

THE MINISTRY OF EDUCATION OF THE REPUBLIC OF AZERBAIJAN

AZERBAIJAN STATE UNIVERSITY OF ECONOMICS

INTERNATIONAL GRADUATE AND DOCTORATE CENTER

MASTER DISSERTATION

ON THE TOPIC

“INTERNATIONAL LABOUR MIGRATION AS A

GLOBALIZATION PROCESS”

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BAKU - 2019

**THE MINISTRY OF EDUCATION OF THE REPUBLIC OF AZERBAIJAN
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MASTER DISSERTATION

ON THE TOPIC

**“ INTERNATIONAL LABOUR MIGRATION AS A
GLOBALIZATION PROCESS ”**

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Elm andı

Mən, Əliyeva Selcan Vüqar qızı and içirəm ki, “Beynəlxalq əmək miqrasiyasi qlobalizasiya prosesi kimi” mövzusunda magistr dissertasiyasını elmi əxlaq normalarına və istinad qaydalarına tam riayət etməklə və istifadə etdiyim bütün mənbələri ədəbiyyat siyahısında əks etdirməklə yazmışam.

BEYNƏLXALQ ƏMƏK MİQRASIYASI QLOBALİZASIYA PROSESİ KİMİ

Xülasə

Tədqiqatın aktuallığı: Əmək miqrasiyası müasir dünyanın qloballaşması hadisələrindən biridir. Qlobal iqtisadiyyat və ölkələrin sosial inkişafı əmək miqrasiyasının səmərəliliyindən getdikcə daha çox asılıdır ki, bu da sosial-iqtisadi prosesləri stimullaşdıran əlavə əmək resurslarından istifadə hesabına onların zənginləşdirilməsinə imkan yaradır. Bu gün demək olar ki, bütün ölkə miqrasiya mübadiləsinə cəlb olunublar. Müxtəlif ölkələrdə yaşayış səviyyəsi və iqtisadi imkanlar arasındakı fərqlər bu miqrasiyanın əsas hərəkətverici qüvvəsidir. Əhalinin miqrasiyası ölkənin iqtisadi, siyasi və hüquqi sahələrində ən prioritet istiqamətlərdən biri olub və olaraq qalır

Tədqiqatın məqsəd və vəzifələri: Dissertasiya tədqiqatının məqsədi iqtisadi münasibətlərin qloballaşması prosesində dünya iqtisadiyyatının davamlı inkişafı amili kimi işçi qüvvəsinin miqrasiyasının təhlili və əsaslandırılması, milli iqtisadiyyatın rəqabət qabiliyyətinin yüksəldilməsində əmək mühacirətinin rolu, milli iqtisadiyyatın modernləşdirilməsi və inkişafı üçün xarici əmək miqrasiyasının səmərəliliyinin artırılmasıdır. Yuxarıda göstərilənlər əmək miqrasiyasının nəzəri aspektlərini nəzərdən keçirmək, beynəlxalq miqrasiyanın işçi qüvvəsinin idxalçıları və ixracatçıları ölkələrinə təsirini müəyyən etmək, müasir miqrasiya axınlarını öyrənmək və xarici əmək miqrasiyasının dövlət tənzimlənməsi sistemini nəzərdən keçirmək kimi məsələlərin kompleksini müəyyən edir.

İstifadə olunmuş tədqiqat metodları: Tədqiqat zamanı dünya iqtisadiyyatında miqrasiya axınlarının təhlilində integrativ və sistemli yanaşmalardan istifadə edilmiş, beynəlxalq təşkilatların statistik məlumatları, məqalə və digər normativ və direktiv sənədlər, internet resursları keyfiyyətli metodla yanaşı, məruzələr, dissertasiyalar, məqalələr, sənədlər və kitablar təhlil edilmişdir.

Tədqiqatın informasiya bazası: Tədqiqatın informasiya bazası miqrasiya sahəsində beynəlxalq aktlardan (nizamnamələrdən, konvensiyalardan, müqavilələrdən, qətnamələrdən), qanunvericilik və normativ sənədlərdən, həmçinin beynəlxalq təşkilatların statistik göstəricilərindən istifadə olunmuşdur.

Tədqiqatın məhdudiyətləri: Araşdırılan ölkələr üzrə tam istənilən statistik və nəzəri məlumatların olmaması tədqiqat işi üçün bəzi yerlərdə məhdudiyət yaratmışdır.

Tədqiqatın nəticələri: İqtisadi qloballaşma ölkələr, çoxmillətli korporasiyalar arasında azad ticarət haqqında sazişlərin bağlanmasına və bütün dünyada malların sərbəst hərəkətinə imkan yaradır. Transmilli kapital axınlarının, ticarətin və texnologiyaların bütün bu sürətli artım tempi də beynəlxalq miqrasiyaya təsir göstərmişdir. Çünki iqtisadi qloballaşma ölkələr arasında qeyri-bərabərliyi dərinləşdirir, miqrasiya çoxları üçün seçim deyil, iqtisadi zərurətə çevrilir.

Nəticələrin elmi-praktiki əhəmiyyəti: Tədqiqatın praktiki əhəmiyyəti əmək miqrasiyası sahəsində beynəlxalq hüquqi aktların hazırlanmasında istifadə edilə bilər. Bununla yanaşı, işin məzmunu tədris-metodiki istiqamətlidir və tədris fəaliyyətində beynəlxalq ictimai və özəl hüququn ali təhsil müəssisələrində tədris fənləri üzrə, eləcə də tədqiqat və inkişaf aparılmasında tətbiq oluna bilər.

Açar sözlər: qlobalizasiya, beynəlxalq əmək miqrasiyası, miqrasiya

ABBREVIATIONS

AR	Azerbaijan Republic
BTC	Baku- Tbilisi-Ceyhan
CEE	Central and Eastern Europe
CEPS	Center for European Policy Studies
CIS	Commonwealth of Independent States
EU	European Union
FDI	Foreign Direct Investment
GATT	The General Agreement on Tariffs and Trade
GDP	Gross Domestic Product
ILO	International Labour Organization
IMF	International Monetary Fund
IOM	The International Organization for Migration
NELM	The New Economics of Labour Migration
OECD	The Organization for Economic Co-operation and Development
TNC	Transnational Corporations
UN	United Nations
UNDESA	United Nations Department for Economic and Social Affairs
UK	United Kingdom
USA	United States of America
USSR	Union of Soviet Socialist Republics
WB	World Bank
WTO	World Trade Organization

CONTENTS

ABBREVIATIONS	5
INTRODUCTION	7
CHAPTER 1: THEORETICAL BASIS OF INTERNATIONAL LABOUR	10
MIGRATION	10
1.1 International labor migration in the era of globalization.	10
1.2 Analysis of migration theories.	13
1.3 Modern losses and gains of international labor migration.....	23
CHAPTER 2. INTERNATIONAL LABOR MIGRATION IN THE CONTEXT OF GLOBALIZATION	29
2.1 The role of international organizations in regulating migration processes.....	29
2.2. Political and economic consequences of labor migration.....	35
2.3 Migration directions and modern centers of labor attraction.	42
CHAPTER 3. INTERNATIONAL LABOR MIGRATION PROCESSES IN AZERBAIJAN	51
3.1 Effects of international labor migration processes to Azerbaijan.....	51
3.2 Recommendations for the improvement of migration policy.....	58
CONCLUSION AND RECOMMENDATION	64
REFERENCES:	66
APPENDIX	68
List of tables	72
List of charts	72
List of figures	72

INTRODUCTION

The actuality of thesis: Labour migration is one of the phenomena of the globalization of the modern world. The global economy and social development of countries increasingly depend on the effectiveness of labor migration, which contributes to their enrichment through the use of additional labor resources that stimulate socio-economic processes. Today almost all countries are involved in migration exchange. The difference in living standards and economic opportunities in different countries is the main driving force behind such migration. Migration and the international labour market are essential characteristics of globalization itself as a major effect. Not only is the significance but also the consequences of international labour migration increasing: economic, political, social, demographic, cultural, etc. The modern approach to migration is based on the recognition of the heterogeneity of this process, the impossibility of an isolated approach in its optimization and the need to regulate or even manage it. The most important problem of modern migration as a global phenomenon is to achieve a balance between the interests of the individual and society in each country and the world as a whole. In this thesis I will try to show the impossibility of isolated regulation of general and labour migration and prove the high efficiency of international cooperation and other aspects of globalization for the purposes of regulation and management of labour migration.

Statement of the problem and learning level : At the turn of the century there was a clear increase in the process of globalization, and along with this objective process in the world grew scientific interest in the analysis of modern structural and functional changes in the global migration of labour, their role in the competitiveness of the economies of sending and receiving countries, the importance of the human capital of migrants in this process, as well as to assess their contribution to the national wealth of states. It is necessary to assess the impact of emigration and immigration of the working-age population on the socio-economic processes taking place on the world stage and in our country. The problem of equitable treatment of migrant workers in a globalizing economy is important, both on the part of national

governments and the people of those states and on the part of international organizations. All this required in the course of the dissertation research to analyze a wide range of issues affecting in the modern global world methodological problems of formation and/or modification of migration policy at the regional and national levels, to compare different interpretations of the categories of "external labor immigration", "competitiveness of human capital of migrants", to clarify the factors and conditions of its formation in the country and the world through immigration; to assess the quality of migration flows of labor and their main directions in connection with the trends of development of the world economy, as well as to reveal a number of social problems related to labor migration.

The growing importance of international migration in the context of globalization was reflected in scientific research and formed in migration concepts only in the late 20th and early 21st centuries. Significant contribution to the development of this topic made by Massey D. S. ; Durand J. , Malone N. J. , Hagen-Zanker, J , Chiswick B.R ; Sjaastad L.A, Stark O., Borjas G., Piore J,G.I. Glushenko, A.G. Vishnevskiy. In modern national researches of this problem are devoted to the work of such scientists as: A.I. Aliyev, G.I. Ibrahimova, N. Yagubov, A. Yunusov, and many other representatives.

The purpose of the thesis: The purpose of the dissertation research is to analyze and substantiate the migration of labor as a factor in the sustainable development of the global economy in the process of increasing globalization of economic relations, the role of labor immigration in increasing the competitiveness of national economies, in increasing the impact of external labor migration for the modernization and development of the national economy.

Objects and subject of thesis: The object of the research is international labour migration as a process of globalization. The subject of the research is the system of economic relations developing in the global economy in connection with the growth of labor migration, changing its role in the competitiveness of national economies and the state policy of attracting highly qualified foreign labor force.

Methods of the thesis: During the research, have been used integrative and systematic approaches in the analysis of migration flows in the global economy; statistical data of international organizations, articles and as well as other normative and directive documents, online resources along with the qualitative method-analyzed the reports, thesis, articles, documents, and books.

Information base of the research: The information base of the study consists of international acts in the field of migration (charters, conventions, treaties, agreements, resolutions), legislative and regulatory documents, as well as materials from the International Labour Organization (ILO), the International Organization for Migration (IOM), the World Trade Organization (WTO), the World Bank (WB), the International Monetary Fund (IMF), the Organization for Economic Cooperation and Development (OECD), the European Union (EU).

Limitation of the research: There have been limitations that I have faced during the research. This limitation is about the lack of information about migration inflows and outflows as well as the amount of remittances sent to the home country.

Theoretical and practical significance of the thesis: The theoretical importance of the research contributes to the further development of international immigration law and can be used in scientific and practical research on the problems of labor migration. Practical significance of the study can be used in the preparation of international legal acts in the field of labor migration. In addition, the content of the work has a teaching and methodological direction and can find application in educational activities in the academic disciplines of international public and private law in higher educational institutions, as well as in conducting research and development.

Structure of the thesis: The thesis consists of an introduction, three chapters, 8 paragraphs, conclusion, suggestion, list of references and appendices. Total volume of work – 72 pages, including 65 pages of text, 7 appendixes.

CHAPTER 1: THEORETICAL BASIS OF INTERNATIONAL LABOUR MIGRATION

1.1 International labor migration in the era of globalization.

International labor migration as a practice has an extended history with some turning points. Disintegration of the center age societies and accompanied changes like renaissance, business revolution, colonization, agricultural revolutions, industrial revolution, emergence of free market societies, trendy education, and technological advancement are some distinguished factors that have contributed to the expansion of international migration. within the recent past, globalization has additional increased migration, in the main through revolutionary changes in information technology. Mass migration of the population has become one of the characteristic phenomena of the life in the world community during the second half of the 20th century. The overall picture of the migration process in the world is such that the second half of the past century was a time of unprecedented growth in the world's population and also the growth of cities and agglomerations. In developed countries, the majority of the population currently lives in agglomerations, that is, in clusters of closely interconnected settlements. The main criteria for entering the agglomeration is the general labor balance, that is, a situation where a significant part of the population of some cities works in others. In the context of globalization, labor played a fundamentally new role in shaping the system of international division of labor, its qualitative characteristics determine the degree and efficiency of integration of individual countries into the world economy. At the same time, those countries whose labor power is in great demand on the world labor market and are more competitive in the current system of global labor relations gain more benefits.

Globalization understanding as a conjunction of elements. It is a common market place with progressing exchange among commonwealth; the expansion of data sharing, communication of people around the world; the chance for companies and people for free trade around the world as well as not to be suffered by national boundaries. The connections between immigration and globalization are powerful

and present. People have always their motherlands in search for better futures, opportunities, jobs. This makes attainable for humans to earn extra money abroad than within the own country. That ends up in increase of living standards of individuals who work abroad or their families within the home countries. Globalization causes human displacement of an unprecedented scale; growth of trade and capital flows, as well as the involvement of national economies in a single reproduction process. The deepening of international business communication is expressed in the growth of interconnection and interdependence of national economies. Analysis of the current state and trends of the world economy suggests that in recent decades there has been a systemic transformation of the world economy, the main phenomenon and main vector of which is the globalization of processes. According to most researchers, the end of the 20th century marked the “era of migration”. Unfortunately, international migration statistics are very incomplete and imperfect. Using all available opportunities, the UN made an estimate of the number of international migrants living in all countries of the world at certain points in time. These are not dimensions of migration, but partial dimensions of one of its results. In the last 50 years, immigration at a global scale has intensified as more countries. After a period of relative stability, international migration has increased markedly in the last decades of the 20th century, especially after 1970. Over the past 15 years, the number of people crossing borders in search of a better life has increased dramatically.

By the beginning of the XXI century 1 out of 35 inhabitants of the planet was a migrant. The flow of international migrants all over the world expanded from 76 million (1960) to 82 million (1970), 100 million (1980); 154 million (1990). In the 1990s, the number of migrants grew by about 6 million people per year. Migration is becoming an important source of additional labor resources. According to UN forecasts, substantial net immigration is necessary to compensate for the reduction of the economically active part of the population. While already in the main receiving countries, migrants make up 5–25% of the economically active part of the

population, for Europe until 2050 it will take 1 million net migrants to maintain the population and 1.5 million in economically active age.

International labor migration has a positive impact on the population age structure. Most of migrants are active workers. In the past, in most OECD countries, many foreign workers worked in construction and industry. For example, in Germany, Japan and the Czech Republic, more than 40%) of the workplaces employed by foreigners were concentrated in construction, while in Austria, Belgium, Italy, Holland and Switzerland, from 20 to 25% of the jobs occupied by foreigners accounted for mining industry and energy. In the past few years, foreign labor has unfold to the tertiary sector. In 2001-2002, over 3 quarters of all jobs occupied by foreigners accounted for this sector within the United Kingdom (83%), Scandinavian country (76%) and Republic of Finland (75%). Over 70% of foreigners additionally worked within the service sector in Australia, Luxembourg, Holland, Norway and also the USA.

Here comes the opposite question. What are the key trends and patterns of international migration within the modern globalizing world? There are sufficient variety of reasons.

The main ones include:

- growing inequality within the world, a major gap within the levels of wages and incomes of the population, within the levels and quality of life in several countries of the world;
- variations within the growth rates of the economies of the countries of the globe and, consequently, the expansion within the demand for labor;
- variations in unemployment rates by country: imbalance between the number the amount the quantity of jobs within the country and also the number of working-age population;
- the disparity of supply and demand for labor with certain skills and qualifications: if there is a shortage of employees during an explicit specialty within the country and a business would like for specialists of certain qualifications, this deficit is met by migrant workers;

- differences in working conditions in several countries and opportunities for getting good work;
- demographic changes: population aging and a decline within the economically active population (especially in high-income countries) and population growth in low-income countries;
- the need of individuals to avoid military conflicts, political repression, as well because the effects of global climate change - and as a result forced displacement to alternative countries;
- the development of information technology, increasing people's awareness of the socio-economic situation, the standard of living in varied countries, the supply of information regarding vacancies in alternative countries, the ability to communicate with potential employers, as well as with relatives and friends who managed to search out work in another country. (Алешковский И. А., Ионцев В. А. 2008. № 2(2). С. 77–87)

The above factors in their combinations create powerful incentives for international migration. Moreover, moving to another country and changing their place of residence often carries with it considerable risks, which nevertheless migrants are willing to take in search of a better life. In the period of globalization the demand of foreign labor is a prerequisite for the normal process of reproduction. The most important reason for actively attracting highly qualified personnel is labor shortages in the health and education sectors. In the USA, Canada, Great Britain, Ireland and Australia, there is a particularly acute shortage of nurses. In this area, the number of vacancies is increasing. The most important reason for actively attracting highly qualified personnel is labor shortages in the health and education sectors.

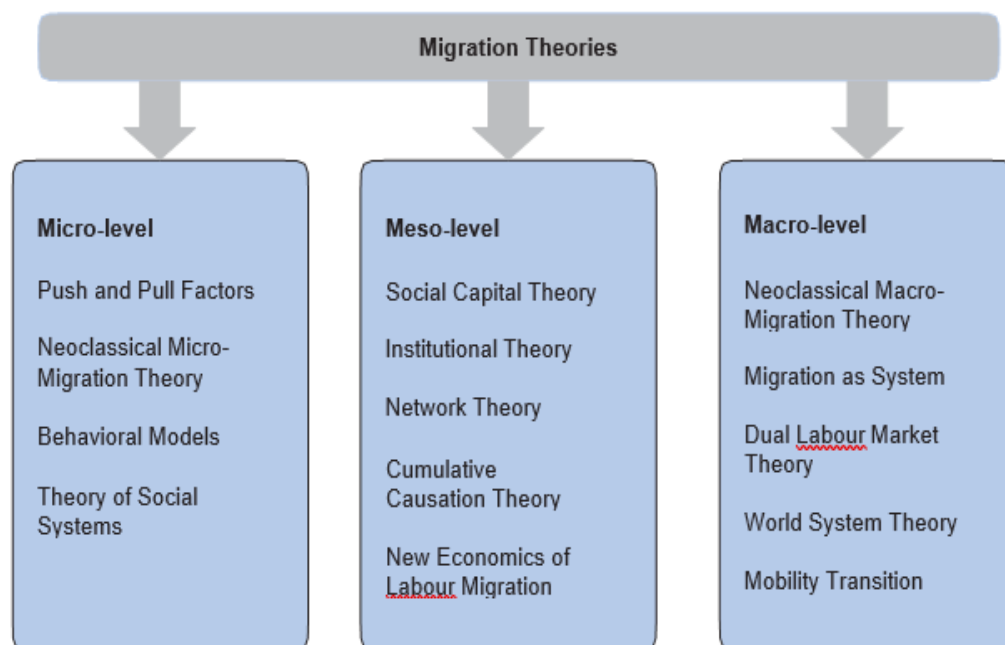
1.2 Analysis of migration theories.

There is no single theory that covers all the aspects of international migration. The main target of international migration has been influenced by variety of disciplines such as Political economy, Sociology, Geography, Commerce,

Management, Law, Demography, and science, rendering the theorizing of international migration a complex task. Migration theories are useful as they provide theoretical guidance to understand the movement of individuals in a very wider perspective. Hammar, Brochmann, Tamas and Faist (Hammar, T., Brochmann, G., Tamas, K., & Faist, T. 1997) commit to classify theories by mistreatment levels of migration. As per Hammar et al. and Faist (Faist, T.,2000) migration theories are divided into three main categories as micro-level, macro- level and meso-level of migration.

Micro-level theories take into account migration choices from an individual’s perspective, i.e.a person’s desires and expectations. Macro-level theories contemplate migration choices from an aggregate point of view, i.e. the economic structure of the country. Meso-level is wherever migration selections consist between the 2 former theories, i.e. family bonds, social networks, peer groups and isolated minority communities.

Figure 1: Migration Theories: Level Based Analysis



Source: Faist & Faist, 2000; Hagen-Zanker, 2008; Hammar et al., 1997

The active development of theories of labor migration began in the 60s of the twentieth century.

Mercantilism is one of the first Western scientific directions that included international migration of people in the research. Considering the possession of money (gold) and population growth as a source of prosperity of the state, such authors as T. Men, J.-B. Colbert (XVII century) and others, gave priority to attracting foreign workers, especially craftsmen, and focused on banning the emigration of their citizens. Labor immigrants, in the absence of emigration, were considered as a source of increasing population and improving their well-being. According to the provisions of the mercantilists, the pledge of wealth lies in the profits that can be obtained only from the export of goods, while the export of labor can increase the value of labor, and, consequently, reduce the rate of profit.

Classical political economy considered international and domestic labor migrations. The main postulate of its authors (A. Smith, D. Ricardo, D. Mil, D. Stewart, and others) saw "in the mutual influence and complementarity of the export of capital and labor." Thus, A. Smith advocated a completely unimpeded international movement of capital, goods and labor, so that "market forces could best contribute to economic development and poverty reduction." D. Ricardo and A. Smith, believed that labor resources under the influence of the invisible hand of the market through the regulation of supply and demand are moving into areas where they are most needed. Thus, labor mobility due to the demand and supply in the labor market is a natural self-regulating process, the flow of which is mainly due to the differentiation of wages. This process should be stimulated by the absence of restrictions on the free development of the market.

Marxism is another scientific direction that quite fully substantiated the essence of population migration, and first of all, its able-bodied part, and the founders of marxism, K. Marx and F. Engels, devoted several works to migration, the conclusions of which are relevant to this day. Among the main theoretical propositions of Marxism, which we find in the works of K. Marx and F. Engels, which affect the migration of labor, the following two main postulates can be singled out.

- First, the development of the capitalist world economy generates the interdependence of emigration and immigration of labor, due to differences in the degree of its exploitation, working conditions and wages, which is the real basis of labor migration.
- Secondly, world reproduction is expanding unevenly. Hence the intermittent demand for foreign labor, its uneven distribution among the centers of the world economy.

In addition to the economic aspect of the uneven distribution of the population, there is a demographic aspect of this distribution, expressed, in particular, in reducing the total population of certain countries of emigration, worsening of its age-gender structure, etc.

Keynesianism was named after the founder of this theory, D. Keynes, who paid great attention to labor migration. This theory, one of the main differences of which from the classical and neoclassical directions is “the rejection of market economy self-regulation”, paid particular attention to the “imperfect labor mobility”, while “taking out” unemployment from migration. Considering the world economy as an aggregate of state-regulated firms vying for full employment, Keynesianism explicitly recognizes that the world market, and above all the world labor market, formed as a result of international labor migration is an arena of conflicting national interests.

The oldest and best known theory of international migration is Neo-classical Theory. It explains the impact of labour migration on economic development (Arango, 2000; Lewis, 1954; Todaro, 1976; van Naerssen, Spaan, & Zoomers, 2008). One of the first serious theoretical justifications for the movement of labor should be recognized neoclassical concept of migration. The basis of this concept, which focuses on international differences in wage levels, can be considered the work of J. Hicks "Theory of Wages". He was one of the first to consider migration as a decision of a rational individual who is able to correctly assess his prospects on the basis of complete and reliable information. The problems of unemployment and relocation costs were not taken into account. As an incentive for migration, J. Hicks

believes that the differentiation in wage levels between countries caused by the uneven distribution of factors of production - labor and capital. As a result, the migration movement contributes to the equalization of wages (income) and stabilization of the world labor market in two directions:

- directly - through reducing the supply of labor in the market of the country, over-endowed with labor resources, and increasing supply in a country that is poor in labor resources;
- indirectly - for example, through international remittances of migrants.

According to this theory and its extensions, the cause of international migration is the geographical imbalance between demand and supply of labor.

1. In regions where the supply of labor is elastic, however, labor is paid with low wages, and their marginal productivity is low, workers tend to migrate to a country with high wages. As a result of this trend, the generation of remittances has become a strong incentive for sending countries to encourage emigration.
2. In addition, migration contributes to the economy of a country that accepts labor by stimulating production, and a country receiving remittances may ideally reduce income inequality and wage differentials.

Another important assumption is that the internationally low labor force mainly occurs in labor markets that other markets do not play a key role in relation to international migration (Massey, D., et al. Vol. 19, No. 3 (Sep., 1993), pp. 431-466.).

The direction of international migration flows is determined by the degree of attractiveness of the economic characteristics of the country of entry, which is expressed for migrants in the differences in wages. If these differences are eliminated among all possible countries of departure and arrival, migration flows will be absent. Thus, there is the possibility of managing migration flows by influencing the labor market.

As part of the neoclassical approach at the micro level, labor migration is considered as a source of increasing the welfare of an individual or household (neoclassical microeconomic theory (model of individual choice) (Harris, J. R., &

Todaro, M. P., 1970., pp. 126-142). Migration is a form of investment in human capital. The place of introduction is characterized by the greatest usefulness of this individual, taking into account the maximum benefit in the conditions of differentiation of the level of income in the region of departure and the region of arrival. Constant and Massey suggested a neoclassical perspective where an immigrant would not return to his/her country until he / she received wages, education and prestige in the host country. This tends to reduce the salary of unskilled labour in the host country as a result of migration, and producers there will use more unskilled labour than skilled labour and capital-intensive production. Again, this depends on the scale of migration and minimum wage rules (Constant, A., & Massey, D. S. ,2002, pp. 5-38).

However, over time, it turned out that the neoclassical approach cannot explain a number of important empirical facts. The main reason for the limited applicability of the neoclassical theory is its prerequisites that simplify reality. Awareness of this fact was the impetus for new research based on a narrower list of prerequisites.

The New Economics of Labour Migration (NELM)- New economic science of Labour Migration has been developed recently with the aim of challenging the assumptions and conclusions of Neo-classical Theory. NELM focuses on migration from the micro individual level to meso units such as families, households or alternative culturally outlined units. In other words, a key insight of this new approach is that the decision to migrate is not only an individual decision, but is a collective decision of households or families where their aim is not only extend financial gains, but also in additionally is a risk management strategy in the context of market failures (Stark, O., & Levhari, D., 1982, pp. 191-196; Massey, D., et al. Vol. 19, No. 3, Sep., 1993, pp. 431-466; Taylor, E. J. ,1999, 37(1), pp. 63-88)

However the theory provides not to ignore individual decisions, but to study it within the collective. The development of migration theory was thus on the way to adding new factors to the traditional model. One of these factors that can provoke the movement of workers is the level of income of others. For the first time this idea was considered by O. Stark (Stark O. 1984. Vol. 32. № 3 P. 475-486). All people in one

way or another compare their income with the income of their environment - friends, colleagues, neighbors, their social group. Such comparisons can generate psychological costs or benefits, satisfaction or, conversely, discontent. For example, the usefulness of an individual may depend directly on the number of families living nearby and having a higher income/consumption level than the person (household) in question. In this case, migration plays the role of a tool to solve the problem of dissatisfaction with the social situation - moving either helps to take a higher position within a certain social group, or to change this group to a higher one. Consequently migrates not capable or active individuals, but the poor or socially disadvantaged. A conceptual framework built around the role of families and households within the framework of NELM emphasized that remittances are part of a mutually beneficial agreement between migrant and migrant families (Lucas, R. E., & Stark, O., 1985, pp. 901-918). If the decision to migrate is made only on the basis of dissatisfaction with the relative social situation, as measured, for example, by the ratio of own income to the average income of the social group, migration becomes a cyclical process, which as a result will affect not only the country that was originally characterized by high income differentiation, but also the recipient countries of migrants. Migrants exploit differences between countries, turning global inequality into a source of their own benefit. The result of constant displacement will be either full equality (which is hardly possible, if only because people will prefer the position of "better than the neighbor" than "just like the neighbor"), or an unstable system with constantly present migration movements. The attempt to reveal the complex relationship between the recipient country and the donor country is made in the concept of labor dual labour market. One of the factors of its emergence was the obvious trends of globalization of the world economy, the increasing interdependence of markets around the world.

Human capital model in the context of employee migration. A special place in the theory of migration movement of labor occupies the model of human capital. In one way or another, it can be considered the basis of almost all modern research in this area.

First, investment in human capital was considered in the context of decisions about the migration of L. Sjaastad (Sjaastad L.A. 1962., pp. 80-93). However, the active application of the human capital model in the analysis of migration processes began with the study of B. Chiswick (Chiswick B.R. ,1978, pp. 897-921).

The logic of the model is as follows. As long as the migration process can be considered as an investment, it means that at the first stage the migrant bears the costs, which should later pay off with additional income (or an increase in the standard of living). Therefore, when deciding on migration, an individual estimates the net present value of his / her benefits from moving to another country. Formally, the decision-making process is presented in the following form:

Formula 1:

$$PVNB_i = \sum_{t=T_0}^{T_R} \frac{B_{it} - B_{0t}}{(1+r)^t} - C_i > 0 \quad - \quad \begin{array}{l} \text{the decision to migration is} \\ \text{accepted} \end{array}$$

$$PVNB_i = \sum_{t=T_0}^{T_R} \frac{B_{it} - B_{0t}}{(1+r)^t} - C_i < 0 \quad - \quad \begin{array}{l} \text{the decision to migrate is rejected} \\ - \end{array}$$

where: $PVNB_i$ - present value of net (cash) benefit from moving to country i

T_0 - the year of moving from home country to country i;

T_R - the year of cessation of employment (retirement);

B_{it} - income in country i in year t;

B_{0t} - income in the home country in year t;

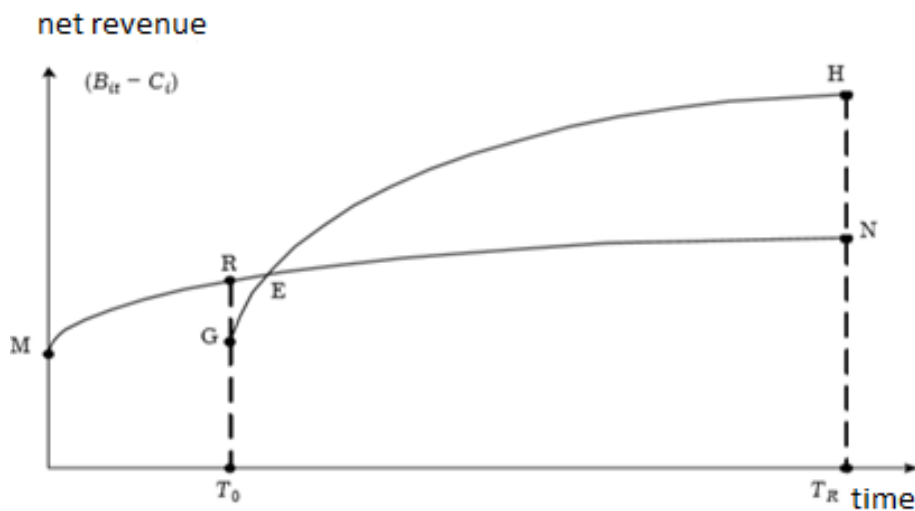
r - the individual discount rate;

C_i - the direct cost of moving to the country i.

The decision-making process on migration can also be presented in graphical form: The MN curve is a graph of the net income of an employee in his home country, the MRGH curve is a graph of the net income of the employee who made the decision to move. Both of these curves reflect the dependence of the total income on the size of the individual's human capital. When deciding on migration at

the time of T_0 , the individual should compare the losses(costs) he will suffer when he will move, change work, lifestyle, etc.

Figure 2: Decision-making on migration



Source: Chiswick B.R. ,1978

They are represented by square shapes, EGR, and benefits are represented by square EHN. The rational individual will choose the country for which the maximum will be reached (EHN - EGR).

Primary analysis of formula1 and Figure 2 gives three main factors influencing the decision to migrate: employment conditions in the home country and potential destination country, age and costs of moving.

Dual labor market theory diverse from micro level models. It was introduced by J. Piore in 1979.This new model avoids view of migration as a final result of decisions made via individuals, and argues that international labor migration is a result of intrinsic labour demands of industrialized societies at the present (Massey, D., et al. 1993, pp. 431-466). In other phrases, global migration occurs not because of push elements seen in sending-countries, however because of pull factors seen in receiving-countries. Push factors are low wages and high unemployment, at the same time as pull factors are crucial and unavoidable needs anticipated to be fulfilled with the aid of foreign employees in receiving-counties. Further, this idea emphasizes on 4 center functions of industrialized countries that explicate the pulling of labour from other countries, namely

- structural inflation,

- motivational issues,
- economic dualism
- the demography of the labour supply

Network Theory - Migration network is a modern concept connected to the idea of social capital. Network provides migrants a connection with relatives, fellows, family, also financial data and facilitates money transfers. These features reduce costs and ease mobility of people and enhance opportunity for other migrants in decision making.

Consequently, positively migration mechanism has an impact on sending countries development.

Migration System Theory - The main assumption of this theory promotes economic, social, politic modification in both countries: sending and receiving countries. Migration System theory has a close link with Network theory. Unlike other models, the Migration system theory emphasizes on the mutual link between migration and development (De Haas, H., 2010, pp. 1587-1617). This theory used for developing a theoretical framework in labor migration. Migration supports not only economic growth, but also social development. For instance, remittances sent for aid to friends, family members improve their social and economic situations.

Institutional theory - With the occurrence of international migration was created many organizations and institutions to benefit from disbalance between the workers of labor-receiving and labor-sending countries. In the issue was established a lot of profit-seeking and not-for-profit organizations for deciding migrants' issues. Not-for-profit organizations accent on humanitarian aspects of migrants, give a hand to suffered migrants through legal advice, consultations, social services and awareness on migrant laws and rights. Profit-seeking organizations engage in illegal issues: help in crossing borders, settle marriage between migrants and legal residents, providing credit, arrange documents for travel (Massey, D., et al. Theories of International Migration: Sep., 1993, pp. 431-466). The Institutional theory today plays the main role in order to establish a more suitable and a powerful policy framework for both labour-sending and receiving countries.

Cumulative Causation Theory - This theory was developed by Gunnar Myrdal in 1956. Explains causes of international migration flows, its growth at the present, how the number of migrants increases in order to find new work places. It has happened since migrants transfer money to relatives, friends, family members that live in the home country. These aspects stimulate people to cross boundaries for searching new work places.

1.3 Modern losses and gains of international labor migration

Economic and social costs and benefits become an actual topic for economists and politicians because of the increasing in the labour migration all over the world. The progress of net migration has a remarkable considerable impact on the labour markets of sending and receiving countries as well as to further macroeconomic indicators such as economic growth and development, GDP, unemployment and investment rates. Immigration entails economic advantages to the recipient country, as we know immigrants are more economically active than the local population, because they came from worst conditions of live. Often immigrants work in unwanted jobs, in worse position but get less wages. That leads to the increasing of productivity, economic growth and development, consequently benefits for companies, organizations and government. But all of these factors depend not only on economic situation of the host country, but also to the desire of immigrants to integrate with local society and their psychology.

"Despite the widespread misconception that unskilled immigrants take jobs from local residents and contribute to the fall in their wages, the facts show that in fact they are taking on work that none of the local workers do not seek to perform..."

writes G. Becker (Becker G., McGraw-Hill, 1997 P.53). He refers to the work of another American scientist, a specialist in the field of immigration, J. Borjas, who, summing up the results of numerous studies, concluded that immigration to the United States did not lead to an increase in unemployment or a decrease in earnings (Borjas G., 1990). It turns out that immigrant workers, for the most part, are not competitors to skilled workers in the host country, and therefore the latter have

nothing to fear. Moreover, many developed countries would simply not be able to maintain current levels of production without the use of foreign labour. Automobile plants in Germany use up to 80% of Turkish workers on conveyors, almost 100% of foreign personnel (from Italy, Yugoslavia and other countries) in the construction and hotel industry of Switzerland, and in most Swiss and New York clinics, Junior medical personnel - from Southeast Asia.

The free movement of people from country to country allows for a more rational way to redistribute the population across the Earth's territory, develop new territories and incorporate them into the world economy, remove social and environmental pressures on the territories, create new markets for products.

Impact of international labor migration on Receiving Countries. The primary impact of immigrants on the host country's economy depends on variety of circumstances. Although in most cases the net revenue of migrants is less than local population, but during the time industry of the receiving country begin to adapt to newcomers. For example, most of the labor-intensive varieties of agriculture would probably not exist today in EU countries and in the United States if there were no permission to migrant workers.

Secondly, migration can affect the financial balance of the receiving country, it means that migrants are net investors. But at the same time it depends on whether they work, whether taxes are levied on their incomes, and whether they are eligible and whether they need government support. More highly skilled migrants are likely to be large net donors to the fiscal treasury.

There are modern gains of labor migration for receiving countries:

1. improving the competitiveness of its products due to lower production costs associated with a lower price of foreign labor;
2. foreign workers, presenting additional demand for goods and services, stimulate production growth and additional employment in the host country;
3. when importing qualified labor, the host country saves on education and training costs.

According to some estimates, the United States saved on the creation of 12 new medical faculties by attracting foreign medical workers:

- foreign workers are often viewed as a definite shock absorber in the event of crises and unemployment. They may be the first to be fired;
- foreign workers are not provided with pensions and are not taken into account in the implementation of various social programs;
- foreign labor, as a rule, is paid lower, giving savings to firms;
- immigrants play a big role in the rejuvenation of labor resources. In the late 1970s, estimates appeared in the literature for which the share of the most working age among foreigners in the Germany was about 80%, and for the indigenous population -50%;
- due to the consumption of immigrants, the capacity of the domestic commodity markets of the host country is expanding, and the considerable amount of money accumulated on their accounts in savings banks can be used as an additional source of accumulation;
- that part of the wages that foreigners transfer to their homeland creates the prerequisites for the demand for goods of the recipient country in their native countries. In some years, the Turkish community transferred home up to 1 billion marks, which contributed to the emergence of additional effective demand for West German goods in Turkey. At the same time, a number of problems and contradictions not only of the economic plan (employment, housing, etc.), but also of the socio-political and moral, are associated with immigration.

Modern losses of labor migration for receiving countries:

- entire sectors of the economy (services, trade, construction) with the long-term use of foreign workers become dependent on their labor. This leads to a reduction in the number of jobs among the indigenous population, increases unemployment, in general worsens the situation on the national labor market;
- there is a decrease in the price of the national labor force, as the supply of workers on the labor market increases, which fill vacancies for low-paid,

unskilled work;

- conflicts are provoked between the indigenous population and immigrants;
- immigrants rather long and painfully adapt to new living and working conditions in the host country.

Practically in all countries of immigration, there is discontent among the indigenous population (workers lose their wages as a result of lowering the price of labor on the national labor market), which in the years of economic downturn manifests itself quite rapidly. Possible ethnic conflicts, rising crime, especially in case of illegal immigration.

Moving from one question to another let us to understand the influence of emigration to the donor country. Again we faced with the same story. There are 2 main aspects of migration. On the one hand, this is the negative opportunity of “brain drain”. On the other hand, many governments see remittances as the main benefit for their home country from labor migration abroad. In any case, international remittances in developing countries are currently the largest source of financial inflows after foreign direct investment. In some large countries of emigration, remittances exceed revenues from the export of goods. Remittances are also an important source of support during a crisis and tend to increase during a country’s recession, unlike other financial flows.

Modern gains for countries of emigration (exporting country). Impact on emigration flows is not only caused by unemployment and wage differentials, but also by special emigration policies of the countries of origin.

1. Emigration eases the situation in the event of tension in the domestic labor market.
2. After work abroad, trained, more skilled workers return to the country.
3. Transfers of immigrants for some countries are the main source of foreign

currency. For example, in some years, the Yemen Arab Republic received about \$ 1.3 billion from its emigrants, which was many times higher than the surplus from exports of goods.

There are three main direct sources of foreign exchange earnings from the export of labor:

- taxes on the profits of intermediary firms;
- remittances of migrants to their homeland in support of families and relatives;
- personal investment of migrants (bringing home production and durable goods, cash used for investment purposes).

In general, the actual income from international migration to the national economy of the country exporting labor is often quite significant, as is clearly shown in the countries with the largest amount of remittances received. Export of labor force, as one of the articles of international economic exchange, takes the second place in the world after oil trade. In the economies of many countries, and not only the poorest, but also the middle-developed (Greece, Turkey, Portugal), migrant remittances play a very important role, becoming a significant addition to national income. Thus, not only for individual families, but also for the country as a whole, emigration is an effective way against poverty.

Modern losses for countries of emigration (exporting country):

1. The loss of a part of the labor force, and at the most able-bodied age, leads to an aging of the age structure of the working population.
2. The costs incurred by the country for the training of those who left it are lost.
3. Entrepreneurs lose by raising labour prices, the financial system suffers losses in tax revenues, the country loses the effect of investments in the training of skilled labour - a "brain-drain".

Indeed, the majority of those leaving poor countries for the rich are low-skilled workers, ready for hard and monotonous work, dirty and unpleasant work, as the level of payment will still be higher than at home. But there is another group of immigrants, consisting of the most educated and gifted - scientists, specialists, engineers, doctors, etc. Their mass departure, really, painfully affects economy of the country, its scientific and technical development, possibility of introduction of new technologies, development of education, health care, culture - after all these people not so simply to replace, besides, considerable means were spent for their

education. For developing economies, educated specialists are the most limited production resource, and therefore its value is very high. Nevertheless, the process of "brain drain" also cannot be assessed unambiguously negatively. History has already shown that in countries where significant economic growth begins, returning professionals who have worked in Europe and America, received additional education and skills familiar with the latest technologies. Here at home, they can now claim the best jobs, heading laboratories, institutes and hospitals, representative offices of Western firms or international projects, working in government. In general, we are able to say that international labor migration has a positive implication rather than negative on the countries with an excess of labor resources.

The impact of labour migration on donor and recipient countries can be summarized as table in appendix 1.

CHAPTER 2. INTERNATIONAL LABOR MIGRATION IN THE CONTEXT OF GLOBALIZATION.

2.1 The role of international organizations in regulating migration processes.

The need to manage international labour migration is growing under the influence of globalization and the growing contradictions and problems both in the countries of origin of migrants and in their host countries, in transit countries, as well as in the world community as a whole. The features of the current stage of migration processes is the strengthening of the regularity of the international labor movement on the part of all actors of migration relations. A multilevel system of regulation of international labour migration has been formed, including international, supranational (including within international regional associations), national, as well as regulation at the level of domestic regions.

In the pre-globalization period, international migration of labor was carried out primarily on the basis of national (state) regulation, which began at the end of the XVIII century, when England adopted laws prohibiting the emigration of industrial workers.

In the XIX century, international labour migration began to be regulated by bilateral agreements between the exporting country and the importing country.

With increasing scale of international labour migration and engagement in this process an increasing number of countries regulate on the basis of bilateral and multilateral inter-state agreements is expanding. The interconnectedness of states in the context of globalization has reached such an extent that it is very difficult to ignore the norms and principles established by international organizations. Of course, the state may not join (or long-term ratification) to certain documents developed by international organizations, but this, firstly, worsens the competitive position of the country in the world labor market, and secondly, causes a certain negative reaction from both the donor countries of the labor force and the world community.

At the current period of development of the global economy in the states receiving migrants, there is a duty to develop the social orientation of immigration policy, to adhere to the principles laid down in the Declaration of human rights adopted in 1948(www.un.org,10.04.2019), and other documents of international organizations. At the international level labour migration are regulated by a number of international organizations. The International labour organization (ILO) plays a leading role in regulating international labour migration. The ILO was established on 11 April 1919 under the League of Nations under the Treaty of Versailles. Its goal was to promote the principles of public fairness and internationally recognized rights of labor force. ILO was the first intergovernmental organization to develop conventions and recommendations on labour legislation, promote social and economic progress, improve the well-being and working conditions of people, and protect human rights. In 1944, at a session in Philadelphia (USA), the international labour conference adopted the Philadelphia Declaration (www.ilo.org,10.04.2019), which embodies the following principles:

- labour is not a commodity (product);
- freedom of speech and freedom of association are essential for continuous progress;
- poverty anywhere is a threat to the general well-being;
- all human beings, regardless of race, religion, gender have the right to enjoy their material and spiritual development in conditions of freedom and dignity, economic stability and equal opportunities.

International migration of the labor force devoted to a series of conventions and recommendations the ILO.

In 1949, Convention 97(www.ilo.org,10.04.2019) on migrant workers was adopted.

The provisions of this Convention remain relevant to this day. The document applies to immigrants legally staying in the country and provides for the right of migrant workers to permanent of stay in the "receiving" country after a certain period of work.

In 1955, ILO adopted another important document-Recommendation 100 (www.ilo.org,10.04.2019) -on the protection of migrant workers in developing countries. This document is aimed at regulating migration in the interests of social and economic development of developing countries, limiting the undesirable loss of labor resources for these countries. Among the proposed measures - the adoption of special programs of economic development in the countries of emigration, the creation of new jobs.

Each member country of the ILO must:

- ensure the application of the principle of same opportunities of labour migrants and members of their families with citizens of their country, to investigate the complaints for failure to observe this principle (in the case of violation of laws by employers or other persons or organizations responsible for their implementation, shall apply the measures of administrative, civil and criminal penalties);
- ensure conformity of national laws and regulations with international norms on the rights of migrants;
- promote early family reunification through bilateral and multilateral agreements;
- consult with entrepreneurs, social services and other organizations on the emerging problems of migrants.

To optimize and humanize of the measures of regulation of migration, to promote international cooperation in the sphere of migration, assistance in the search for practical solutions to the problems solved by the International Organization for Migration (IOM).

IOM was founded in 1951 and is a leader in the intergovernmental institution in the field of migration, working with governmental, intergovernmental and non-governmental organizations to ensure the normal movement of refugees and other persons in need of assistance in the field of international migration. The IOM Charter emphasizes that migration processes are linked to economic, social and cultural development, as well as the right of people to freedom of movement. It should be

marked that the operations of the IOM are purposed at defending the rights of all categories of migrants. One of the important directions is to address the issues of health and protection of women's rights in connection with migration.

The documents of IOM declare the sameness of migrants with citizens of the host country even at the level of the minimum wage. In this case, it has planned that the wages of migrant workers should be paid regularly and in cash. International standards also provide an opportunity for migrant workers to receive education or improve their skills in the recipient country. Thus, IOM Recommendations for migrants determine equal access to education for citizens of the host country.

The IOM Convention, adopted in 1962(www.ilo.org,10.04.2019), guarantees the equal rights of nationals of receiving countries and foreigners or stateless persons in the field of social security. The states which have accept this Convention commit to honor the nationals of any other state which have signed this Convention, sameness in the field of social security, independently of the duration of stay in the country. At the same time, the obligations accepted at the request of the parties may provide for one or more social guarantees: health care, disability benefits, pensions, temporary disability benefits, unemployment benefits, etc.

According to the IOM Convention, (1975) (www.ilo.org,10.04.2019),states are required to identify illegal migration on its territory and to take the necessary measures for its reduction.

Finally, the IOM Convention, adopted in 1982 (www.ilo.org,10.04.2019), establishes an international system for the prevention of the rights of migrant workers in the field of social security. The purpose of this Convention is to coordinate national social security systems, taking into account the different levels of development of individual countries.

From above notes I want to summarize ILO and IOM functions in a table: Alternative programs for the management of international migration. At the same time, the international community is trying to find a way to regulate labour migration flows through the various development programs of the poorest countries.

Table 1: ILO and IOM functions:

<i>International Labor Migration</i>	<i>The International Organization for Migration</i>
development of international policies and programs to improve working and living conditions;	implementation of orderly and planned migration of citizens;
preparation of international labour standards, which will play a key role for national authorities;	organization of a skilled labour movement (including family members) capable of contributing to the development of the host country;
combating unemployment;	organization of the refugee movement;
provision of wages ensuring a normal standard of living;	implement various measures to create conditions for the exchange of knowledge, experience and cooperation among countries;
protection against occupational diseases and accidents;	practical assistance in solving migration problems;
regulation of social insurance and security issues.	promoting social and economic development through migration.

Based on the information given above has been compiled by master student

In the framework of the GATT / WTO program on trade and development, which involves the solution of the problem of equivalence of level of prices for main raw materials compared to finished product prices. In other words, development assistance is seen as an alternative strategy to reduce international migration over a long period of time. However, the results have been limited. In addition, the control over the world's finances from such international institutions as the International Monetary Fund and the World Bank of reconstruction and development, led to the realization of the credit policy, which made many countries in the South are more sensitive and unstable than before. The creation of free industrial zones and regional integration communities can be seen as a means of reducing unwanted international labour migration by removing barriers to goods, capital and labour. But in general, the gap in the economic development of different groups of countries was too deep, which makes it difficult to develop integration processes in the third world regions.

In real practice, there are several approaches to interstate cooperation.

- Bilateral migration cooperation between countries on temporary labour migration, for example through organized sets, is most active. Thus, for more than forty years between Canada and a number of countries in the Caribbean region there is a Program to attract agricultural workers. Actively using the

program to attract seasonal workers in Germany (signed bilateral agreements with Poland, Czech Republic, Romania, Croatia, Bulgaria and other countries), New Zealand (agreements with the countries of the Pacific region), Spain (the agreement with Colombia in the program of short-term circular migration) and many other developed countries.

- Within integration associations, migration cooperation is even closer, and the migration regime is becoming liberal.

Thus, the fundamental document for progressing the control of population migration in the CIS was signed on November 14, 2008- the Convention on the legal position of migrant labors and their families. The purpose of the Convention is to create conditions for equal treatment of the migrant employee, their families, and citizens of the host country, as well as advantageous situation for the displacement of labor forces across the national boundaries. The parties to the Convention guarantee to migrant workers and members of their families the actualization of their rights, collaborate in attracting migrant workers and the use of labour in their territories, take all possible measures for the return of migrant workers after the expiry of the period of stay of these citizens and the exercise of paid employment.

In regulating international labour migration, each country has to resolve a number of conceptual contradictions, such as the need to prioritize the use of national labour resources in accordance with its demographic and economic interests and to monitor the recruitment of foreign labour not only for its effective use but also for political and social security reasons. The regulation of labour immigration at the national level is determined both by national economic interests and by the need to preserve national culture, identity and traditions. Based on these considerations, in some developed countries the regulation of migration relations is based, inter alia, on the concept of "cooperation instead of migration". Thus, in France in 1998 the Chevenman act was adopted, the main idea of which is to help other countries to train the necessary specialists and researchers on conditions of limited stay in France, so that they then return to their homeland and contribute to its economic development, as well as close ties with France.

The organization of labour migration and its scale in all countries have always been determined by the specific historical conditions of their development. The direction and nature of changes in immigration policy depends on the country's immigration history. Australia, Canada, New Zealand and the United States of America are among the leading countries of traditional immigration. Each country has established its own system of migration management based on respect for economic interests and international humanitarian obligations. In these countries, there is an active selection of qualified personnel of interest to the host country. The migration policy of the USA, Canada, Australia and New Zealand has always been liberalized. However, in attracting temporary migrants in these countries, they are guided primarily by the needs of the labour market and, therefore, contracts always determine the obligation to return home.

Thus, the enhancing of the role of regulation of international labour migration is due to new conceptual approaches, which are based on the principles and provisions adopted by international organizations and fixed in the UN General Assembly Declaration on human rights, the Constitution of the IOM, conventions and recommendations of the ILO.

2.2. Political and economic consequences of labor migration.

Given the widespread coverage in the national media, the political and economic consequences of international migration seem to be one of the pressing problems of our time.

The main political effect that migration has for both sending and receiving countries is an opportunity to really deepen integration between states through the integration of their labor markets (this effect is most clearly illustrated by the example of EU countries). Sending countries have the political effect of ensuring stability in the countries of origin of migrants by increasing the incomes of migrant households. Receiving countries with a reasonable policy with the help of migrants can settle and own the empty and requiring economic development of the territory. Similar experience in history was used by the USA, Canada, Australia, New

Zealand, Brazil, Argentina and other countries. Migration is not only a source of compensation for the shortage of labour; it can help to partially resolve the issues of population replenishment and the similarity of settlement of the state territory.

Among the costs of migration for host countries is the increased risk of cross-border disputes. Such examples are known in history, when the accession of border areas was carried out after a gradual change in the national structure of the citizens through migration. As an example Texas, California and other states, which were rejected by the United States from Mexico in the XIX century, after the changes there is the ethnic composition of the population. Similar risks are also exist for Russia in the border areas with China, which should be taken into account when formulating the country's migration policy in terms of the resettlement of migrants.

A number of countries in the world are faced with the problem of the formation in their territories of closed zones inhabited by separate ethnic groups of immigrants, in which the integration of migrants is difficult, there are potential risks for separatism and the spread of crime. In conditions when integration models work inefficiently, migrants prefer to settle compactly. It is not in the interests of the state to have such “ethnic enclaves” on its territory. They must be fought not only through the deportation of illegal migrants, but also through the cultural integration of ethnic minorities into society. The arsenal of these methods includes the mandatory study of language and culture, the separated resettlement of migrants throughout the country, the training of migrant children in schools with local children, the celebration of national culture.

Today, the global community is also facing a growing trend of danger. The country accepting emigrants is not perceived by them as a new homeland, but only as a relatively temporary place of residence, where you can earn and even get rich without regard for customs and local traditions. The same America is beginning to be perceived as a kind of commercial enterprise in which you can participate without changing its original essence and always reserving the opportunity to drop everything and return to their historic homeland. The problem of the integration of migrant workers into the socio-economic and political environment of the host state

is significantly exacerbated under conditions of high concentration of the emigrant population in a certain territory and the absence of dispersion (stratification). European experience shows that the host state is able to integrate and even assimilate migrants arriving in the country if their total number does not exceed 10% of the inhabitants of a particular territory (village, city, district, region, country). The increased concentration of migrants in a certain territory allows them to create communities based on national and ethnocultural characteristics, whose lifestyle is enclaved, protective and closed, preventing the integration of community members into local society. In these new ethnocultural cells, developing in conditions of a certain autonomy, new ideologies will emerge, new leaders, a new elite, which will begin the struggle for power. The influence of the new elite increases to the extent of competition with the state system of the country that has accepted migrants.

The main social and economic consequences of such development are the growth of the shadow economy, the criminalization of some migrants, the confrontation of migrant communities with the local population, the formation of radical Islamist extremist groups ready to participate in terrorist acts in Western countries. The events of recent years in Libya, Tunisia, Algeria, and Egypt have contributed to an increase in migration flows to the EU countries (especially to France and Germany). This provoked the socio-economic and political situation in these countries.

In the context of global migration, the ethnic composition of the population and the ethnogenetic codes of many countries and large cities are changing dramatically. First of all it concerns economically developed countries. The most striking example is the USA. Today, one out of every four Americans is Hispanic or “non-white.” If current trends in the field of migration and natural movement continue, the Latin American and non-white population will increase to 115 million by 2020 (reaching almost 35% of the population), while the white population will hardly increase. By 2056, the “non-white” population will be about 50% of US residents. In the ethnic structure of New York, the proportion of the white population will decrease

from 45 to 29%, African Americans - 27 to 25%, people from Asian countries - on the contrary, increase from 10 to 20%, and metis and other races - from 18 to 26%.

Similar processes occur in Europe. In the countries of the European Union (before unification) there were about 19 million immigrants, or about 5% of the population. However, if we take into account illegal immigrants and naturalized foreigners, then the Center for European Policy Studies (CEPS) estimates that this figure will be at least 40-60% higher, i.e. approximately 25-29 million people. In London, the share of the white population will decrease from 72 to 45%, Africans - from 11 to 9%, while the share of immigrants from South Asia will increase from 10 to 26%, Chinese - from 3 to 6%, Metis - from 4 to 14 %.

There is another problem with migration. Coming to this or that country in search of works, the migrants bring with them their national customs: lifestyle, language, household features, religion, holidays, etc. All these they are not just trying to keep in a foreign country, but often even more zealously comply. This phenomenon has given rise to a policy of so-called *multiculturalism* in the West: you give us your working hands, we give you the opportunity to preserve your national identity.

German Chancellor Angela Merkel in the conference of youth organization in Postadam, that was on October 2010, declared the destruction of multiculturalism policy related to labour migration. Merkel said:

" In the early 1960s our country called the foreign workers to come to Germany and now they live in our country". We kidded ourselves a while, we said: They won't stay, sometime they will be gone', but this isn't reality. And of course, the approach [to build] a multicultural [society] and to live side-by-side and to enjoy each other... has failed, utterly failed." (www.bbc.com,10.04.2019).

From her words we can understand that immigrants must speak in German, after that they are able to be members of labour market.

Needless to say, labour migration can have some direct political consequences in the form of, say, the participation of labour migrants in elections. But in certain

sharp political situations, migrants are very active. Official electronic resources of the German capital consciously hide information about the national composition of its inhabitants. Meanwhile, migrants make up a very serious proportion of Berliners. It has long been no secret that Berlin has the largest Turkish community in Europe, many in the German capital and the Kurds. How active these migrants are in Berlin can be seen from the Kurdish demonstrations in Berlin in 1999 after the capture by the Turkish special services of the leader of the Kurdish workers ' party, Abdullah Ocalan.

The economic consequences, as well as the preconditions, of migration are the most significant, "on the surface", as they are the most noticeable for society in the short term. Labour migration, on a reasonable scale and with successful regulation, has bilateral effects. On the one hand, it contributes to the economic prosperity of host countries, where emigrants create gross domestic product (GDP). On the other hand, remittances of migrant workers to their home countries reach significant proportions, which help families survive, reduce poverty, stimulate the development of the consumer market and small businesses, and contribute to economic growth. The economic impact of migration varies greatly.

Donor countries are able to have both advantages and disadvantages in the short term, but they will gain in the long term. In the case of recipient countries, permanent work projects support to monitor labour force deficit but are able to reduce wages and increase social burdens. Countries of origin and receiving countries may also vary depending on who is moving, specifically in terms of the qualification of migrant workers.

The Swedish Professor notes: "the problem is not immigration, but integration, especially in the labour market. If there are no jobs, the consequences are segregation, housing problems and divided cities."(Traynor, I. 2010). In countries of origin, the over-migration of the working-age population has resulted in permanent loss of demographic potential. Conversely, in receiving countries, the excessive influx of illegal migrant workers leads to wage dumping, increased ethnic tensions, and slows down the modernization of production.

For sending countries, the short-term economic benefits of emigration lie in remittances, which help families survive, reduce poverty, stimulate the development of the consumer market and small businesses, promote economic growth, and are significant. Remittances are funds that emigrants earn abroad and send back to their home countries, mainly to support the remaining families.

In Tajikistan, remittances from low-qualified labors work in countries such as Russia, Kazakhstan, and Uzbekistan supported native country to enhance after the destruction of economy and government instability. In recent years, remittances accounted for about 50 percent of Tajikistan's GDP (www.papers.ssrn.com,11.04.2019).

Lets pay attention the table 2 which express annual remittance flows to low- and middle-income countries:

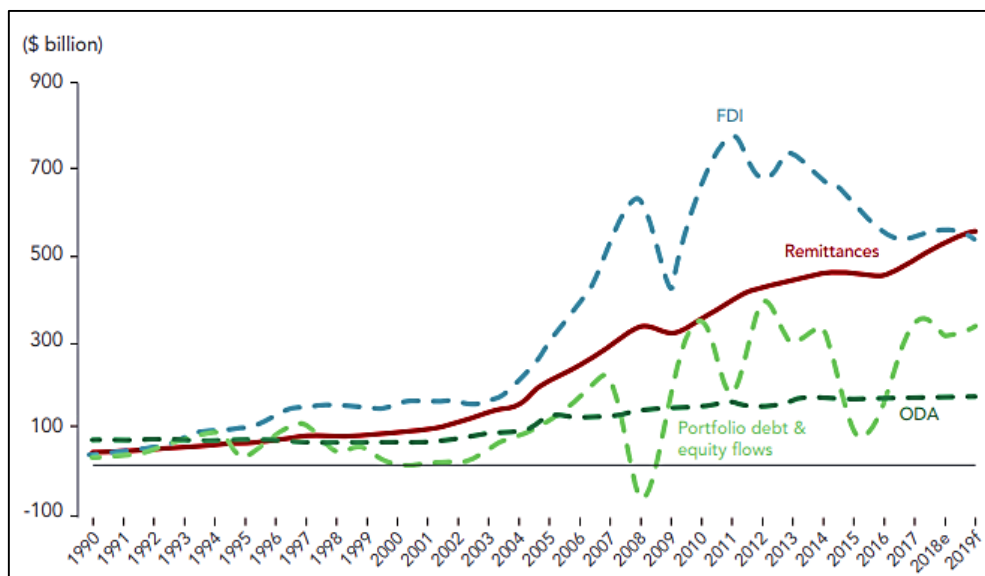
Table 2: Estimates and projections of remittance flows to Low- and Middle-Income Regions

	2010	2015	2016	2017	2018e	2019f	2020f
	(\$ billions)						
Low and Middle Income	342	451	444	483	529	550	574
East Asia and Pacific	96	128	128	134	143	149	156
Europe and Central Asia	38	43	43	53	59	61	64
Latin America and the Caribbean	55	67	73	80	88	91	95
Middle-East and North Africa	39	51	51	57	62	64	66
South Asia	82	118	110	117	131	137	142
Sub-Saharan Africa	32	43	38	42	46	48	51
World	470	596	589	633	689	714	746
Memo item: FY 2016 income Classification*	337	444	437	475	521	541	565
	(Growth Rate in Percent)						
Low and Middle Income	11.6	0.5	-1.6	8.8	9.6	4.0	4.3
East Asia and Pacific	19.9	3.7	-0.5	5.1	6.7	4.2	4.7
Europe and Central Asia	5.1	-16.3	0.0	22.2	11.2	3.9	4.6
Latin America and the Caribbean	2.5	6.6	7.6	10.8	9.5	3.9	3.9
Middle-East and North Africa	18.2	-6.2	0.2	10.6	9.1	2.7	3.5
South Asia	9.5	1.5	-6.1	5.7	12.3	4.3	4.1
Sub-Saharan Africa	11.1	8.8	-10.4	9.2	9.6	4.2	5.6
World	8.6	-1.2	-1.1	7.4	9.0	3.6	4.5

Source: Khnomad.org, 2019. www.khnomad.org,11.04.2019

This table 2 provides that in 2019, annual remittance flows to low- and middle-income countries (LMICs) are probably to achieve \$550 billion, in 2020 this indicator will be \$574 billion. That would make remittance flows larger than foreign direct investment (FDI) and official development assistance (ODA) flows to LMICs.

Figure 3: Remittance flows to Low- and Middle-Income Countries ,1990-2019



Source: Khnomad.org, www.khnomad.org,11.04.2019

From above table and figure 3. Generally remittance flows to Low- and Middle-Income Countries are larger than Official Development Assistance and More Stable than Private capital flows. In 2018, payment flows to LMICs reached \$529 billion, a rise of 9.6 % over 2017 (table 2 and figure 3).

In general, immigrants bring dynamism to the economic development of individual areas. As an example, industrial Chinese workers in Indonesia and Malaysia, entrepreneurs from Hong Kong, Indian and Lebanese businessmen in Africa, workers from Jordan and Palestine, who extract oil from the Persian Gulf. In addition, immigrants work in areas where local people do not want to work 60-80% of immigrants are unskilled workers from Turkey and North Africa, from Germany and France. Instead, this work is performed by Indians in Malaysia, Bolivians in Argentina. Countries that receive substantial export earnings cannot work without immigrants. For example, the mining industry in South Africa, agricultural plantations in the Dominican Republic, Malaysia and Spain, the rubber industry in Malaysia. It is not surprising for an economic expert that international migration is disputative. By arbitrating the huge wage differences between countries, labor flows change the distribution of income in both the sending and receiving economies. In this aspect, international labor migration is similar to international trade. These are

the mechanisms of globalization that create winners and losers.

2.3 Migration directions and modern centers of labor attraction.

According to the United Nations Department for Economic and Social Affairs (UNDESA 2017), the worldwide variety of international migrants (including refugees) was 258 million in 2017.

The world market is formed by the export and import of labour. If in 1970 only 64 countries were involved in the processes of international labour exchange, in 1997 the number increases to 105 countries. International (external) labour migration refers to the movement of people across national borders in order to enter into labour relations with employers in another country. External labour migration is divided into: labor emigration, i.e. departure of the able-bodied population from the country of residence for long-term or permanent residence in another country; labor immigration, i.e. the arrival of labor in the country from abroad.

There are the following types of labor migration:

- irrevocable, in which migrants leave for permanent residence in the host country;
- temporary-permanent, when migration is limited to the period of stay in the country of entry from one to six years;
- seasonal migration, which is associated with short-term (up to one year) entry to work in those sectors of the economy that are seasonal (agriculture, fisheries, services). A variety of seasonal migration is nomadic, preserved in Africa and Western Asia;
- illegal entry into another country in search of work or arrival in it legally (by private invitations, as tourists, etc.), followed by illegal employment;
- "brain drain" — international migration of highly qualified personnel (scientists, rare specialists" sometimes "stars").

The size of international labour migration is steadily increasing. In the mid-90s, according to experts, there were about 30 million migrant workers in the world. Considering their family members, seasonal migrants, illegal immigrants and

refugees, the total number of migrants was 5-6 times higher. In the 90-ies in the world were moved from country to country in search of employment about 20 million people a year. A large part of these flows are illegal migrants. Thus, in Western Europe there are at minimum 3 million illegal immigrants, and in the US their number is estimated at 4.5 million people.

A new phenomenon has been the gradual blurring of the lines between countries that host and supply labour. In modern conditions, an increasing number of countries are involved in the process of simultaneous emigration and immigration of the population. For example Italy, Spain, Greece, Poland, which until recently were only countries of emigration, recently began to accept migrant workers. In Italy alone, there are 1-1.5 million foreign workers, much of whom are in the country illegally. Economic growth in these countries has led to the creation of a large number of new jobs and, consequently — to a certain reduction in unemployment. Improving the well-being of the population has significantly reduced the attractiveness of hard, unrepresentative work for local workers; immigrants have rushed into the niche formed in the labor market of these countries.

International migration in recent years about has gone a qualitative change caused by scientific and technological revolution; the essence is a significant increase among migrants the proportion of persons with a high level of education and skills ("brain drain"), In recent years, the global labour market was observed a steady tendency of growth of emigration of highly skilled workers. Before the collapse of the USSR, India, Pakistan and Egypt were the main suppliers of highly qualified personnel to the world's main immigration centers-the USA and Western Europe. However, in the 90-ies. there has been an increase in the outflow of such personnel from Russia, CIS countries, Central and Eastern Europe. This is due, on the one hand, to the huge difference in the wages of specialists in developed and other countries, and on the other — the desire of developed countries to attract workers of scarce specialties to their economies, while saving on their training.

For a full analysis of the phenomenon of international labor migration, it is necessary to identify the historical background of its occurrence. Mainly it is

necessary to know the forms and types of migration of past times. Labour migration occurs many centuries ago and since then it has undergone serious changes. From the era of great geographical discoveries, large-scale migration flows begin to emerge, which later led to fundamental changes in the demographic map of the planet. During this period, intercontinental migration of one-sided direction mostly developed; from the old world, people aspired to the new. The main distinctive feature of the migration of that epoch from the present one was the number of migrants and the factors caused it. Displacement or resettlement in nature. The first mass migration of workers was the purposeful transportation of slaves from Africa to the American continent. As a result of this in the 17th-19th centuries migration flows was Europe. The process of migration received a particularly large scale at the beginning of the 19th century in the late 18th century, during the movement of population masses from Europe to America for various reasons. After the cancellation of slavery, the United States began the second wave of emigration from Europe. While the international migration of industrial workers prevailed in the first half of the 19th century, more bankrupt farmers were involved in migration at the end of that century.

In the middle of the 19th century, one of the most important events in the history of modern migration was recorded. Thus, in the 40s of the 19th century as a result of “potato famine” emigration from Ireland to the USA “eruption” took place. It is very difficult to establish accurate statistics on the scale of migration from Europe during the second half of the nineteenth and first third of the twentieth centuries. Referring to these data, from 1846-1924, European states: Great Britain, Italy, Spain, Austria-Hungary, Germany, Sweden and Portugal in search of a new life left at least 43 million people. Three quarters of this population settled in the United States. After this boom of migration, before the start of the Second World War, Europe lost another 20 million more compatriots. One of the reasons for the astronomical number of migrants should be seen in the enormous rise of industry in the USA that followed in the 20th century, and in Europe’s unequal economic lag, resulting from the consequences of the First World War.

With the completion of World War II, a new phenomenon appears in the character of emigration movements. After World War II, scientific-technical and highly qualified workers began to enter the world labor market. At this time, three new flows of labor migration to the United States have been registered. As the first stream, we can show the “brain drain”, that is, the steady flow of highly qualified specialists and their family members to North America. The second flow of refugees from Hungary (after the people's revolt in 1956), Vietnam (in 1974-1975, after the end of the war) and Cuba (after 1980) can be mentioned. As the third stream, the US is distinguished by a low-skilled workforce flow from Mexico, the Caribbean and Asia. In the 1990s, 84% of all immigrants arrived in the US from these three regions.

After the Second World War, with the formation of a new political map of the world, the increasing role of international economic relations in the functioning of the world economy, the integration processes derived from this, the globalization of the world economy radically changed the existing trends of international labor migration. The expansion of the activities of TNCs, in particular the growth in the proportion of direct investments in some countries of Southeast Asia and Latin America, the discovery of the largest oil fields in the Middle East and the transformation of oil fuel into the main energy resource of the planet led to the emergence of new immigration areas. To the traditional centers of gravity of labor migrants joined the new global labour markets.

At the moment, it is possible to independently consider 8 centers of accumulation of foreign labor:

1. USA;
2. Canada;
3. Western Europe;
4. Oil-producing countries of the Middle East;
5. Countries of the CIS (Russia, Ukraine, Belarus) .
6. NIS of Southeast Asia, Japan;
7. Australia;
8. South America (Brazil, Argentina, Venezuela);

9. Africa (South Africa, Cote d'Ivoire)

The features of migration at the modern stage can also be attributed to:

- the increase in the share of professional immigrants in the total number of migrants;
- the growth of illegal immigration;
- the expansion of emigration from the countries of Eastern Europe and the former USSR;
- increasing importance of state and international regulation of labour migration;
- strengthening the role of transnational companies in migration processes and giving them organized character to this process.

Here comes a new concept- international labour market. The world labor market is an international area of demand and supply of wage labor, a component of the world market economy, as well as the markets for goods, services, capital and waste. The global labour market has no territorial restrictions, state, or regional orders. Its foundations and development are the outcome of the migration of international labor, such as the export and import of labor. The situation on the world labor market directly depends on the cyclical nature of economic development in developed countries. During periods of economic growth, it provides additional labor for host countries, whereas during crisis periods it serves as an “excretory valve” to remove part of the population from the economic scene that has become unnecessary for the interests of development capital.

As Germany is the main center of migration at the current period lets analyze situation in this country. According to the German Federal Statistics Office: All individuals who have immigrated to the Federal Republic of Germany since 1949, all foreign citizens born in Germany, and all children born as German citizens to at least one parent who immigrated or was born in Germany as a foreign citizen are considered to have a migration background.

De facto Germany is a country of immigration; however, it is not a society of immigration. There are still many prejudices and stereotypes that have a negative impact on living together in society.

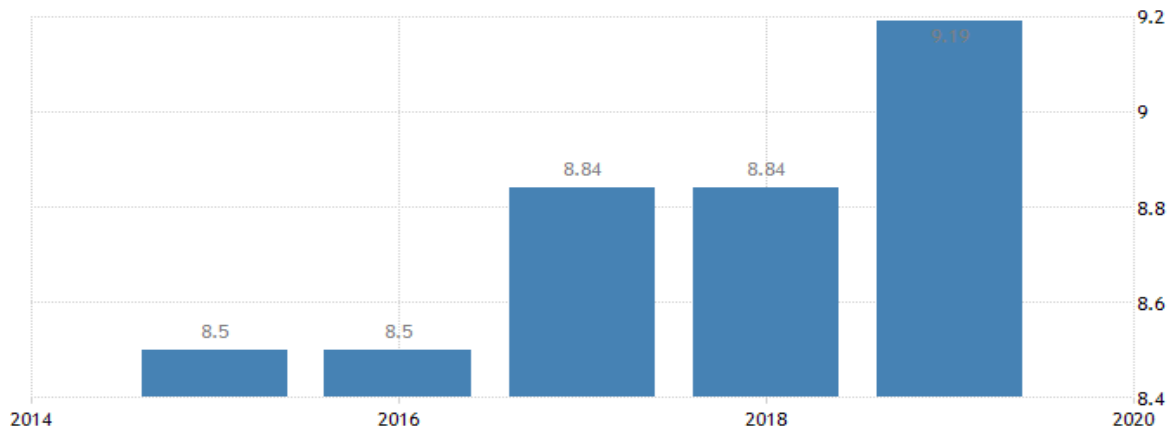
One example of a prejudice is that people come to Germany to exploit the welfare system. However the facts paint a different picture: Germany profits from the immigrants. They boost the economy, contribute towards the welfare system and help reduce the lack of professionals. At the same time, Germany's workforce no longer meets the labour demands of today's economy. Ceaseless wars, starvation, political complains, spiritual and religious contradictions and a lack of development prospects constrained many people to leave Germany through the centuries. The Germans also emigrated to the United States as a result of wars and revolutions. Numerous Germans have become skilled workers and settled in new cities. At the moment they have become a large ethnic group. In the 19th century, about 5 million people from the United States received German immigrants. (E. M. Nəşibov,2014,s.149)

The land's relative population loss was enormous. Approximately six million emigrants migrated from Germany between 1820 and 1920. A prominent percentage of them immigrated to the USA. The flow of emigration only began to decline, beginning in 1890, as the industrial era brought economic success to the German Empire. Since that moment, the quantity of labors immigrating to Germany exceed the quantity of Germans who left. Foreign laborers found employment, above all, in the booming centers of the coal and steel industries.

As we know the worse living standards lead to emigrate from home country and get more wage from the recipient country. But we miss the issue that immigrants get lower salaries than local citizens. For this reason I want to analyze Figure 4 for getting information about minimum wages in Germany.

Minimum Wages in Germany increased to 9.19 EUR/Hour in 2019 from 8.84 EUR/Hour in 2018. Minimum Wages in Germany averaged 8.77 EUR/Hour from 2015 until 2019, reaching an all time high of 9.19 EUR/Hour in 2019 and a record low of 8.50 EUR/Hour in 2016.

Figure 4. Minimum wage in Germany

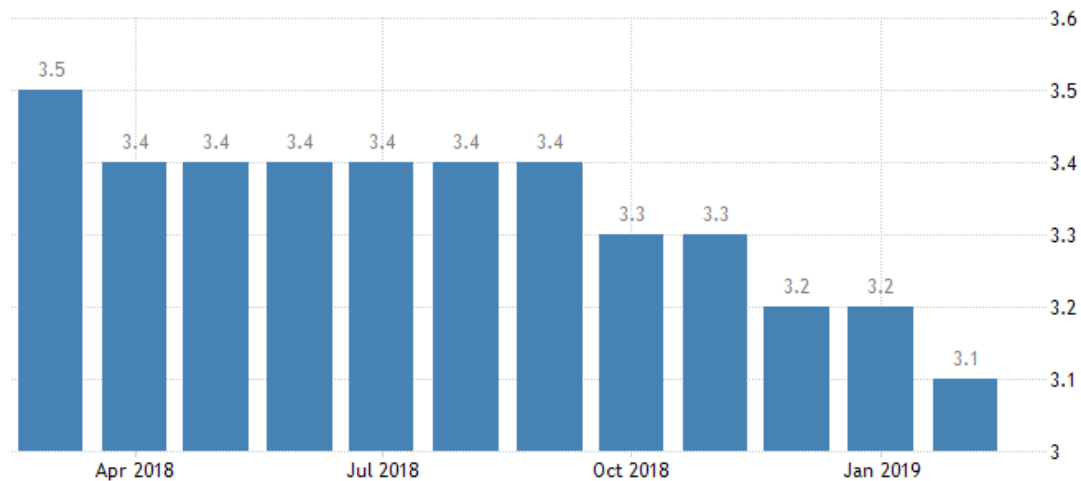


Source: Tradingeconomics,2019, www.tradingeconomics.com,01.05.2019

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As I marked above immigrants have an impact on an unemployment rate in receiving country. Lets analyze unemployment rate in Germany from April 2018 to January 2019.

Figure 5. Unemployment rate in Germany



Source:Tradingeconomics, 2019,www.tradingeconomics.com,01.05.2019

Germany's seasonally adjusted harmonized unemployment edged down to 3.1 percent in February 2019 from 3.2 percent in the previous month. It was the lowest jobless rate since March 1980, as the number of unemployed declined further while employment increased.

After the United States, Germany is the second most popular migration destination in the world. Of all the 27 European Union states, Germany has the second highest percentage of immigrants in its population after the United Kingdom. By UN estimates, as of 2017, 12,165,083 people living in Germany are immigrants, or about 14.8% of the German population. The German Government has been keen to encourage immigration over the past 50 years, to address the low birth rate in the country.

On one January 2005, a new immigration legislation came into effect. The thing is, Germany primarily was recognized as an country of immigrant. That was the political fundamentals of Federal Republic of Germany. The empirical modifications were insignificant. In reality, the main purpose of the policy was to expand inflow of highly-qualified, skilled workers to German's labour market. The processes inside the political law reveal that the percentage of the qualified, skilled labour force had been decreased, as well as the flow of low-skilled workers was prohibited.

In April 2012, Germany introduced new legislative instrument as "blue card". This card provide highly-qualified workers to entry easily in German labor market, in spite of nationality.

Since that moment, the percentage rate of skilled labors increased, as they had got access to the new market with new ideas. After that the population of the Germany changed. According to statistics only 18% of the population in the Germany has no migrant background. Most of them are Turkish, Polish, Russian, Italian, Romanians and Greeks.

As of 2018, the most common groups of resident foreign nationals in Germany were as appendix 2.

As we can see from the appendix 2 the Turkish reach 14% of all immigrants. As a result of the reduction of labor supply in Turkey and its growth in Germany, the number of employees in the first country is reduced, and in the second increases. Migrants benefit from relocation. In Germany, both employers and the economy as a whole benefit - public production is growing. Although there is a decrease in output

in Turkey, the salaries of the remaining workers are growing. It is important to note that the overall impact of migration on social production is positive. Thus, the redistribution of labor resources between the two countries leads to a more efficient use of them and to the equalization of labor prices (wages of workers in Germany are reduced, and in Turkey is growing).

CHAPTER 3. INTERNATIONAL LABOR MIGRATION PROCESSES IN AZERBAIJAN

3.1 Effects of international labor migration processes to Azerbaijan.

The issue of regulating migration processes during the modern globalization processes is one of the main problems faced by the Azerbaijani state. One of the main trends of the social economic policy realized in the Republic of Azerbaijan during last years is the development of labour market and effective use of labor force. Regulation of migration processes has become an acute problem for the CIS. After the collapse of the USSR, certain chaos arose in the movement of nations in the post-Soviet area. The Republic of Azerbaijan is becoming a recognized participant in the migration process, being both the country of origin of migrants and the country of their reception. However, considering the date of Azerbaijan's independence as the beginning of the process of its involvement in migration processes is a wrong approach, since our Republic was previously an active subject of the migration process, which largely took place within the framework of the USSR. The study of the current situation in the field of international migration of labor and its impact on employment has a great importance for the formation of migration policy of states in the long term, the development of the concept of migration, and therefore for the formation of quantitative and qualitative characteristics of labor potential and improve the situation on the national labor market. Migration in Azerbaijan went through several stages, which had signs and distinctive features that had a different impact on the socio-economic and political life of society. The first stage (1988-1994) originated in the period of the Soviet Union and was associated with the Karabakh incident, as well as the collapse of the USSR, which led to large migration flows from Azerbaijan and significant demographic changes in the state. In General, during these years about 850 thousand people moved from Azerbaijan, and up to 500 thousand people immigrated. At that time, migration from Azerbaijan was mainly directed to Russia and CIS countries. Israel and the USA, the countries most preferred by Azerbaijanis, outside the borders of the former Soviet Union. Moreover, the breakup of the Soviet Union triggered a

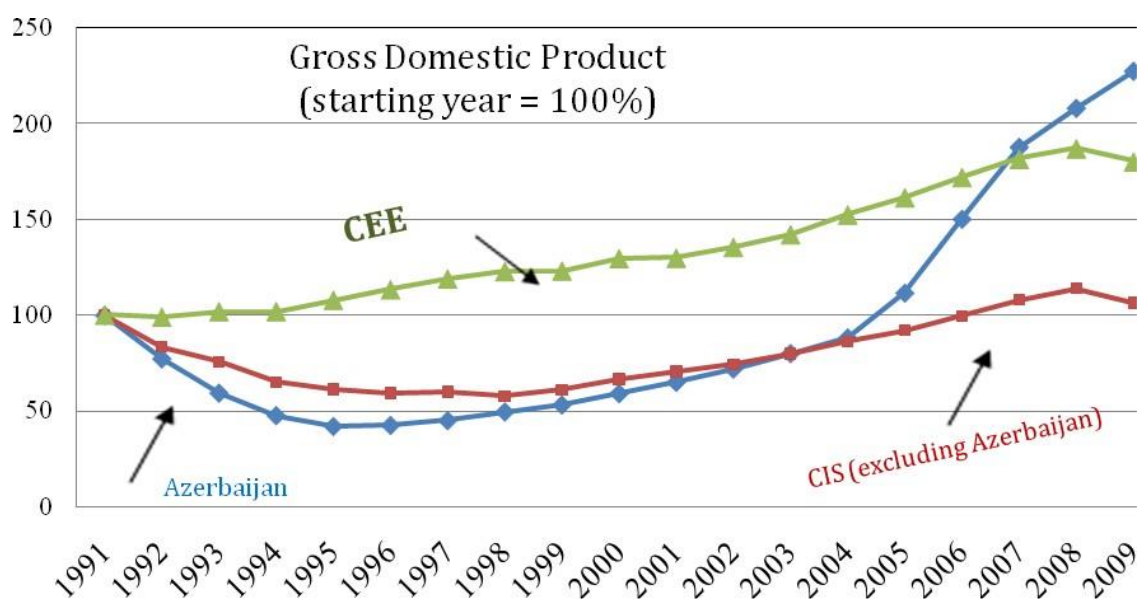
significant outflow of Russians and Russian-speaking population to Russia and other CIS countries such as Ukraine and Belarus. According to official statistical data, 342,300 people emigrated from Azerbaijan in 1990-1994. The outflow of Russian-speaking citizens was triggered by the growing unpopularity of Russia in the immediate post-independence years. The main contributing factor behind this antipathy towards Russians was Moscow's anti-Azerbaijani position on foreign political issues (especially Russia's close alliance with Armenia). On the other hand, independence resulted in a change of the official language from Russian to Azerbaijani. In this situation many native speakers of Russian, unable to adjust to the new circumstances, had to leave Azerbaijan in search of better opportunities. According to a survey conducted by Russian researcher V. Tishkov in 1994-1995, the Russian-speaking population left Azerbaijan mainly because of financial difficulties and lack of prospects for their children. Among other factors, the most prominent are: concern for personal security, insufficient knowledge of the Azerbaijani language, the declining social status of the Russian-speaking population, a sense of isolation resulting from a severing of ties with family and friends residing in Russia (В.А.ТИШКОВ, 1996, с.42).

After the agreement on the suspension of military operations in Karabakh in 1994 (the Contract of the Century), the second stage of migration flows came. Since this period, it should be noted about the labor migration of the population of Azerbaijan, which is associated with a powerful financial decline. And this time the main role in migration flows was played by Azerbaijanis, in the majority - residents of provinces. As before, migrants from Azerbaijan preferred Russia, as well as other CIS countries. As a result of migration actions, after the collapse of the Soviet Union, approximately 2.5 million Azerbaijanis live and work in Russia today.

Nevertheless, thanks to radical economic stabilization programs and reforms supported by the International Monetary Fund (IMF) and the World Bank (WB), macroeconomic stability was quickly restored and positive economic growth was achieved starting from 1995. The Production Sharing Agreements signed with major international oil companies to explore, extract and export the vast oil and gas reserves

of the country were critical in attracting much-needed foreign direct investment (FDI), and the construction of the Baku- Tbilisi-Ceyhan (BTC) main export oil pipeline enabled a huge windfall of revenues from exports of oil and gas. As a result of the successful implementation of its oil and gas strategy, Azerbaijan has joined the group of middle-income countries, according to World Bank Atlas methodology. In per capita terms, GDP increased by 8.7 times to reach \$5,798 in this period, with Azerbaijan rising to 82nd place among the 182 countries ranked according to on this indicator. The poverty rate was reduced from about 70 percent to single-digits, underpinned by the creation of a State Oil Fund and a successful targeted social assistance program enabling improvements in the distribution of wealth and the modernization of the economy.

Figure 6: Gross Domestic Product in CEE, Azerbaijan and CIS (excluding Azerbaijan)



Source: International Monetary Fund.org,2009, www.imf.org,05.05.2019

The second phase of migration, spanning 1996-2000 was primarily shaped by economic factors. Unemployment and low wages were factors that led to the emergence of a large number of Azerbaijani migrants moving to neighbor countries in search of work. Thus, emigration on ethnic grounds was largely replaced by economic emigration. For example, if in 1997-1999 the number of Russians moving from Azerbaijan to Russia was 16,172, at the same period the number of Azerbaijanis migrating to Russia reached approximately 35,000 (See: table 3).

However, as already outlined above, official migration figures seem to underestimate the real outflow of Azerbaijanis to foreign countries and there are indications that with the increase in labour migration after 1996, irregular migration increased as well.

Table 3: Dynamics of migration flow (by ethnic group), 1997-1999 years

	Migration flow to Russia				Migration flow to Azerbaijan			
	1997	1998	1999	1997-99	1997	1998	1999	1997-99
Azerbaijanis	14.560	11.372	8.955	34.887	2.662	2.415	2.498	7.575
Russians	8.304	5.065	2.803	16.172	732	646	551	1.929
Armenians	2.842	2.374	1.803	7.019	196	198	139	533
Lezgis	1.160	1.192	572	2.924	346	324	354	1.024
Tatars	753	447	272	1.472	90	73	46	209
Ukrainians	382	187	196	765	---	27	34	61
Avars	246	---	120	366	---	---	80	80
Jews	115	114	76	305	---	20	13	33
Other	1.516	1.459	1.105	4.080	276	212	132	620
Total	29.878	22.210	15.902	67.990	4.302	3.915	3.847	12.064

Source: State Committee of the Russian Federation on Statistics, 05.05.2019

Since 1996, Western States have been attracting the attention of Azerbaijani migrants. In most cases, Azerbaijani migrants preferred the States, Germany and the Netherlands. Since 1997, Azerbaijanis have also been attracted to Australia and New Zealand, where they travel on a tourist visa and stay for a long time.

In 1998, the crisis in Russia caused considerable damage to the economic hopes of Azerbaijani migrants and finally redirected them to Western countries and the Middle East. After that, the number of Azerbaijani migrants to Russia decreased significantly. In addition to the desire to find work, residents of Azerbaijan began to leave the country for other reasons. A large number of young people left the country to study and not all of them returned home. In total, by 2012, the number of people migrating to Western countries from Azerbaijan was about 120 thousand. The number of residents of Azerbaijan who applied for refugee status was 44 thousand people, and about 3 thousand people received it. The number of legal and illegal labour migrations in Azerbaijan has greatly increased after the commissioning of Western and other oil companies in the Caucasus and the activation of the Baku-Tbilisi-Ceyhan oil pipeline. Thus, Azerbaijan has become at the same time the main

supplier of labor migrants to other countries, and a source of attraction of labor migration, especially from the Middle East and South-East Asia.

The main factor affecting migration of the population is the labour force market situation. Thus, the unemployment rate is the situation of demand and supply of the workforce, the situation of competition among the local citizens and immigrants in the workplace are considered the most important factors affecting migration of the population.

The creation of good permanent jobs in the Azerbaijan Republic in recent years, the formation of fair competition in the labor market are among the factors that have had a positive impact on population migration in Azerbaijan.

In 2017, the number of economically active population being increased for 693,7 thousand persons made 5073,8 thousand persons compared to 2005, of which 4822,1 thousand persons are engaged in the fields of economic activity, 251,7 thousand persons are unemployed (appendix 3). According to statistic data despite 2015 crisis unemployment rate is not very high, that leads to the economic stability in country.

Table 4: Average monthly wage in CIS countries, dollars

2005	2010	2013	2014	2015	2016	2017	
131	413	542	567	455	313	307	Azerbaijan
215	407	564	590	413	361	426	Belarus
256	527	717	676	568	418	463	Kazakhstan
64	156	234	229	209	212	227	Kyrgyzstan
114	275	358	381	359	363	404	Armenia
105	240	292	291	241	251	308	Moldova
303	682	936	856	561	549	671	Russia
27	81	146	165	143	123	134	Tajikistan
...	...	367	404	364	394	...	Turkmenistan
...	...	574	436	456	504	...	Uzbekistan
157	282	408	293	193	203	273	Ukraine

Source: State Statistic Committee of Azerbaijan, 2009, www.stat.gov.az, 07.05.2019

As we see from the table 4 the highest nominal wage and salary by CIS countries is in Russia. The main reason of migration from Azerbaijan to Russia is that wages are twice higher, which helps to improve living standards, increase incomes, and this in turn increases remittances, as well as GDP. Many believe that

only unskilled Azerbaijanis go to Russia, but this is not always the case. Azerbaijanis work in the sphere of trade, construction, and many other areas, it all depends on the region. In Siberia it is the oil and gas sector, in Moscow – trade and banking, etc. Many Azerbaijanis work in the field of health care, work in research organizations, in the Russian media there are many journalists of Azerbaijani origin.

Table 5: Emigrants from Azerbaijan to Russian Federation from 1995 to 2017 years

Migrate to Russia (people)	Years
11312	1995
8393	2000
2495	2005
430	2010
782	2015
920	2017

Based on the data given on www.stat.gov.az has been compiled by master student

From the analysis of statistical data it becomes clear that in the last year the number of migrants increases to 920 people. This indicator was the highest in 1995-11312 migrants, as the situation was worse (table5). According to statistics the unemployment rate in Azerbaijan is lower than in many European countries. The opening of about 60 thousand jobs in Azerbaijan last year allowed to maintain the unemployment rate in the country at the level of 5.9%. However, it should be recalled that the national currency of the manat managed to survive two devaluations, which hit the pockets of many citizens of the countries. A large number of Azerbaijanis go to neighboring Russia, there is a flow of seasonal labor migration to work in Turkey. Along with this, Azerbaijanis also often migrate for one reason or another to Ukraine or the EU. According to some reports, there are about 50,000 illegal migrants from Azerbaijan in the EU today. Despite the fact that there is no mass migration from Azerbaijan abroad as such, however, many people who leave Express dissatisfaction with the internal situation, referring to the "ban on self-expression", the presence of a normal level of education, low level of medicine in the country, lack of conditions for career growth or unemployment.

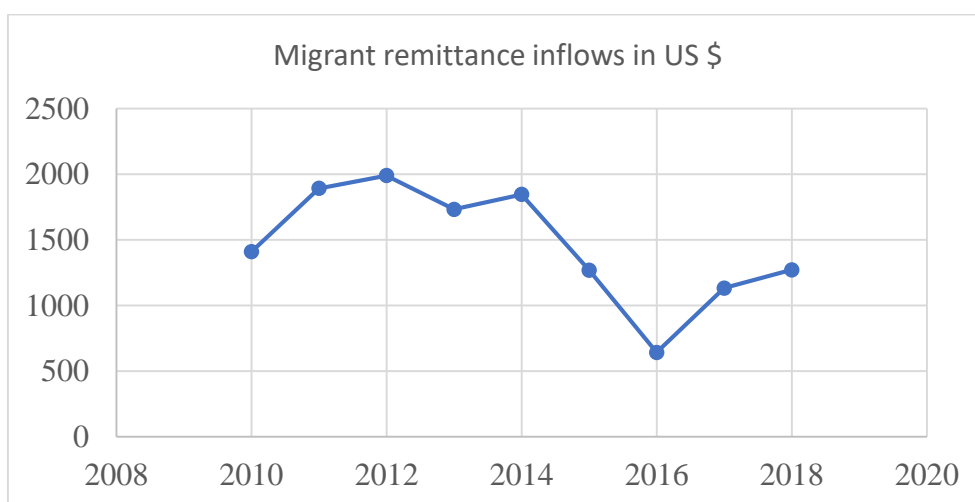
Positive effects of labor migration for Azerbaijan. Remittances are main gain from migrants. It reduces the balance of payment deficit and keep native currency from degenerating so national purchasing power is not affected. This increases the wealth effect of a nation that drives the expectation levels of markets and keeps economy in expansionary mode.

Table 6: Migrant remittance inflows in US \$ to Azerbaijan from 2010 to 2018 years

Years	Migrant remittance inflows in US \$
2010	1410
2011	1893
2012	1990
2013	1733
2014	1846
2015	1270
2016	643
2017	1133
2018	1272

Based on the data given on www.stat.gov.az has been compiled by master student

Chart 1: Migrant remittance inflows in US \$ to Azerbaijan from 2010 to 2018 years



Source: WorldBank, 2018, www.worldbank.org, 08.05.2019

According to the World Bank statistics, the amount of remittances of Azerbaijani migrants changes every year. As we can see from diagram the highest remittance inflow was in 2012- \$1990 billion. A significant proportion of remittances is not accounted for in the statistics, but even what is known from official data also speaks volumes. The World Bank writes that remittances directed

due to unofficial sources are able to expand at the minimum 50 percent to the internationally recorded flows.

Negative effects of migration. The Azerbaijani state is living together with the whole world in the so-called “global migration” or "brain drain" migration problem. It should be noted that the departure of "thinking brains" has a serious destructive effect on the national security of that country. It is no secret that hundreds of outstanding scientists and specialists from Azerbaijan are now in Turkey, Germany, the USA, France, etc. they work in countries. For developing countries, the most serious of all threats can be considered to leave the country. To substantiate this, first of all, the deepening difference in the technological development of other group countries compared to developed countries can be shown. Thus, about 80 per cent of the world's GDP is accounted for by developed countries. Experts show that one of the main arguments of the formation of such potential is the concentration of capacity in these countries. Intellect is the negative effect of manual migration manifests itself in several stages. First, the departure of good professionals has a psychological and moral impact on other members of the collective within the enterprise and organization. Second, there is a gap in the field of Science in schools, where there is a strong “brain drain”.

3.2 Recommendations for the improvement of migration policy.

Migration policy of the AR it is a purposeful activity of the state on immigration and emigration regulation. State regulation of labour migration is aimed at protecting the rights of migrants and local workers, as well as ensuring mutual protection of the interests of exporting and importing countries. State migration policy is divided into two parts-emigration and immigration, which have different goals and methods of regulation. The two-sided impact of emigration to the demographic and economic situation has also been reflected in emigration policy. It is possible to highlight following directions of the policy of emigration:

- promotion of labour migration;
- the limitation of labour migration;

- creating conditions for re-emigration;
- creation of conditions for adaptation of re-emigrants in the homeland.

The objectives of the state regulation of the export of force, that is, migration policy, are:

- protection of the rights and interests of migrant workers in receiving countries;
- compensation of losses of the national workforce that can come out of the country.

Immigration policy is aimed at freeing the national labor market from the uncontrolled flow of migrants, ensuring the rational use of migrant labor. Most countries take a selective approach to immigration regulation. At the same time, the country does not prevent the arrival of the person it needs, just restrict the entry of others into the country.

In various immigration programs, migrants are classified into three categories:

- 1) the Emigration of the family;
- 2) economic emigration;
- 3) humanitarian emigration.

There are three main types of immigration policies that can be applied simultaneously depending on the category of migrants:

- restrictions on the entry of immigrants into the country (quantity and period of residence);
- policies allowing permanent residence of immigrants and creating conditions for the acquisition of the right to citizenship.

The choice of a particular form of demographic policy depends on the current economic situation in the country, the state of the national labor market, the demographic situation.

After gaining independence in 1991, Azerbaijan faced a significant wave of emigration of its citizens abroad due to the difficulties faced by the country, such as the unstable political situation, economic recession and internal displacement of refugees due to the Nagorno-Karabakh conflict. At a new stage of the development of the Azerbaijani state, as in all areas, the migration situation has undergone an

enormous change. International acceptance of the position of the leader of development in the region and the world, increase of investment attractiveness provided by the President of state Ilham Aliyev, political stability, the growing role of the country as a transit country, economic development and implementation of large-scale projects in the field of energy and transport have allowed Azerbaijan attract more and more immigrants. State policy is primarily based on objective scientific foundations, such as migration concept, program, doctrine and strategy. When identified, a migration policy is conducted in accordance with national practice, taking into account international obligations and cooperation of the country. (Abdullayev F., 2009, s. 197). Azerbaijan has faced multifaceted problems in migration processes, so a number of measures have been taken in this area to address them. The Republic of Azerbaijan has taken several steps and carried out important measures both at legislative and institutional levels with the purpose of regulating migration processes. The State Migration Management Policy Concept of the Republic of Azerbaijan, adopted in 2004, forms the basis of these activities and defines the main objectives to be achieved by the relevant governmental bodies.

Taking into account the actuality of the regulation of migration processes in our Republic, was approved by presidential decree No. 1575 of 25 July 2006 a special state program in this area, the State migration program of the Republic of Azerbaijan (2006-2008).

The main objective of the state program is the implementation of state policy in the field of migration:

- development of migration management system, regulation and forecasting of migration processes;
- improvement of legislation in this area in accordance with international norms and requirements of modernity;
- ensuring the effectiveness of the laws, a single database in the field of migration; prevention of illegal migration;
- implementation of measures of social protection of migrants.

Among the main activities to improve the migration management system is the decree “on the development of the migration management system” dated August 5, 2008, the Order "On the integrated migration information system" dated February 6, 2009, the introduction of the "single window" system in the operations of the government service of migration since March 4, 2009.

The regulation of labor migration in the Azerbaijan Republic is carried out by the following state bodies:

- State Migration Service;
- Ministry of Foreign Affairs;
- Committee on Refugees and Forced Migrants;
- Ministry of Labour and Social Protection of Population;
- The State Border Service.

The Azerbaijani legislation on labor migration consists of the Constitution, the Law on Labor Migration, the Law on Immigration, the Law on Entry into the Country, exit from the country, the Law on Combating Trafficking in Human Beings, international conventions ratified by Azerbaijan, as well as bilateral and multilateral agreements signed Azerbaijan.

The state migration policy is implemented on the basis of the principle of non-discrimination on the basis of race, gender, religion, citizenship, age, political beliefs or membership of a social group.

The main tasks of the state migration policy are:

- effective use of migration processes for the development of the state;
- observance of the interests of the state, society and people in the implementation of migration programs and activities;
- combating illegal migration;
- creation of conditions for accelerated adaptation of migrants to the socioeconomic situation in the country;
- protection of migrants' rights.

At the present stage, there is an expansion of the processes of labor migration in Azerbaijan. Along with the labor emigration of Azerbaijani citizens abroad, labor

migration of foreigners to our country also takes place. In recent years, the rapid development of the economy in Azerbaijan, the implementation of large-scale international projects, as well as the attraction of foreign investment in the development of the non-oil sector along with the oil sector have led to the intensification of migration processes in the country. This, in turn, requires regulation of labour migration processes. To this end, a special state program in the field of migration has also been approved. The main goals of the state program are:

- regulation of migration;
- development of migration systems;
- improving legislation in this sphere;
- creation of a system of migration control;
- prevention of illegal migration;
- the implementation of measures of social protection of migrants.

According to official data, there are more than 4,000 migrant workers in Azerbaijan. They immigrated from Turkey and the UK. However, in addition to legal labor migration, there are many cases when people from other countries illegally work in Azerbaijan. Given the current pace of economic development and socio-political stability in the country, the flow of migrants to Azerbaijan, to our domestic labor market, is assumed to enlarge in the following years. The strengthening of the country's economy in recent years has allowed Azerbaijan to significantly improve its position in the international division of labor. Azerbaijan is one of the oldest and largest oil and gas producers in the world. The main market is the CIS and Western Europe.

In my view, the state approach to migration policy must be founded on the subsequent principles. The state should gradually create and expand conditions for the development of private entrepreneurship and tourism. Increasing employment in the country is key to more successful economic development and a reduction in migration flows. It is well known that the strengthening of the role and activities of state bodies dealing with internal migration is a more effective measure than the

closure of borders. A number of laws regulating this area have been adopted in order to increase the activity of these bodies.

It is important to intensify work on the conclusion of bilateral agreements with countries receiving migrants from Azerbaijan. In order to ensure the work of migrants, it is necessary to ensure the receipt of quotas for their own citizens. Embassies and consulates General of Azerbaijan should be focused on the protection of the rights of citizens of Azerbaijan who migrated as migrants (within the framework of international law, international conventions to which the Republic of Azerbaijan has acceded, on the basis of the provisions of international treaties and intergovernmental agreements).

It is important to use the experience of developed countries in the reception of migrants. The problems associated with the presence of illegal migrants in the territory of the Republic of Azerbaijan create the need to create reception receivers in the structures of migration services. Adaptation centers should work within these services. Certain restrictions and prohibitions should be extended to a number of categories of immigrants in order to prevent the arrival of cheaper labour (as compared to local citizens).

Given the geographical proximity of the Republic of Azerbaijan to the European States, it is impossible to allow the transformation of our country into a transit state for illegal migration from third countries. The possibility of harming the national interests of a country that is a participant in migration processes cannot be ruled out. In this regard, it is necessary to participate in the work of the relevant state bodies (within the framework of legal powers), ensuring the protection of national interests.

CONCLUSION AND RECOMMENDATION

After examining master thesis we can make following conclusions:

1) Labor migration as a form of international economic relations is an integral part of the modern world economy and international relations between the countries of the world;

2) The process of labor migration in recent years has significantly intensified, there is a tendency of its growth in the world economy, due to the negative consequences of the global financial and economic crisis of;

3) Western countries in the middle of the last century actively engaged in the study of this form of international economic relations, as well as the positive and negative impact of this process of the world economy for individual countries and regions;

4) In the situation of globalization of the world economy and increasing competition between producers, the weakest link in this chain of producers are weak from an economic point of view developing countries;

5) Labour migration smoothes the uneven distribution of labour and productive capacity in the world economy, which is the key to political, social and, in some cases, economic stability in the world;

6) Globalization of the world economy based on the nature and causes, has formed the following main directions of labour migration in the world from developing and countries with economies in transition to industrialized countries:

- between industrialized countries;
- between developing countries;
- from industrialized countries to developing countries.

Thus, in the context of globalization, the inefficiency of the labor market leads to a progressively increasing lag behind the developed countries, to the loss of advantages in fierce competition. Therefore, along with the growing importance of participation in international processes, public employment policy is even more important. Currently, the global labour market is emerging. The place of the national labour market in the global system depends on the efforts of national governments.

The international labour market in the context of globalization is developing not linearly and unidirectionally, but in the direction of increasing the heterogeneity of its constituent parts.

After completing my research, I want to make some suggestions. As we know developed countries are interested in agreement assignment and becoming a part of free trade, that includes flow of products, investment, information, services, labour.

But developed countries protect their countries from labour migration. I recommend to review agreements' structure under the control of WTO/GATT, ILO, IOM and other international organizations. After that we can determine under what conditions developing countries can sign agreements, labors are able to migrate from one country to another in search of better conditions for their life.

In case of Azerbaijan I recommend:

- To change conditions for the development of private entrepreneurship and tourism. Increasing employment in the country is key to more successful economic development and a reduction in migration flows;
- To intensify work on the conclusion of bilateral agreements with countries receiving migrants from Azerbaijan.
- Embassies and consulates General of Azerbaijan should be focused on the protection of the rights of citizens of Azerbaijan who migrated as migrants.

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APPENDIX

Appendix1: Losses and gains of labour migration

Country	Positive effects	Negative effects
Donor country (country of emigration)	<ul style="list-style-type: none"> •reduction of tension in the local labour market; •reduction of unemployment (and/or wage growth); •reduction of the budget burden due to unemployment benefits and other budget expenditures (education, health); •growth of incomes due to migrants ' transfers; •growth of demand in the domestic market of goods and services due to transfers; •possibility of return of skilled workers who have gained experience and education abroad ("free"); •reduction of poverty 	<ul style="list-style-type: none"> • "brain drain", the outflow of the most qualified personnel, and, consequently - the technological gap; • possible inflation growth in the case of a significant weight of external transfers • "brain drain", the outflow of the most qualified personnel, and, consequently - the technological gap; • possible inflation growth in the case of a significant weight of external transfers
Recipient country (country of immigration)	<ul style="list-style-type: none"> • growth of labor resources in the economy, growth of production, total income and aggregate demand; • depreciation of the cyclical process of unemployment; • elimination of structural imbalances in the labor market; • mitigation of the problem of "aging of the nation" (especially in the case of family migration); • increasing the competitiveness of products due to lower labor prices; <ul style="list-style-type: none"> • slowing inflation due to a higher propensity to savings of foreign workers; • savings on pensions and other social benefits (in the case of temporary migration); • savings on training (in case of attracting qualified employees) 	<ul style="list-style-type: none"> • increasing the budget burden (especially in the case of permanent migration and migration of families); <ul style="list-style-type: none"> • increasing social tensions, ethnic conflicts; • illegal immigration and its consequences (including criminal)

Appendix 2. The most common groups of resident foreign nationals in Germany

Rank	Nationality	Population	% of foreign nationals
	Total	10,623,940	100
1	 Turkey	1,483,515	14.9
2	 Poland	866,855	8.2
3	 Syria	698,950	6.6
4	 Italy	643,065	6.1
5	 Romania	622,780	5.9
6	 Croatia	367,900	3.5
7	 Greece	362,245	3.4
8	 Bulgaria	310,415	2.9
9	 Afghanistan	251,640	2.4
10	 Russia	249,205	2.3
11	 Iraq	237,365	2.2
12	 Serbia	225,535	2.1
13	 Hungary	207,025	1.9
14	 Austria	191,305	1.8

15	 Bosnia and Herzegovina	180,950	1.7
16	 Netherlands	154,630	1.5
17	 Spain	178,010	1.7
18	 Ukraine	138,045	1.3
19	 France	149,025	1.4
20	 Portugal	146,810	1.4
21	 China	136,460	1.3
23	 United States	117,730	1.1
24	 United Kingdom	116,465	1.1
25	 India	108,965	1.0
26	 Iran	102,760	1.0
27	 Macedonia	99,435	0.9
28	 Vietnam	92,485	0.9
29	 Morocco	75,620	0.7
30	 Pakistan	73,000	0.7

Source: Tradingeconomics, 2018, www.tradingeconomics.com, 01.05.2019

Appendix 3: Employment and unemployment (thousand person) in Azerbaijan from 2005 to 2017 years

	2005	2010	2013	2014	2015	2016	2017
Economically active population	4380,1	4587,4	4757,8	4840,7	4915,3	5012,7	5073,8
Women	2111,3	2257,7	2321,8	2365,0	2404,5	2439,5	2464,8
Men	2268,8	2329,7	2436,0	2475,7	2510,8	2573,2	2609,0
Employed persons	4062,3	4329,1	4521,2	4602,9	4671,6	4759,9	4822,1
Women	1957,6	2101,7	2183,7	2226,8	2263,4	2294,2	2319,3
Men	2104,7	2227,4	2337,5	2376,1	2408,2	2465,7	2502,8
Unemployed persons	317,8	258,3	236,6	237,8	243,7	252,8	251,7
Women	153,7	156,0	138,1	138,2	141,1	145,3	145,5
Men	164,1	102,3	98,5	99,6	102,6	107,5	106,2
Persons received official unemployed status	56,3	39,0	36,2	28,7	28,9	33,0	38,5
Women	29,1	17,0	15,0	11,3	11,2	12,6	14,0
Men	27,2	22,0	21,2	17,4	17,7	20,4	24,5

Based on the data given on www.stat.gov.az has been compiled by master student

List of tables

Table 1. ILO and IOM functions.....	33
Table 2. Estimates and projections of remittance flows to Low- and Middle-Income Regions.....	40
Table 3. Dynamics of migration flow (by ethnic group), 1997-1999 years.....	54
Table 4. Average monthly wage in CIS countries, dollars.....	55
Table 5. Emigrants from Azerbaijan to Russian Federation from 1995 to 2017 years.....	56
Table 6. Migrant remittance inflows in US \$ to Azerbaijan from 2010 to 2018 years.....	57

List of charts

Chart 1. Migrant remittance inflows in US \$ to Azerbaijan from 2010 to 2018 years.....	57
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List of figures

Figure 1. Migration Theories: Level Based Analysis.....	14
Figure 2. Decision-making on migration.....	21
Figure 3. Remittance flows to Low- and Middle-Income Countries, 1990-2019...	41
Figure 4. Minimum wage in Germany.....	48
Figure 5. Unemployment rate in Germany.....	48
Figure 6. Gross Domestic Product in CEE, Azerbaijan and CIS (excluding Azerbaijan)	53