfound scale of migrant stock, the impact of migration on growth is now a ‘macro-critical’ policy issue. Recent political changes, and a darkening of the political outlook as far as migration is concerned, make understanding the growth impact of migration all the more pressing.

Our overriding conclusion is that migration is conducive to native and aggregate prosperity. In Germany and the U.K., for example, we estimate that if immigration had been frozen in 1990, the economy real GDP would have been around €155 billion and £175 billion lower respectively in 2014. In the U.S., too, migration has made a substantial contribution to recent economic growth, especially since the financial crisis. Migrant contributions to aggregate prosperity largely applies across all of the three respective distinctions above and can be put down to three main drivers.

First, the relatively young age profile of most migrants in comparison to native populations means migration often has a strong positive impact on GDP per capita, underpinning an improvement in the proportion of aggregate workers to dependents in the economy as a whole. Migrants are usually of working age. Clements et al. note the important fiscal benefits, and its importance in GDP per capita terms, of migration helping to offset the depressive impact of growing numbers of workers leaving the labor force.

Indirectly migrants, especially lower-skilled migrants, also drive greater labor force participation among natives. Second, migration contributes to improved output per worker by increasing human capital (and subsequently physical capital) levels. Rapidly growing numbers of skilled migrants have made a direct and growing contribution to higher human capital.

These advantages are contingent on skills being recognized, with short run de-skilling sometimes making it difficult to capture the benefits year on year. In addition, unskilled migrants have often made indirect contributions by increasing incentives to invest in human capital among natives. Third, there is a growing body of evidence that migration increases rates of innovation and total factor productivity growth. This is discussed in the next chapter but has especially important implications for long-term growth — with the effects at a regional level seemingly highly persistent.

Those migrants who remain in their host countries make substantial contributions. Although the world’s estimated 266 million migrants comprise only about 3.4% of the global population, they contribute more that 9% of GDP

***1.2 Regulating migration as an instrument for formulating human capital***

This article is a discussion of the discourse on the transfer of talented staff from one country to another, popularly and wrongly called brain drain alar in the literature. The focus of the article is on the reasons, size and policy options for how African governments and target countries are to manage the international migration of the qualified human capital from Africa to the developed world.

The international migration of qualified human capital is a sign of deeper problems in Africa and in developing countries in general. This article focuses on the international migration of talented human capital (IMSHC) rather than the more popular term: brain drain ”for IMSHC, including brain drain, optimal brain drain, brain waste, brain circulation, brain change, brain globalization, and brain export.

It is important to understand why people migrate to manage migration. In Papademetriou's view, the international migration of skilled human capital stems from the complex interactions of economic, political, social, cultural, linguistic and even religious forces.

However, there is a lack of equations, an environment conducive to professional autonomy in universities, research institutes and, in general, psychological factors such as workplace; and personal history, taking into account individual differences. However, the way in which these factors come together to produce a particular migration flow is largely variable and difficult to predict. Zimmermann distinguishes between “pushing” factors from their own countries and ”pulling“ them into a new or buyer ”country.

Among the first, inadequate training capacity, low living standards, technology constraints, insufficient coordination between education and the labor market and uncertainty about the future, political unrest, armed conflict, realistic manpower policies and economic instability.

For example, some countries in Africa have experienced serious civil or political conflicts in the last 15 to 20 years. These include South Africa, Zimbabwe, Mozambique, Angola, Democratic Republic of the Congo, Central African Republic, Kenya, Somalia, Sudan, Uganda, Ethiopia, Eritrea, Burundi, Rwanda, Morocco, Algeria, Ivory Coast, Senegal, The Gambia, Sierra Leone, Liberia and Guinea. Citizens of these countries have migrated either to abroad or to neighboring countries, which have fueled what is known as irregular migration and the refugee crisis. For example, in 1990, there were 125 782 Africans with secondary and higher education in the US. Ghana, which has 52,295 Egyptians, had the highest number of qualified personnel working in the USA in 1990. The reasons for pulling are better personal and professional opportunities in the host country, such as migration policies, wage differences for better-educated people. differences in quality of life, educational opportunities for children, interaction with other professionals, political stability and occupational safety.

Countries such as Canada, New Zealand, Germany, the United States and the United Kingdom now have aggressive policies to recruit highly qualified foreigners to increase their skilled workforce in the globalizing world economy, where knowledge workers are in high demand. In contrast to the international economic literature, the push framework focuses on personal variables. To think that people like and don't like social interaction and that cultural preferences are important they act from a personal production factor.

However, it cannot explain the differences in immigration sensitivity among individuals from the same country or region, as well as the change in the size and direction of migration flows in the same regions as South Africa or even from the same country. The theory of means repulsion does not help to understand why migration sources are concentrated in specific regions and what are the differences between the macro and micro-structural determinants of migration.

While there are some factors that encourage immigration as a driving or pulling force on a national scale, in most cases, the only way to understand the dynamics involved in the international migration of skilled human capital is to analyze the variables. in the context of a particular region or country.

PUSH ”FACTORS

Obstacles to educational attainment or lack of career opportunities (for example, due to the cutting of the budget allocated to public universities as in most African countries) can act as a RL driving“ factor for migration.

The establishment of a subsidiary of an international company, or the relocation of facilities, has forced skilled employees abroad, particularly in the developed world, where some IT companies have replaced certain skill categories for countries such as India.

There is evidence that South Africa is a crime of economic deterioration for brain drain. However, the lack of dissatisfaction with the political situation for capable white South Africans and the loss of confidence in the ability of the government to improve living conditions - especially violence, play an additional role. In the worst case, people are fleeing their country because of human rights, ethnic conflicts or violations of war.

This has been the case in most African countries. Many people are forced to migrate and enter other countries as refugees or refugees because of ethnic or political conflicts. Recent cases of Liberia, Sierra Leone and Rwanda are classic examples of the size of the problem in Africa. Large-scale asylum seekers are a relatively new phenomenon in Europe. In 1992, the number of asylum seekers dazzled about 700,000 people and has been declining since then.

PULL ”FACTORS

From the perspective of an economist, the motivation underlying migration is the expected net benefit. For labor market participants there are at least two potential economic benefits for migration. The first is about labor market gains or more generally income. In Kenya, a medical doctor earns about $ 250 a month. When South Africa migrates to the United Kingdom or the United States, in some cases salaries increase by forty-fold.

The second is about employment. Individuals continue to increase labor market earnings, where migration is a consequence of the job search process, or to increase the likelihood that immigration is a key part of seeking a job. In most African countries, highly qualified science and technology graduates find it difficult to find jobs.

In a country like Zimbabwe, the unemployment rate is 70% of the adult population. In some African countries, the rate of economic growth is very low. In some cases even negative. Therefore, in such economies, it is not possible for skilled professionals to remain in a situation where they cannot be hired. While the latest data on the size of immigrants are irregular, the analysis of motifs is even better documented. One of the attempts to expose the motivation to migrate to another country was undertaken by Eurostat.

In this study, interviews in Turkey and African countries (Morocco, Egypt, Senegal and Ghana) before and after the transportation. Most countries do not have the intention to emigrate: either they do not have the means to go abroad or to go abroad for a small group. This is one of the reasons for promoting migration promotion and meeting demand for secondary and higher education.

The main determinant of migration is classified as "pushing" and "pulling" factors. These are relatively skilled labor supply and demand, career opportunities, and the education sector's charm, demographic factors and individual preferences. "Recipient" factors increase the tendency to migrate and can be economically, politically, or ecologically characterized by "migration pressure" in a region and lead to unmanaged migration "Bump" factors are largely economics Migration's Economic Reasons Unmanaged migratory movements: Bauer and Zimmermann provide a general overview of the causes of migration. The choice of country choices is determined by family gardens.

There is evidence that the largest number of African immigrants in Canada come from Ghana and tend to settle in and around Toronto: The European migration policy, which has so far been a field for family dumping, is more than economic migration. However, large wages vary so many people It is not enough to encourage.

The migration decision, the labor market conditions, restrict immigration laws and policies, network effects and finances in the country of origin and destination. Hatton and Williamson emphasize the importance of migration policies and point to increased migration pressure from non-monetary factors, such as in previous jobs, in Africa, as in many African countries.

**2.1. Failure to comply with decent work strategies and consequences of economic crisis**

This year, the International Labor Organization (ILO) has decided to hold an annual campaign jointly with the slogan "Safety and Health of the New Generation" within the World Labor Day and World Day Against Child Labor. This topic is of great importance for young people from education to education, from childhood to adolescence, to safe and harmless health of young people.

It was noted that over the past decades, workplaces were under intensive technological improvements, which, along with rapid globalization, have changed the working conditions of many people around the world. Sometimes the change process takes place so rapidly that it leads to radical changes in the working environment and labor protection system. In some cases it is possible to reduce or eliminate hazards and risks. However, new technologies create new risks and threats that require changing style of work and applying new approaches. According to the ILO, over 7600 people die every year in connection with injuries and occupational illnesses that make up 2 million 780,000 people a year.

In addition to damaging human health, these accidents also have a negative impact on the economies of the countries. As a result of industrial injuries, the world loses 3.94 percent of GDP.

The AIC President noted that today there are 541 million young people between the ages of 15 and 24 around the world, accounting for 15 per cent of all employees. All over the world, 152 million children are exploited illegally. 73 million children work in areas that could damage their health, safety, and morals. The rate of industrial injuries among children is more than 40 percent in comparison to those over 25 years of age. At the 104th session of the ILO, Director-General of the organization, HoRayer, suggested that global discussions be held under the slogan "Future of Labor Sector" and the initiatives of the same concept are in the center of our republic.

Strategic Road Map, approved by President Ilham Aliyev on December 6, 2016, aims to increase inclusive employment, increase labor productivity, secure labor rights and safeguards.

S.Moalbaliev noted that as a result of the work of the AHIK in the field of adaptation of the normative legal acts on labor protection to the international standards, the Cabinet of Ministers of the Republic of Azerbaijan issued a decree on December 14, 2017 "To provide workers with free treatment of preventive foods, milk and parity products a list of hazardous, heavy and underground labor conditions. " The Azerbaijani trade unions are doing important work to ensure employment, education, vocational training, creating safe and worthy jobs for them. The Confederation of Trade Unions of Azerbaijan has established the title of "Professional Youngman of the Year" for young people to gain profound knowledge. This island has already received 107 young workers. Additionally, 156 students of higher and secondary special education who have succeeded in education and social activities have a personal unemployment grant, and four thousand students from poor families have a free dinner at the expense of the trade union.

The ECHR Chairperson also pointed out that the trade union technical inspectors, together with public health professionals, had taken control and preventive work at enterprises and improved working conditions in their workplaces. During 2017, they conducted 587 inspections in enterprises and organizations, revealed 3191 violations, and 92.2% of them managed to eliminate them. As a result, 319 technological equipment and machine tools were brought into compliance with safety norms and regulations, and improved working conditions of 4760 people. The work carried out in the audited enterprises increased the safety of one of the 12 employees and lowered the risk factor. All these efforts make sure that each member of the labor collective will not be able to receive social protection or any illness or injury at work.

He noted that in 2017, the number of victims of industrial injuries in enterprises and organizations involved in trade unions was 28.4% (68 cases against 95 cases), and 36.7% (49 people) against 31 people). The number of people who suffered industrial injuries in the country decreased by 26.9 percent (182 against 249) and the number of deaths from industrial accidents decreased by 27.4 percent (61 against 84). In the six months of the current year, the number of casualties in trade unions has decreased 2.5 times (6 against 15) compared with the previous year. In the country, this indicator decreased by 42.8 percent and was 20 against 35 people. Investigation of casualties has shown that most of the casualties that have resulted in deaths in recent years have occurred in the background of new and emerging occupational risks. The technical

improvements in production processes, the impact of social and organizational changes in the collective and workers' families have been minimal.

Only in 2017, 40.6 percent of deaths resulted in deaths and injuries, 21.6 percent were breach of safety rules, 5.4 percent had not been properly organized, no job management and control, 2.7 percent had the use of machines and mechanisms violation of rules. Special attention was paid to the injuries of young workers during the research. Thus, as a result of industrial injury in 2017, we lost 2 to 15-30 years of age and 21 young workers by the results of the last 5 years, which is 11.3% of 186 people killed as a result of injuries.

It was noted that during the last few years, a number of thematic views on the initiative of the EHIC, each year since 2009, is held annually for the title of "The best enterprise (organization) of the year in creating healthy and safe working conditions." Over 9328 enterprises and organizations participated in the event, 297 of which were awarded with honorary diplomas and valuable prizes.

According to the results of the republican contest held in 2017 on the "Best Enterprise (Organization) for Creating a Healthy and Safe Work Environment," the AICC Competition Commission brought more than 193 nominees to the Executive Committee for consideration and represented 48 trade unions the company, organization, sex and area have always been announced as winners for achieving high results. In 2017, 21763 workers, including 4305 women workers, and 48 organizations and trade unions committees, occupational safety committees and supervisors have been at a high level.

922 inspections have been carried out by the labor inspectors of the Confederation of Trade Unions of Azerbaijan and member organizations in the organizations that joined the competition in 2017. 544 violations have been

recorded in these inspections conducted jointly with management and management of the enterprises and were eliminated. More than 94% of 434 instructions and requirements have been implemented to improve the labor conditions. Thus, in 35 out of 48 enterprises workers were expelled from harmful working conditions, while the rest of the enterprises decreased by 41 percent. The working conditions of 3715 people have reached the level that will meet the norms. The employer's attention to these issues is commendable. Thus, in the competition year, the employer's means for labor protection have been increased by 106,000 manat.

S.Moalbaliev congratulated the winners of the "Best Enterprise (Organization) of the Year in Creating Healthy and Secure Work Conditions" for this outstanding achievement and wished them success in their future work activities.

Speaking at the event, deputy head of the socio-political department of the Presidential Administration Arastun Mehdiyev said that holding of the contest on such issues is urgent for today's socio-economic life of Azerbaijan. Because today, under the leadership of President Ilham Aliyev, Azerbaijan pursues a dynamic development period, a consistent policy is being pursued to diversify the country's economy, to develop the non-oil sector, to create new businesses, and to increase employment. In this sense, creating healthy and safe working conditions is one of the most important tasks of the day.

Arastun Mehdiyev said that one of the priorities of the policy pursued by President Ilham Aliyev is to ensure social and economic development and its sustainability. To this end, three state programs on socio-economic development of the regions have been adopted and successfully implemented over the past 15 years. Large-scale work has been carried out to ensure the dynamic of the

economy, especially in the balanced development of the regions. The investment environment has been improved, new businesses have been created and jobs have been opened. Thus, the necessary measures have been taken to increase the employment of the Azerbaijani population. Within the framework of these events, a new polypropylene plant was opened in Sumgayit with the participation of Azerbaijani President Ilham Aliyev and President of Italy Sergio Mattarel on July 18. Of course, mostly Azerbaijani citizens will work here. At the enterprise where new technologies are applied, there is a need for competent, professional staff. Employees of this enterprise will use their experience to contribute to the development of Azerbaijan's economy.

The Presidential Administration official noted that over the past 15 years, great attention has been paid to the creation of jobs in our country. 1,9 million jobs were created during this period. Azerbaijani specialists with high qualification in the field of application of new technologies are also employed in these businesses. The relative weight of young people is also growing. Thus, Azerbaijani youth, who have gained knowledge in both higher education and vocational education institutions, are successfully working in different institutions today. Large-scale reforms in this field in Azerbaijan, as well as huge international projects, such as transport, energy, and agriculture, primarily serve to create new jobs, increase employment and improve their social protection. From this point of view, it is crucial to ensure healthy, safe working conditions in these workplaces. A lot of work is done in this direction. Here, both the head of the enterprise and the business associate are responsible. Complex measures should be taken to prevent deaths and injuries in enterprises. Of course, enlightenment work is one of the main directions. Also, implementation of various stimulating measures can give positive results.

Deputy Minister of Labor and Social Protection of Population Idris Isayev, Vice-President of the National Confederation of Entrepreneurs (Employers) Organizations Vugar Zeynalov and ILO National Coordinator in Azerbaijan Yashar Hamzayev spoke about the work done to create healthy and safe working conditions in our country. It was noted that the employment of the population, the creation of decent jobs, the elimination of informal employment, the establishment of a stable, secure and social protection system are one of the priorities of the socio-economic policy implemented by President Ilham Aliyev. Very serious work has been carried out in this area during the past period. A number of strategies, programs have been implemented and this process is underway. It was pointed out that the protection of labor, creation of healthy and safe working conditions is an important norm of labor. Legislative acts contain provisions on healthy and safe working conditions in Azerbaijan. As a result of the work, positive dynamics are observed in the production of accidents.

**2.2. Competing visions in managing global labour control and inspection**

Keynesian policies, which were widely applied in the world after World War II, lost their importance after the markets were full of mass production and oil crises in the 1970s. After 1980, the liberalization of international trade has led to an increase in the global competitive environment and quality, diversity and low cost have become the conditions for survival in this competitive environment.

In this process, unemployment rates increased rapidly due to the economic stagnation experienced by the closure of many businesses, rapid increase in population and migration. Intensive unemployment and competitive pressure have led to the implementation of labor market reforms in many countries. In many countries, labor market reforms are implemented as a continuation of broad reform packages, which include the reform of the capital market and the commodity market reforms resulting from globalization.

Political reforms aiming at attracting foreign capital and making maximum use of trade opportunities are trying to fulfill the deregulation of the labor market with a series of reform packages.

In this context, due to the fact that it weakened its competitiveness and caused high unemployment, a process towards the flexible and unregulated labor market from solid labor market regulations aimed at protecting employees from social and economic risks was experienced. With the flexibility approach developed within the framework of neo-liberal policies, the principles and rules regarding the protection of labor have been seen as obstacles preventing economic growth, achieving structural adjustment and increasing employment.

In order to adapt to the rapidly changing technological and economic conditions in the production of goods and services, the capital circles want to reduce the social and financial burdens affecting competitiveness as much as possible and to remove the labor market from protective state interventions. In other words, with the labor market reforms, the labor market is to be more flexible and unregulated in the labor market by softening the labor market regulations. In this context, the main sub-structure of labor market reforms and the changes in the labor market and the theoretical infrastructure of the transformation and country practices will be examined.

Within the framework of this process of change and transformation, it is expected to provide more flexibility by loosening job security arrangements in the labor market, reducing the amount of unemployment benefits with active employment policies, abolishing the minimum wage, decreasing the labor costs and the coordination of collective bargaining.

The theoretical evaluation of major labor market reforms such as centralization will be made. Following the economic crises in the 1970s, the neo-liberal policies began to be in demand in countries that needed intensive labor for economic restructuring in the aftermath of World War II, and in the aftermath of the economic crises in the 1970s. has become one.

For example, while the average unemployment rate in the UK, France, Germany and Italy was 2.3% in the 1960-1973 period, the same rate was 6.8% for 1973-1990 and 9.4% for 1990-2000.1 It is suggested that factors such as demographic changes, technology intensive production, competition in the goods market and increase in capital movement are also effective in relation to labor supply and demand on this high and permanent unemployment.

The trend towards neo-liberal policies, which began in the aftermath of 1980's economic pause, paved the way for the liberalization of international trade to expand the market. At the same time, the economic downturn that occurred between the years 1980-1982 led to a higher level of unemployment rates than the 1929 Economic Crisis and the change in employment rates in many sectors. The increase in unemployment in this period and the change in the structure of the workforce have also raised the issue of organization and activity for trade unions. In addition, increasing international competition has forced the restructuring and flexible employment of labor force in many countries and shifted the level of collective bargaining from central to decentralized. Another impact of this period was on international competition, the heavy loss of oil and energy prices and the consequent loss of labor.

In the process of change and transformation, the increase in unemployment and the decrease in the employment rate constitute an important agenda item of the social state and social policies. Unemployment remains a global challenge to all countries of the world from developed countries to emerging countries, but solutions are insufficient.

Despite the impact of technological developments, the unlimited mobility of capital and the globalization of labor markets, despite the effects of the globalization on unemployment, the neo-liberal policies implemented today are seen as normal for the functioning of the system and do not contain the necessary tools for the solution of the problem.

In this liberalization process, it is observed that the other side of the working life is composed of a dual structure in many countries. In this structure, besides the skilled, relatively high-paid and job-guaranteed workforce in the center, there are people who work in low-income, low-skilled and precarious jobs, especially in the environment. In the international arena, developing countries constitute the environment workforce and especially the informal sector of this bilateral workforce structure.

Many empirical studies suggest that long-term high unemployment benefits, high unionization rates, and large-scale collective bargaining in central European countries contribute to unemployment.

According to some studies, high employment taxes also cause unemployment, whereas in other studies, this has no effect. Although solid job security has increased the young and long-term unemployment rates, it seems to affect the composition of unemployment, but many studies have not found the effect of job security on total unemployment.

Many studies have found that large expenditures on active labor market policies reduce open unemployment. Studies on the structure of collective bargaining, although high-level coordination seems to support low unemployment, many studies suggest that collective bargaining at the firm level leads to lower wages and lower unemployment compared to sectoral bargaining. However, there are also those who do not agree with this view.

**3.1. A more suitable landscape for promoting Sustainable Development Goals**

Decent work reflects the aspirations of people in working life. All women and men can participate in decisions that affect the lives of people, by providing a productive and fair wage, providing a safe and secure social environment for families, providing better opportunities for personal development and integration with society, and expressing their concerns freely. they are treated equally.

Work is central to people's well-being. In addition to generating income, the work can pave the way for more social and economic progress; empowers people, their families and communities. However, such progress depends on the decent work. Decent work reflects the aspirations of people in their working lives.

ILO has prepared an agenda for working life. It provides support to countries through integrated Decentralized Business Country Programs in coordination with its own components. The implementation of the Decent Work Agenda, the gender target is carried out with the four strategic objectives of the ILO to cut all other targets:

Job creation - an economy that offers investment, entrepreneurship, skills development, job creation and sustainable livelihood opportunities.

Ensuring that the rights of the workers are recognized and that these rights are respected. All employees, especially those who are disadvantaged or poor, need legal representation to be represented, to participate and to protect their interests.

Extending social protection - ensuring that both men and women benefit from working conditions that provide safe, adequate free time and recreation opportunities, take care of family and social values, compensate for loss or decrease in income, and ensure access to adequate health services; increasing

Developing social dialogue - The existence of strong and independent workers 'and employers' organizations is central to increasing productivity, avoiding conflicts in working life and building integrated societies.

Decent Work The concept of ILO has been developed by the components of the ILO - governments, employers and workers - to identify the key priorities of the Organization. The concept is based on the notion that work is the source of personal dignity, family stability, peace in communities, democracies serving human beings, economic growth that offers efficient business and business development opportunities. Decent Work reflects the priorities in the social, economic and political agendas of the countries and in the international system. In a relatively short time, the concept has brought with it an endorsement of governments, employers, workers and civil society: Efficient employment and Decent Work are key elements in achieving fair globalization, poverty reduction, equality, inclusive and sustainable development.

Decisive the overall agenda of the business agenda is to ensure that there are positive changes in national and local levels in people's lives. The ILO provides support in this direction through Decent Work Country Programs, which are prepared in conjunction with ILO components. These programs define priorities and objectives within national development frameworks and seek to address key Decent Work deficits through effective programs that include each of the strategic objectives.

Truths:

- As the global economy continues to improve, growth is slowing, inequalities are increasing, job opportunities are growing at the same rate as the growing labor force.

- According to the International Labor Organization, more than 204 million people were unemployed in 2015.

Objectives

- sustain economic growth per capita in accordance with national conditions; 7% annual growth in Gross Domestic Product, especially in the least developed countries.

- Focusing on high value-added and labor-intensive sectors; Increasing economic efficiency through activities diversification, technology development and innovation.

- Encourage development and growth of micro, small and medium-sized enterprises, including the promotion of development-oriented policies that promote productive activities, decent work production, entrepreneurship, creativity and innovation, and access to financial services.

- up to 2030, increasing the global resource efficiency in consumption and production, and striving to separate economic growth from environmental degradation under the leadership of developed countries, consistent with the 10-Year Framework Program for Sustainable Consumption and Production Models.

- up to 2030 all men and women, including young people and people with disabilities, have access to full and productive employment, decent work and equal pay for equal work.

- Significantly reduce the proportion of young people who are not involved in employment or education by 2020.

- Take immediate and effective measures to ensure the elimination of forced labor, the abolition of modern slavery and human trafficking, and the elimination of the worst forms of child labor, including the use of children as soldiers, and the elimination of all child labor by 2025.

- Development of safe and secure working environments for all employees, including the protection of employee rights and migrant workers, particularly women migrants, and precarious persons.

- Planning and implementing policies to support sustainable tourism, which creates employment and promotes local culture and products until 2030.

- Strengthening the capacities of national financial institutions to encourage and promote the access of everyone to banking, insurance and financial services.

The ILO works with other partners within and outside the UN family to provide in-depth expertise inputs and key policy tools in the design and implementation of these programs. The ILO also supports the creation of the institutions necessary to further these programs and to measure the progress achieved. The internal balances of these programs vary from country to country, reflecting the countries' own needs, resources and priorities.

Global progress is needed to ensure progress. The Decent Work Agenda provides a more fair and sustainable framework for global development. ILO strives to develop le decent work belli approaches to economic and social policies with the major institutions and actors in the multilateral system and in the global economy.

Despite the economic crisis in 2008 and the lasting effects of the global recession, the number of workers in extreme poverty has declined considerably in the last 25 years. In developing countries, the middle class is now more than 34% of total employment; this number has almost tripled between 1991 and 2015.

However, as the global economy continues to improve, we see that growth is slower, inequalities increase, and job opportunities do not increase at the same rate as the growing labor force. More than 204 million people were unemployed in 2015, according to the International Labor Organization.

Sustainable Development Goals promote sustainable economic growth, higher productivity levels and technological innovations. Encouraging entrepreneurship and job opportunities is key; the key to eliminating forced labor, slavery and trafficking are also effective measures. The aim is to ensure full and productive

employment by 2030, providing decent work for all women and men, keeping these goals in mind.

**3.2 The " Country Decent Work Program for 2016-2020"**

ILO's long-term experience shows that it is time to struggle with inequality in income distribution, the high chronically high rate of unemployment and poverty, the weakness of national economies in the face of external shocks, and the challenges of unprotected employment and hidden economy. Employment and income provision are one of the most important elements of post-conflict rehabilitation: "The state of Azerbaijan has shown the world over the past 20 years that eliminated the disaster caused by the Armenian aggression and over one million IDPs and refugees. It is clear to everyone that the problem of almost one-hundred percent of the nearly 100 million people who want a humanitarian aid to the world is almost solely due to the proper socio-economic policy of the Azerbaijani state and its president, President Ilham Aliyev. On the basis of this policy, it was precisely to provide self-employment and income. "

For the first time in 2003, Ilham Aliyev, who was nominated for the presidency, fulfilled the promise of opening 600,000 jobs in five years. More than 1.5 million jobs have been created in the country over the last 12 years, 3.4 times the GDP, 6.5 times the country's population revenues, and the unemployment rate and poverty level dropped to 5 percent.

The decline in fuel pricesa over the past two years has led to a decline in the national currency in most of the countries, whose economy is largely dependent on the export of these resources. The problem can be solved only by complex and mainly investment in the economy, by creating favorable conditions for

private investment, not investment in public sector, as well as creation of new highly paid jobs and increase incomes of the population: "On the one hand, the President of Azerbaijan Ilham Aliyev implements institutional reforms, creates a management system that is characteristic of the new postenergy period, and, on the other hand, promotes incentives and favorable conditions for investment, and eliminates barriers to business. On the other hand, the wages and social payments of the employees in the budget sphere are causing serious damage, and compensates for the difficulties that may have to take on the new management model. "

Compared to the reduction of income of families due to unemployment that may arise, the shortage of that decline is the most important element of these processes and, if needed, the implementation of infrastructure projects, mainly based on local raw materials. All this reaffirms that the Government of Azerbaijan is focusing on rapidly increasing human resources in the economy and ensuring employment. The main focus of the Btu route was to encourage the private sector and to increase its staffing capacity. The decrees and orders issued by the President of Azerbaijan over recent months confirm this: The World Bank's latest disclosures show that Azerbaijan has a successful state management and successful solution of social problems. Thus, the 33 percent level of the Cini coefficient, which characterizes the energy efficiency indicator for GDP production and the revenue distribution for GDP of $ 1,000, taking into account the purchasing power parity, is a clear indication of those statements.

The signing of the Country Program for the Decent Work, which identifies joint activities for 2016-2020 within the framework of cooperation between the Government of Azerbaijan and the ILO, will be the next step towards the realization of important goals for social development in the country. Proper

labor means the right to work, with the exception of any discrimination, in the conditions of respect for the free, equal, secure and dignified human rights. In general, the Decent Work Conception is based on 4 components such as labor law, employment, social protection and social dialogue. Its indicators are the international and national standards available to achieve decent work. Civil rights that fully meet these principles in Azerbaijan are stated in the Constitution of the country, 57 ILO ratified Conventions and national labor and social protection legislation.

Proper labor is the main direction of our country's socio-economic policy. A balanced economic policy aimed at promoting employment and realizing a decent working concept is a national priority expressed in concrete results: "At the national level, we see decent labor as a solution to employment problems on the basis of the mutual relationship between macroeconomic and labor market policies in the context of general development. In other words, achieving decent labor is the achievement of productive labor, the creation of stable and quality jobs, reform of the system of labor compensation, improvement of the vocational education system, effective professional training for the unemployed and the formation of additional training, improving the quality of the workforce, implementation, protection of labor and labor conditions, and strengthening of social dialogue "

The development of Country Labor Program for 2016-2020 is the result of close co-operation between the ILO and the Government of Azerbaijan. Based on a Decent Work Conception, the reduction of unemployment, improving social welfare, the integration of youth, women and other socially sensitive populations into the labor market through capacity building, strong, sustainable, balanced, inclusive, sufficient jobs, increased labor productivity with the introduction of complex approaches and innovation elements.

**Conculusion**

Today, labor migration is characterized by the diversity of initial and arrival conditions and the forms, situations, aspects and durations of migration experience. Although most participants in the previous migration flows have started to migrate relatively long-term or permanent, the forms of temporary migration are now becoming more popular. Migration to seasonal jobs, skilled migration, student immigration, immigrant women for work, forced migration (as a result of armed conflict, persecution or environmental disasters) and migration in irregular situations by traffic and other means are all becoming more prominent elements of the painting. .

When we examine the issue, we see how important the immigrants play in the economy. In fact, the restriction of laboring migrants, not allowed them is not the right policy.

Let's look at the labor migration quota for 2018 - 2019

|  |  |
| --- | --- |
| Organization of living and public catering | 200 200 |
| Information and communication | 150 220 |
| Financial and insurance activities | 70 70 |
| Real Estate Operations | 5 5 |
| Professional, scientific and technical activities | 50 50 |
| Mining industry | 3000 2500 |
| Processing industry | 615 600 |
| Electricity, gas, steam and conditioned air supply - | 50 50 |
| Water supply; waste water treatment and waste disposal | 40 30 |
| Construction | 2000 2000 |
| Wholesale and retail trade; cars and motorcycles  repair | 150  150 |
| Transportation and storage | 100 100 |
| Providing administrative and auxiliary services | 60 60 |
| Education | 400 400 |
| Health and social services to the population | 150 150 |
| Activities in the field of leisure, entertainment and art | 60 60 |
| Providing services in other areas | 50 40 |
| Activities of households; households for individual consumption the goods and services that it produces | 10 10 |
| TOTAL | 6815 7270 |

It is possible to predict the labor market in the coming years with this quota. We can learn the needs of the market, and we know what qualified staff we need.

Capitalism, along with its emergence and spread, initiated large-scale migration movements to meet the need for cheap labor as a requirement of the capitalist accumulation process. This process, which was based on forced slave labor before, has turned into a movement of labor migration from the periphery to the new colonies from the surrounding countries to the masses of the dispossessed and dispossessed masses. The historical and contemporary migration offered the cheap labor force that capitalism needed, but once the migration process started, its dynamics started to move, and the impact of the regulations brought by the countries of immigration to control and restrict migration is limited. Migrant networks facilitate migration and reduce self-sustainability by reducing the costs and risks involved.

In the beginning, temporary migrants

In the countries where they are located, there is a development that the capitalist economies cannot foresee and the formation of ethnic communities. Ethnic community members' positions in the social, political and labor market are determined on the basis of discrimination, exclusion and racism. The governments of immigration countries are carrying out various activities for the integration of these communities into their communities. Integration, which means the integration of different ethnic and social groups in a society on the basis of equal access to all existing opportunities in that country, is defined in a wide range from assimilation to multiculturalism, according to the political tendencies of governments. The failure of the assimilation policies, which prevented the linguistic, cultural and social characteristics of the immigrants from becoming indistinguishable from the society they belong to, and the failure of the assimilation policies at large, directed governments towards a multiculturalism policy in which ethnic and cultural differences were recognized and tolerated. It is envisaged that the immigrants will be granted equal rights in all spheres of society without being expected to abandon their differences, but by asking them to adopt basic values. Recognition of equal rights is now tied to the point of citizenship, and in the past, European countries, which connect many conditions to recognize this right in the past, allow the second and third generation immigrants, who were born in the country to become citizens automatically. Most of the immigrants in EU countries, mostly from immigrants from countries outside the EU, do not give up their nationality of origin, and European countries, which cannot find the answer to the question of which national state will be protected by loyalty, do not accept the dual citizenship. This situation creates serious handicaps for political democracy.

Looking at the position of migrants in the labor market,

The employment of the labor-intensive and domestic labor force, which is the reason for the migration, is still valid today and the stratification in the labor market continues to exist, albeit by changing its shape. As the share of the manufacturing industry is gradually decreasing due to the economic transformations in the economy, the immigrants are now concentrated in the unskilled works of the services sector. New migrants are needed for the works that are not resettled by the immigrant workforce, which is resettling and gradually gaining similar characteristics to the domestic workforce. Within the framework of the hierarchy between migrants, some groups continue to be excluded and discriminated on the basis of ethnic or cultural origin. The stratification and discrimination in the labor market are decisive in the formation of ethnic communities and the immigrants' feeling of belonging to the society in which they live. The situation in the labor market and in the field of education continues in terms of the 2nd and 3rd generations of immigrants, and shows itself as a low level of education, high unemployment rates and the concentration of employed people in low-skilled jobs. This situation does not change even if the immigrant young people get the nationality of their country and the fact that the acquisition of the right of citizenship is not sufficient to overcome the inequalities on its own.

Due to prolonged life expectancy in developed countries, decreasing birth and death rates, the natural population is declining and aging in many countries. Population projections for the first quarter of the 21st century in Europe show that the share of the young population in the total population drops to one-fifth, while the share of the elderly population will increase to five-fifths. With this aging phenomenon associated with the increase in the share of elderly people in the total population, the decline in the working age population due to low birth rates will be significant in the second quarter, even though it is quite low in the first quarter of the century. There are three strategies that can be followed in the face of these developments: increasing the labor force participation rate by preventing early retirement in the population over the age of 55, increasing women's labor force participation rates, necessitating radical changes in the gender-based division of labor and increasing public services in this area and the provision of migrant labor. The third strategy seems to be the easiest strategy to perform. Although countries implement different strategies in the short term depending on their specific conditions, it is not possible to curb the dramatic decrease in the working age population, to meet the labor demand and to maintain the social security system in the medium and long term, especially after 2025 without widespread migrant labor.

Germany is one of the countries where the absolute decline of the population is felt most. Although Germany is the country with the highest number of immigrants in the EU, it is one of the countries that most need migrant labor because of low fertility rates. It is estimated that the population of 82 million in 2000 will fall to 74.5 million in 2030 and 67 million in 2050 if the net migration rate is about 200 thousand people. The amount of net migration to be taken by Germany to protect its present population is 400-550 thousand people annually and 1 million is the gross immigration. In the face of the high number of migrant workforce, the political reactions that can be faced in the public opinion of Germany, especially Germany, can not be determined by the economic needs and the socio-cultural and social dynamics should be taken into consideration. shows that the roads are important.

Demand for highly skilled labor in Western European countries

The labor force is in need of increasing labor force. First of all, the high skilled labor shortage that occurs in the informatics and health sectors cannot be met within the EU due to the need for experts in this field in many countries and the low mobility among them.

When the migration is in question, it is the temporary departure of those who are important, to ensure that they return after a period of experience, economic ties and savings, and to develop disaggregated policies for different levels of labor. Reducing the economic and occupational concerns that encourage these people to migrate, and allocating more resources to research and development activities, especially for the return of the trained labor force within the scope of brain drain, will serve to keep the course of the scientists temporarily. It is necessary to establish specialist networks in which they can become aware of the developments in the country and contribute to the country. At the same time, it would be appropriate for Azerbaijan to make efforts to attract the high skilled migrant labor force from the EU, particularly in the areas of advanced technology, in the reverse migration.

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