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ABSTRACT

ASSESSMENT OF THE IMPACT OF INTERNATIONAL MOBILITY OF LABOR RESOURCES OF AZERBAIJAN ON THE ECONOMY

Specialization:	5310.01 - World Economy
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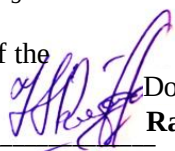
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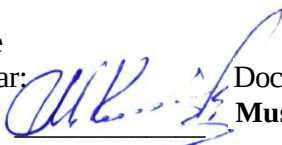
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INTRODUCTION

Relevance of the topic and degree of development. Under the influence of globalization, the expansion of foreign economic activity, import-export processes, international technology, production and services, foreign investment, and the activities of transnational companies require international mobility of labor resources, which are participants in international markets for production factors. Although the impact on the economies of both receiving and exporting countries is not unambiguously assessed, the trend of accelerating migration and mobility of labor resources is increasing worldwide and affects the labor markets of countries. Intensively ongoing migration and mobility of labor resources is becoming a leading factor in the economic, political, social, demographic and cultural development of countries. At the global level, not only specific countries, but also regions have turned this process into a strategic goal by joining international competition for jobs and “brains”.

According to the latest data published by the International Labor Organization (ILO) in 2024, the global number of international labor migrants in 2022 reached 167.7 million people. This is a significant figure, accounting for 4.7% of the total global workforce. It should be noted that these labor migrants account for approximately 66% of the total number of international migrants of working age (15 years and older) worldwide.

The existence of winners and losers from the process of international labor mobility requires a more sensitive approach to this problem at the country level. When foreign labor does not have a significant weight in the composition of the country's working-age population, the presence of selective selection in the attraction of specially qualified, professional foreign labor in the decision-making process regarding its involvement in a specific labor market plays an important role in achieving economic efficiency and increasing labor productivity. The internationalization of the labor market, the development of international specialization and cooperation on the basis of new technological achievements, combined with the formation of the category of "international aggregate worker", who performs the

international labor process. The worker joins international production and services together with international production factors. As a result, the international value and price of labor is being formed, the process of unification of the demand for education and specialization is taking place. International standards of labor conditions and terms, labor force recruitment contracts are being improved. New approaches and requirements necessitate the adoption and updating of a number of regulatory and legal acts.

Azerbaijan's participation in the international labor market also has an impact on the mobility of labor resources across the country. The Regulation on the “State Migration Information System of the Republic of Azerbaijan” (Decree No. 276 of June 4, 2010); The Law of the Republic of Azerbaijan on “Approval, Entry into Force and Related Legal Regulation of the Migration Code of the Republic of Azerbaijan” (Decree No. 713-IVQ of July 2, 2013); The Resolutions of the Cabinet of Ministers of the Republic of Azerbaijan on “Rules for Determining Labor Migration Quotas” indicate that measures are continuing in this direction.

The mobility of labor resources across the country is reflected in the quantitative and qualitative indicators of labor resources and potential. Within the framework of public administration, the need for analysis of the socio-economic consequences of international labor mobility and international labor migration is increasing. Therefore, modern science is challenged to assess the impact of international labor mobility on the socio-economic development of the country, its contribution to economic efficiency and labor productivity, both in terms of quantity and quality.

Scientific research on labor migration and international labor mobility has increased since the middle of the last century. The study of international labor resources, labor migration and their impact on economic development, the regulation of this process, employment, and other existing problems of the formation of the labor market are reflected in the works of famous scientists of the world - Adam Smith, David Ricardo, Thomas Robert Malthus, Karl Marx, A. Marshall, A. Pigou, M.I. Tugan-Baranovsky, A.V. Vasilyeva and others, the theoretical aspects of C. Simon, H. Rasmussen, P. Lindert, the means

and instruments of employment regulation are reflected in the works of C.M. Keynes, J. Harris, M. Spence, G. Becker, D. Minzer, T. Schulz, D. Gibbs, V. Oaken, O. Toffler, A. Phillips, M. Friedman, F.A. Hayek, P.M. Solow, E.D. Kinasova, O.O. Kotova and others. Among our local scientists, Sh.M. Muradov, I.N.Aliyev, T.A.Guliyev, S.S. Mehbaliyev, G.A.Azizova, R.Sh.Muradov, E.M.Nasibov and others can be mentioned. The works of these researchers were used by the author when writing the dissertation. Despite the large number of works, the analysis of the problem at the present stage does not seem sufficient and determined the choice of the research topic of the dissertation.

Object and subject of the study. The object of the study is the issues of international mobility of labor resources of the Republic of Azerbaijan; the subject is the study of the impact of international mobility of labor resources of Azerbaijan on the economy.

Goals and objectives of the study. The goal of the study is to assess the impact of international mobility of labor resources of Azerbaijan on economic indicators, to prepare proposals for improving state policy and regulatory mechanisms in this area. In order to achieve the main goal, the following tasks are specifically intended to be implemented during the research:

- to explain the content of international mobility of labor resources, international labor migration at the current stage, to indicate its scope and directions;
- to study the impact of international mobility of labor resources on the economies of importing and exporting countries;
- to analyze the mechanism of state regulation of international mobility of labor resources, foreign migration processes in developed countries of the world;
- to assess the impact of international labor migration on labor productivity growth and economic development, indicating the factors affecting the increase in labor productivity;
- To analyze the state of international mobility of labor resources in Azerbaijan and to justify priority measures regulating labor migration, and to make a number of recommendations for improving national legislation.

Research methods. The information base of the study includes materials, websites and other resources of the Cabinet of Ministers of the Republic of Azerbaijan, the Ministries of Labor and Social Protection of the Population and Economy, the State Statistical Committee, the Migration Service, the State Committee for Work with Diaspora, the State Employment Agency and other state bodies. The lack of statistical data for the last year and a number of years during the study created difficulties in conducting the study. The methodological basis of the study is the research of local and foreign economists, demographers, sociologists; normative legal acts on the regulation of international mobility of labor resources at the international and national levels, international conventions and multilateral agreements.

This study is based on several methods. A statistical analysis was conducted based on the processing of data from national and foreign statistics. First, a general analysis of the number of Azerbaijani migrants abroad and immigrants in the labor market of our country is given. Secondly, on the basis of observation, comparison and synthesis based on general scientific knowledge, a comparison was made between domestic and foreign statistical data, scientific literature and normative acts on the regulation of international mobility of labor resources, labor productivity were analyzed, some indicators were synthesized, and econometric models were built.

Main provisions presented for defense. The main provisions considered in the dissertation work are as follows:

1. Scientific and practical approaches to the essence of international mobility of labor resources as an economic category and the need to systematize these approaches;
2. Analysis of the experience of foreign countries and analysis of the interaction between labor resource migration and the country's economic development;
3. System of statistical indicators of international mobility of labor resources and problems in the sources of their formation;
4. Current state of international mobility of labor resources in Azerbaijan, improvement of the regulation of international mobility of

labor resources within the framework of migration and employment policies implemented by the state;

5. Analysis of the impact of international mobility of labor resources on the economy in Azerbaijan, assessment of the impact of emigration on GDP.

The scientific novelty of the study consists of the following:

- As a result of the analysis of the impact of international mobility of labor resources on the economy in Azerbaijan, it was determined that there is a positive relationship between emigration of working-age people and GDP;
- In Azerbaijan, migration of working-age people has a significant impact on labor productivity, mainly emigration is stronger than immigration;
- In Azerbaijan, there is a balance between migration indicators and economic development indicators in the long term;
- The international experience of the impact of international mobility of labor resources on the economy was studied and it was determined that this process is not spontaneous, but regulated and organized differently by different countries. Suggestions were made on improving labor legislation for Azerbaijan.

Theoretical and practical significance of the study. The results, general proposals and recommendations drawn from the study can be studied in the development of State programs on employment by the Ministries of Economy and Labor and Social Protection of the Population of the Republic of Azerbaijan, the program on labor resources and the labor market in the State Employment Agency, as well as in the educational process in higher education institutions.

Approval and application. The main results and provisions of the dissertation were presented at 3 conferences, 10 articles (2 of them abroad, 8 in Azerbaijan) and 5 conference materials (3 of them abroad, 2 in Azerbaijan) were published.

Name of the organization where the dissertation work was carried out. Economic Scientific Research Institute of the Ministry of Economy of the Republic of Azerbaijan.

Scope and structure of the work. The dissertation work consists of an introduction (11,999 characters), 3 chapters (266,099 characters), conclusion (18,979 characters) and a list of used literature, and is 181 pages (43,483 characters). The dissertation work contains 250 references, 28 tables, and 5 graphs.

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1.3. Organizational and methodological foundations of regulating international mobility of labor resources for the development of the country

Chapter II. Analysis of the current state of international mobility of labor resources in Azerbaijan

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Chapter III. Ways to solve problems related to the impact of international labor mobility on the economy

3.1. Possibilities of applying the experience of foreign countries on international mobility of labor resources to the mobility of labor resources of Azerbaijan

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MAIN CONTENT OF THE DISSERTATION

The introduction states the relevance of the research topic and the degree of study of the problem, the object and subject of the research, the goals and objectives, the main provisions put forward for defense and the scientific novelty of the research, the theoretical and practical significance and approval of the work are given.

Chapter I of the dissertation is entitled “Theoretical and methodological foundations of the international mobility of labor resources” and consists of three paragraphs. The paragraph “The essence of the international mobility of labor resources as an economic category” of this chapter explains the essence of the international mobility of labor resources.

Labor resources affect the object and subject of production. Considering that this is not only labor activity, but primarily people with different interests, needs and abilities, and work is for them not only a means of earning a living, but also a necessary opportunity and condition for revealing their working abilities and personality. An indicator of changes in the labor market is the mobility of labor, that is, the intensity of the movement of labor resources, labor force. The multidirectional flow of labor resources is reflected in the international labor market, which brings together the labor markets of states and regions. International mobility of labor resources is a form of the existence of the international labor market. Thus, we can define international mobility of labor resources and note that “international mobility of labor resources is the movement of people beyond the borders of certain territories (countries) as a result of changing their permanent place of residence in order to find work or returning to their previous place of residence”.

The nature, direction and scale of international mobility of labor resources directly depend on economic and social changes taking place in the world. However, labor migration flows are caused by demographic and economic imbalances rather than cyclical trends. The volume, intensity of these flows and the political reactions to them may differ in specific countries and regions. At present, a clear division into countries and regions that receive labor migrants and countries that

send labor migrants is in some cases impossible. In some countries, both processes can be observed at the same time, which reflects interregional and interstate labor migration or the exchange of labor resources. In general, changes and trends in this process require a deep and different systematic analysis in accordance with the perspectives of the country and the region.

The state approaches the search for solutions to the problems of unemployment arising at home and abroad based on its economic and political situation. States also differ significantly in the mechanism by which the regulation of international labor mobility is carried out by the state or the market.

The socio-economic aspects of international labor migration can be viewed from three points of view: the migrant, the country of departure and the country of arrival. Immigration and the economic impacts arising under its influence vary in proportion to the economic successes or failures of the state receiving the workforce. Depending on various factors, countries may be interested in both immigration and emigration. As a rule, there is a migration interest in developing countries, where the demographic situation is very difficult and the living standards are relatively low. The interests of all three parties may overlap or conflict with each other.

Chapter I, paragraph II, is called “Scientific-theoretical approaches to the international mobility of labor resources and their systematization”, and here scientific-practical approaches to the international mobility of labor resources as an economic category are examined and the need for systematization of these approaches is determined. In world practice, there are many contradictory theories explaining the causes, direction and consequences of the processes of international mobility of labor resources, the departure of labor migrants from a country or their entry into another country. The main problem is related to the different approaches to such terms as “labor resources” and “labor force”, “mobility of labor resources” and “migration of labor resources”. In various literature, the process of persons engaged in labor activity moving beyond the borders of states is called differently: “international labor market”, “international labor exchange”, “international movement of labor resources”, etc. It is clear

that all the terminological inconsistencies considered are primarily due to the study of the phenomenon of labor mobility by scientists from the point of view of various scientific knowledge systems. Of course, paying attention to these approaches, it is necessary to note the scientific and theoretical views on labor migration and labor mobility. In some literature, the concept of “labor migrant” is found. It should be noted that the approach to the concept of “labor migrant” in international conventions is also different. Bringing together theoretical approaches, we can note that international mobility of labor resources is the movement of people beyond the borders of certain territories (countries) as a result of changing their permanent place of residence or returning to their previous place of residence in order to find work. Various definitions of the concepts of “mobility of labor resources” in the scientific literature allow us to draw the following conclusions:

- firstly, the mobility of labor resources has a multifunctional, multifactorial character;
- secondly, the share of participation in the reorganization and organization of any territory (foreign or domestic) is analyzed as its main characteristics,
- thirdly, the purpose of migration and the period of migration are taken as the reasons.

The analysis of theoretical approaches to the international mobility of labor resources once again revealed that this process does not occur blindly naturally, but is regulated. However, this regulation is organized differently by different countries and the methodological bases differ. For this reason, there is a need to consider the organizational and methodological aspects of the international mobility of labor resources in a broader sense.

Paragraph III of Chapter I is called “Organizational and methodological bases of the regulation of international mobility of labor resources for the development of the country”. In general, the labor potential of migrants and the assessment of threats to migration are taken as the object of regulation. The labor potential of migrants is assessed in the following directions:

- 1) eliminating the shortage of labor resources through foreign labor force (by grouping them by professional groups);
- 2) the ratio of the number of highly and medium-skilled foreign specialists to the number of low-skilled and unskilled foreign workers;
- 3) the level of education of migrants.

The assessment of the level of threats to migration is carried out in the following areas:

- 1) the labor market;
- 2) the economic situation;
- 3) the rule of law and public security;
- 4) the ethnic balance of the population;
- 5) sanitary and epidemiological well-being.

The following indicators are used to assess the impact of labor migration on the economic development of donor and host countries:

1. Indicators of the impact of emigration on the domestic market of the donor country;
2. Indicators of the impact of labor emigration on the level of human capital development of the donor country;
3. Indicators of the impact of labor emigrants' remittances to their homeland on the economic development of donor countries;
4. Indicators of the impact of labor emigration on the expenditures and revenues of the budget of the donor country;
5. Indicators of the impact of labor emigrants' remittances to their homeland on the budget system of the host country;
6. Indicators for assessing the results of the impact of mandatory budget payments paid by migrant workers.

Along with all of the above, it is also important to consider the factors affecting the increase in labor productivity in donor and host countries and to evaluate them.

Chapter II of the dissertation is entitled "Analysis of the current state of international mobility of labor resources in Azerbaijan" and consists of three sub-chapters. Here, Subchapter I, entitled "The system of statistical indicators of international labor mobility and the sources of their formation", examines the problems in this direction.

In order to distinguish international labor mobility from other types of migration (for example, tourism), a limited number of

questions are added to the questionnaires regarding those who have recently gone abroad for work purposes, for example, the reason for, duration of stay abroad, and forms of payment. For countries or regions with experience, additional questions are also added to these surveys in order to obtain additional information. When compiling statistical data, attention should be paid to the problems of double counting of data received in response to survey questions, as well as interpretation and extrapolation. As a solution, data processing algorithms should be developed to avoid double counting. For receiving countries, it is necessary to collect information on posted workers and self-employed migrants as part of intra-company employee transfer (rotation). Some countries use different profiles for people “traveling alone” and people “traveling on behalf of companies” to facilitate data collection. This method can be used as a good practice. In many cases, when measuring flows of people going abroad, it is not possible to determine whether a person is a resident or a non-resident. The first task is to identify non-residents among those crossing the border. There are usually two main limitations in tracking such persons in collective accommodation. First, not everyone stays in collective accommodation. The second limitation is that when surveys are conducted in accommodation, travelers have not yet completed their trip; since their total expenses are not evenly distributed over the entire duration of the trip, their average daily expenses cannot be extrapolated to the expected duration of stay. Finally, there are difficulties in classifying students as part of the migrant labor force and determining their use on a part-time basis. In Azerbaijan, those who have received permission to enter the country for permanent residence are considered “incoming”, and those who have received permission to leave the country are considered “outgoing”. One of the indicators of attention is the international movement of labor resources - changing jobs, i.e. rotation abroad. However, when reviewing the statistical data, we saw that layoffs related to outsourcing of labor resources at the enterprise level are not recorded. Only voluntary layoffs and redundancies are indicated as reasons for dismissal. Also, one of the factors complicating the analysis in this area is the fact that some statistical data are not made publicly available or the initial data are not available at all.

The second half of chapter II is devoted to the study of “The current state of labor migration of Azerbaijani citizens abroad and the factors shaping it”. The analysis shows that the number of people leaving the country for permanent residence for 1990-2023 (over 33 years) was 463.7 thousand people. The highest flow is indicated in 1990, when those leaving the country constituted 30.1% of the total number of people leaving. This was associated not only with the economic crisis in the country in the first years of independence, but also with the political and military unrest in the country. The lowest indicator falls on 2012, which indicates the departure of 200 people from the country. In general, a decrease in departures from the country is observed from 1990 to 2012. The gradual increase in emigration from the country to live permanently abroad since 2014 is due to the impact of the global financial crisis on our country and other socio-economic issues. Since 2020-2021 were pandemic and post-pandemic periods, a further decrease in the number of emigrants was observed due to the closure of borders and other such conservative measures. However, although the number of emigrants in 2023 increased approximately 2 times compared to 2022, a decrease of 0.6 points was observed in the growth of migration. An analysis of 2009-2023 clearly shows that young people and the middle-aged group predominated among those leaving. Among those leaving the country, there were 1.8 times more women than men. There was also a change in the direction of emigration. In 1990, the main direction was Russia (77,452 people), 56.2% of all emigrants. Diversification has already occurred in 2023. The share of migration to countries outside the CIS has increased significantly (1,534 people, 61.8% of all departures). The increase in emigration to Turkey is especially noticeable and has reached 486 people in 2023 (an increase of 243 times). It should be noted that from 2021 to 2023, the total volume of migration increased by 4.4 times (from 570 people to 2,483 people). An analysis of arrivals to Azerbaijan shows that there is also an increase in immigration. There was an increase from 2,397 people in 2021 to 3,638 people in 2023 (an increase of 51.8%). In 2023, the largest number of migrants came from Russia (1235 people, 34% of all arrivals) and Georgia (1253 people, 34.4% of all arrivals). In 2023, there was a positive migration balance

(+1155 people, i.e. - 3638 people arrived, 2483 people left). There is a decrease in the final indicators in both directions (departures from Azerbaijan and arrivals) during 1990-2023.

The main reason for the flow in the labor market is related to the level of wages. The highest average monthly nominal wage growth in 2010-2023 was in Moldova (2.8 times), Kyrgyzstan (2.4 times), Tajikistan (2.3 times), and Armenia (2.5 times). Azerbaijan is in 7th place among 11 countries in this ranking. The analysis shows that in 2023, compared to 2000, the number of unemployed people in the country decreased by 1.8 times. However, the presence of 286.4 thousand unemployed people in a country with a population of about 11 million in 2023 may result in the outflow of this army of unemployed people abroad. In this regard, although the unemployment rate in the country does not exceed 4-5%, it may be one of the main reasons for the migration of labor resources.

The second sub-chapter of Chapter II is devoted to the study of the “Current situation of employment of foreign citizens in Azerbaijan”. The number of people who came to the country for permanent residence in 1990-2023 (over 33 years) was 302.6 thousand people. The age group with the highest indicator among the arrivals is the 30-49 age group, which is the age group most suitable for business and professional migration. Women accounted for 11.3% of foreigners and stateless persons with a permit engaged in paid labor activity in 2017-2023. Those aged 18-64 accounted for 98.6%.

Table 1.
Distribution of foreigners and stateless persons with work permits issued and extended for engaging in paid labor activity by gender and age group, persons

Age groups	Total, people					women from them				
	2017	2018	2021	2022	2023	2017	2018	2021	2022	2023
Total	6602	5048	7698	7926	9438	655	701	797	870	1117
18-29	902	619	1111	1221	1595	143	164	159	183	261
30-59	5293	4103	6250	6355	7433	487	515	618	660	822
60-64	292	225	254	262	300	18	15	16	17	25
65+	115	101	83	88	110	7	7	4	10	9

Source: <https://www.stat.gov.az/source/demography/> as of 02.02.2025

The main part of foreigners and stateless persons with a permit for paid labor activity in 2016-2023 was in construction (40.8%), mining (22.9%), manufacturing industry (8%), education (4.7%), tourist accommodation and public catering (4.6%), trade, repair of vehicles (3.3%), provision of health and social services to the population (2.5%), information and communications (2.4%), and agriculture, forestry and fishing (2%). In the post-pandemic period of 2021-2023, the main growth was mainly in the construction sector. The analysis shows that the number of approved quotas during 2010-2025 was reduced by 1.6 times (from 10,700 to 6,500). This is also a positive indicator, since the domestic labor market is already beginning to have the necessary specialists. Currently, quotas are set for agronomists, construction, chemists, miners, etc. Engineer, IT specialist (programmer, web designer, IT security, etc.), operator of various devices and equipment.

Chapter III of the study is devoted to “Ways to solve problems related to the impact of international labor mobility on the economy” and consists of 3 subchapters. Here, subchapter I is devoted to “Possibilities of applying the experience of foreign countries on the international mobility of labor resources to the mobility of labor resources of Azerbaijan”. In many cases, as a result of the aggravation of interethnic relations, ethnic and religious conflicts, wars and natural disasters affecting the migration of the population, the movement of labor resources does not occur within the framework of legal rules and is more objective in nature. On the contrary, the migration model related to the movement of highly qualified labor force is completely different from this, manifesting itself as a result of competitive struggle and the main reason for migration is the greater opportunities provided to migrants by the country that accepts them. Some studies show that migration and immigration are an economic and cultural threat. Studies conducted in Russia, Germany, Great Britain and Israel have shown a positive relationship between well-being and negative perception of the consequences of migration. Currently, international labor migration shows an increase in the movement of highly qualified specialists to the USA, Canada and Western European countries.

Various proposals can be put forward for Azerbaijan on the directions of applying international experience. Using the approaches of the European Union in the field of improving immigration legislation, a legal framework can be formed that takes into account the main principles of the Amsterdam and Lisbon agreements, balancing the rights and obligations of immigrants and refugees.

Taking as an example the policies of Sweden and other Scandinavian countries on the adaptation of integration models, programs should be implemented to ensure the integration of foreign citizens into society.

Using the experience of the United Kingdom to coordinate immigration and the labor market, a scoring mechanism based on a points system can be applied.

Using the experience of Spain and Italy in the field of regional and international cooperation, Azerbaijan should establish bilateral and multilateral cooperation programs. In order to facilitate the integration of foreign citizens into society, educational and vocational training courses should be organized for the development of educational and vocational training programs.

In the subchapter “Assessment of the impact of international mobility of population and labor resources on the economy” of Chapter III, we consider it necessary to conduct research in several directions to conduct an assessment. Econometric analysis of the impact of international mobility of labor resources on the economy is based on the empirical linear dependence of important macro indicators characterizing the economic development of the country, such as GDP, labor productivity and employment, on the indicator characterizing the international mobility of labor resources. As a result of the econometric evaluation, two important models were obtained:

Model 1: Model of the impact of the arrival and departure of the working-age population on Real GDP:

$$D(eRGDP,2) = 1836.69 * D(YGED_EQE,2) - 152.63 * D(YGEL_EQE,2) - 195.50$$

Based on the coefficients of model 1, it expresses the relationship not between the actual levels of the indicators, but between their 2nd order differences, and using it, the impact on GDP can be assessed as follows: When the D(YGED_EQE,2) indicator changes by one unit, the D(RGDP,2) indicator increases by 1836.69 units. When the D(YGEL_EQE,2) indicator changes by one unit, the D(RGDP,2) indicator decreases by 152.63 units.

Model 2: Impact on labor productivity

$$D(E_PRODUCTIVENESS,2) = 0.40*D(YGED_EQE,2) - 0.09*D(YGEL_EQE,2) - 0.042$$

The coefficients of model 2 express the relationship between the actual levels of indicators, not their 2nd order differences, and using it, the impact of mobility on labor productivity can be interpreted as follows: when the D(YGED_EQE,2) indicator changes by one unit, the D(E_PRODUCTIVENESS,2) indicator increases by 0.40 units. When the D(YGEL_EQE,2) indicator changes by one unit, the D(E_PRODUCTIVENESS,2) indicator decreases by 0.09 units.

As a result of the evaluation, the best model obtained was model 1. Although the model is built using data such as the increase in the 2nd order differences of the dynamics series of indicators, such an approach allows getting rid of spurious regression relationships. According to the results of econometric evaluations, a one-unit increase in the changes in the 2nd order difference of the number of working-age population leaving the country increases GDP by 1836.69 units. It can be considered more reasonable that the transmission mechanism of this effect occurs along the line “working-age population leaving the country unemployment-inflation-GDP”.

Model 3. As a result of estimating the impact of the mobility of working-age labor resources on employment, the following multiple regression equation was obtained:

$$Y=8.37 + 0.07X1 - 0.02 X2 (1)$$

Where: Y - LN The logarithm of the number of employed population; X1 - the natural logarithm of the number of working-age people who come to the country for permanent residence; X2 - is the natural logarithm of the number of working-age people leaving the country for permanent residence.

When paying attention to both fixed and propensity coefficients in the model, it is seen that both explanatory variables are not statistically significant. From the economic interpretation of the model, it is possible to conclude that there is no correlation between the impact of mobility in the number of working-age labor resources on GDP. The interpretation of the model shows that the significant impact of labor resource mobility on population employment in our country is not statistically significant.

Subchapter III of Chapter III is devoted to “Ways to solve problems related to the impact of labor resource mobility on population employment”.

Based on international experience, the following amendments are proposed to the Labor Code of the Republic of Azerbaijan to regulate the remote work of foreigners:

1. Adding the following concepts to Article 13, “Basic Concepts”:
 - “Remote work”
 - “Foreign remote worker”
 - “Digital workplace”
2. Recommendations on amending Article 43, paragraph 2 of the Code regarding the content of the employment contract:
 - “Remote work” should be added to employment contracts as a separate section;
3. Paragraph 1 of Article 44 of the Code should determine the features of concluding an “Electronic labor contract”.
4. Adding the following in Articles 55 and 89-102 of the Code regarding “Working time”:
 - Accounting for working time of employees working remotely;
 - The right to adjust the working time regime to the working time zones of the place of residence (country) of the remote worker;
 - The right to create a flexible work schedule for a foreign or stateless employee.

5. It is recommended to make the following additions to Article 174 of the “Wages”:

- The procedure for paying wages in foreign currency for a foreign or stateless employee working remotely;
- Features of taxation of foreign or stateless employees working remotely;
- Conditions for paying compensation for the costs of organizing a remote workplace;

6. It is recommended to add the following to the paragraphs related to labor protection:

Requirements for organizing a remote workplace

- Employer's responsibility for the safety of remote work
- Rules for monitoring remote working conditions

1. Inclusion of "Features of regulating the work of remote foreign or stateless employees" as a new article:

- Simplified procedure for obtaining work permits
- Rules for electronic document circulation
- Features of social insurance

2. Changes to the article on material liability:

- Responsibility for the safety of the provided equipment
- Protection of confidential information
- Ensuring cybersecurity

3. Additions to the section on labor disputes:

- Procedure for resolving disputes with remote foreign or stateless employees
- Possibility of online mediation for remote foreign or stateless employees

2.1.2 of the Action Plan of the "Socio-economic Development Strategy of the Republic of Azerbaijan for 2022-2026" Action Line: We propose the following mechanisms under point 3 of the section on stimulating employment development in the private sector, “Establishing a mechanism to ensure priority for highly qualified foreign specialists in labor migration”:

1. As mechanisms for regulating the entry of foreign workers into the labor market:

- Introduction of a points system for assessing the qualifications of migrants;
 - Creation of express job opportunity corridors for highly qualified specialists;
 - Simplification of procedures for recruiting highly qualified specialists (traditional and remote) in priority areas of the economy;
 - Development of special programs for seasonal workers
2. As mechanisms for integrating foreign workers into the labor market:
- Language training, social and cultural adaptation programs; Professional retraining and adaptation;
 - Assistance in finding housing.
1. As incentive mechanisms for returning to the homeland:
- Reintegration programs;
 - Stimulation of the return of specialists;
 - Support for entrepreneurial initiatives;
 - Creation of opportunities for obtaining financing for assistance in employment and involvement in training.
2. As mechanisms for monitoring and evaluating the activity of foreign workers in the labor market:
- Application of the Performance Indicator System.

Results obtained in the study

1. Defining the international mobility of labor resources, we can note that the international mobility of labor resources is the intensity of the movement of labor resources, that is, the intensity of the movement of people in certain territories as a result of changing their permanent place of residence or returning to their previous place of residence in order to find work.

The nature, direction and scale of international mobility of labor resources directly depend on the economic and social changes taking place in the world. Currently, a clear division into countries and regions that receive and send labor migrants is not possible in some

cases. In some countries, both processes can be observed at the same time.

2. Migration of labor resources occurs under the influence of two groups of factors:

1) the first group includes factors that have no economic basis, for example, political and legal, religious, ethnic, family composition and status. In recent decades, environmental, educational, cultural, psychological factors have begun to have a serious impact on the migration of labor resources;

2) the second group includes economic factors.

3. The concepts of illegal migrant and illegal are often equated. However, if the presence of illegal migrants in the country is always illegal, the presence of illegal migrants on the territory of the country is not necessarily illegal. As a result, an illegal migrant is considered a worker who lives illegally in the country and is also engaged in labor activities, meaning that the presence of an illegal migrant in the country is always illegal, but the presence of an illegal migrant in the country will not always be considered illegal. Thus, the following should be taken into account in relation to the data collected on international labor migration:

- preparation of reports reflecting comprehensive statistical information, including the entry and exit of the labor force into international and national labor markets, income, expenses and share of participation in the economy, for the purpose of presenting them to the public;

- acceleration of the transfer of primary data on international labor migration from paper to electronic format will save time for employees, as well as reduce the need for manual labor, and accelerate the processing of primary information.

5. The results of the study show that the international mobility of labor resources can have a serious impact on the economy. This impact can occur in two directions. First, it can accelerate the mutual exchange of knowledge and technology between countries by those leaving and arriving in the country, and secondly, it can affect the economy through the exchange of mutual money transfers.

6. As a result of the analysis of the impact of international mobility of labor resources on the economy in Azerbaijan, it was determined that there is a positive relationship between working-age emigration and GDP.

In Azerbaijan, migration of working-age people has a significant impact on labor productivity, mainly because emigration has a stronger impact than immigration.

In Azerbaijan, there is a long-term balance between migration indicators and economic development indicators.

8. Using foreign experiences and models of Azerbaijan, it is possible to formulate a more modern and flexible policy in the field of immigration and integration. This will support the demographic and economic development of the country and make the management of migration processes more efficient.

As a result of the study, the following proposals are put forward:

As a result of the study, we propose comprehensive amendments to the Labor Code of Azerbaijan to regulate the remote work of foreigners. The proposed additional amendments cover labor protection requirements for remote workplaces, the employer's obligations on remote work safety, and remote monitoring of working conditions. In particular, our proposals are aimed at simplifying work permit procedures, determining the rules for electronic document circulation, and touching on aspects of social insurance.

Our study also suggests the need to improve the mechanisms of the “Socio-Economic Development Strategy of the Republic of Azerbaijan for 2022-2026”, with a focus on attracting highly qualified foreign specialists. These include the introduction of a points-based qualification assessment system, the creation of accelerated employment paths for highly qualified workers, the simplification of procedures for priority economic sectors, and the development of seasonal worker programs.

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