



GLOBALIZATION OF LABOR MARKETS AND MIGRATION OF SKILLED PROFESSIONALS

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Abstract. *How does globalization affect labor markets and migration processes? In this study, the authors examine how globalization affects job opportunities, wages, and labor mobility. While skilled workers benefit from increased global opportunities, low-skilled workers face greater economic uncertainty. The study also examines the challenges of return migration, including skill mismatch and labor market reintegration difficulties. The results of the study suggest that globalization affects different workers in different ways, requiring policies that ensure fair opportunities and economic stability for all.*

Keywords: *globalization, labor markets, skilled migration, workforce mobility, economic inequality, return migration.*

MEHNAT BOZORLARINING GLOBALLASHUVI VA MALAKALI MUTAXASSISLAR MIGRATSIYASI

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Annotatsiya. *Globallashuv mehnat bozorlari va migratsiya jarayonlariga qanday ta'sir qiladi? Ushbu tadqiqotda globallashuvning mehnat imkoniyatlari, ish haqi va ishchi kuchi harakatchanligiga ta'siri o'rganilgan. Malakali mutaxassislar jahon bozorida qulay imkoniyatlarga ega bo'lishsa-da, past malakali ishchilar ko'proq iqtisodiy noaniqlikka duch kelishadi. Shuningdek, tadqiqotda qaytib kelgan muhojirlarning muammolari, jumladan, malakalarning nomuvofiqligi va mehnat bozoriga integratsiyalashuvdagi qiyinchiliklar tahlil qilinadi. Natijalar shuni ko'rsatadiki, globallashuv barcha uchun teng imkoniyatlar va iqtisodiy barqarorlikni ta'minlashga qaratilgan siyosiy choralarni talab qiladi.*

Kalit so'zlar: *globallashuv, mehnat bozorlari, malakali migratsiya, ishchi kuchi harakatchanligi, iqtisodiy tengsizlik, qaytish migratsiyasi.*

ГЛОБАЛИЗАЦИЯ ТРУДОВЫХ РЫНКОВ И МИГРАЦИЯ КВАЛИФИЦИРОВАННЫХ СПЕЦИАЛИСТОВ

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Аннотация. Как глобализация трансформирует рынки труда и миграционные процессы? В этом исследовании анализируется её воздействие на возможности занятости, уровень заработной платы и мобильность рабочей силы. Наше исследование показывает что квалифицированные специалисты получают больше шансов на глобальном рынке, тогда как низкоквалифицированные работники сталкиваются с возрастающей экономической неопределенностью. Также рассматриваются проблемы возвращающихся мигрантов, связанные с несоответствием навыков и сложностями интеграции в рынок труда. Результаты подчеркивают неоднозначное влияние глобализации на разные группы работников, что требует разработки политических мер для обеспечения равных возможностей.

Ключевые слова: глобализация, рынки труда, квалифицированная миграция, мобильность рабочей силы, экономическое неравенство, обратная миграция.

Introduction.

In the modern world, the most significant factor regulating social and labor relations is the globalization of the economy. In the most general form, globalization is a set of cross-border interactions between people, enterprises, institutions and markets and covers the entire system of international relations: economy, politics, social sphere, education, culture and ideology, information system, security, environment. A new kind of global international migration is currently emerging, which is not only the result of flight from poverty, persecution, in search of better conditions, but also the desire of professionals to find a higher return on their skills.

Skilled labor has long been seeking better employment opportunities abroad, but today their movement is taking on unprecedented proportions. Today's global environment is characterized by fierce competition not only between developed countries, but also between emerging economies seeking these valuable talents. This fierce rivalry is driving a rapid transformation of international migration policies, dramatically altering the global migration landscape.

Literature review.

In our literature review, we tried to gather insights from a variety of studies to better explore how globalization affects labor markets and skill migration. Globalization is changing labor markets in ways that increase the gap between firms and workers. For example, Hili, Lahmandi-Ayed, and Lasram (2016) note that although firms compete in international markets, sometimes governments close their borders to protect e.g. local jobs. These actions create a situation where wage competition and product differences lead to income inequality.

Kremer (2006) further explains how globalization has helped skilled workers more than unskilled workers and this has widened the gap between highly skilled and low skilled workers. Rama (2003) adds although new jobs are created in developing sectors, traditional industries

suffer and this leads to temporary increases in unemployment during times of economic change. While in theory we know that globalization should equalize wages across countries by equalizing factor prices, on this point Freeman (1994) and Rodrik (1999) show how differences in productivity, education, and institutions maintain wage inequality. Additionally, according to Rama (2003) capital is actually much more mobile than labor and this allows multinationals to shift production to cheaper locations while workers in developing countries do not benefit much.

It is important to note that skilled migration plays a key role in economic globalization. Iredale (2001) in his work classifies it into temporary, permanent and circular, another author Blitz (2017) discusses how policy frameworks in developed countries favor highly skilled workers through point systems. According to McDonald and Worswick (2015) skilled migration can bring benefits to host countries in the form of increased innovation and productivity. However, while these positive policies exist, many skilled migrants face problems: difficulties in having their qualifications recognized and problems integrating into local labor markets. Local scholar Yuldashev (2023) highlights this problem in Uzbekistan as returning migrants face bureaucratic barriers and underutilization of their skills. The government of The New Uzbekistan has now begun to actively address these problems, and more research in this area is needed to fully integrate these workers.

Remittances sent home account for a significant part of the economies of these countries. However, many Central Asian migrants are typically employed in the informal sector, where they face exploitation, legal uncertainties, and inadequate social protection. Yuldashev (2023) notes that recent policy reforms on migration and bilateral agreements with Russia and Kazakhstan aim to protect these workers, although one cannot ignore the fact that some of them remain undocumented and vulnerable to abuse.

This literature review shows that while globalization offers economic opportunities, it also poses serious challenges. The unequal distribution of benefits between skilled and unskilled workers, the mobility of capital versus labor, and the obstacles faced by migrants, both skilled and unskilled, underscore the need for more effective policies that address these imbalances and protect vulnerable workers.

Research methodology.

Our study takes a qualitative research approach, incorporating a comprehensive literature review and policy analysis to explore the impact of globalization on labor markets and migration.

We synthesized key academic contributions, including theories of skilled migration (Blitz, 2017; Iredale, 2001), labor market differentiation (Hili et al., 2016), and global wage inequality (Kremer, 2006; Rama, 2003).

Additionally, this study analyzes policy reports from international organizations, especially with regard to labor market integration, return of migrants, and economic reintegration. A comparative approach is used to evaluate migration management models and policy interventions, drawing on the experiences of both developed and developing countries.

In our view, this framework provides a holistic understanding of the role of globalization in shaping labour mobility and labour dynamics.

Analysis and discussion of results.

Based on our findings, we can assume that globalization significantly affects labor markets, migration patterns and policy decisions. Based on the data we have reviewed, we propose a framework (Figure 1) that identifies three interrelated dimensions — economic, social and regulatory — that together shape the dynamics of labor mobility.

The first dimension, “Globalization as a Driver of Labor Market Transformation,” focuses on economic liberalization, trade policy, and foreign direct investment (FDI). As markets open

up and capital flows increase, multinational corporations (MNCs) are playing a significant role in changing employment patterns, influencing job creation and retrenchment, and setting global trends in wage and skill demand.

The second dimension, “Migration Patterns and Labor Market Differentiation,” explores the impact of globalization on labor mobility. Theories of skilled migration—whether temporary, permanent, or cyclical—help explain the movement of labor across borders. But wage differentials and labor market segmentation create inequality, often leaving low-skilled workers in precarious positions. Barriers such as political restrictions and skill recognition, in our view, further limit mobility, preventing the full integration of the global workforce.

In the third pillar, “Labor Market Integration and Policy Responses,” we examine how governments and international organizations are responding to the labor shifts brought about by globalization. Challenges to labor market integration arise from how skilled and low-skilled workers navigate changing job demand. Government measures to regulate migration impact labor flows, and international organizations influence global labor policies to promote fair employment practices.

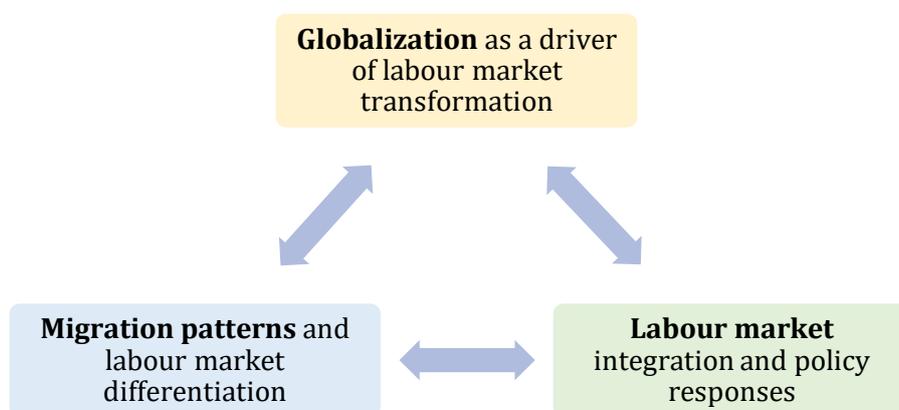


Figure 1. Conceptual Framework of Globalization’s Impact on Labor Mobility and Workforce Dynamics

According to McDonald & Worswick (2015) high-skilled migration plays a critical role in shaping modern labor markets, affecting economic growth, labor force dynamics, and policy mechanisms. The results of their study (Table 1) indicate positive and negative effects of high-skilled immigration, and these depend on the policy approaches of host countries as well as labor market absorption mechanisms and institutional support systems.

The findings across multiple sources reveal that globalization has significantly reshaped labour markets by increasing labour mobility while simultaneously intensifying wage disparities and economic inequalities. One of the central patterns observed is the differentiation between skilled and unskilled migration, where high-skilled migrants benefit from structured immigration policies, while low-skilled workers face employment precarity and legal restrictions. The effects of high-skilled migration are largely positive for receiving countries, contributing to innovation, economic growth, and demographic stabilization. However, challenges in skill recognition, wage disparities, and occupational mismatches persist, limiting the full utilization of migrant talent.

Labour market segmentation has been a key consequence of globalization, as firms adapt to international competition while governments maintain restrictive migration policies to protect domestic workers. The research findings highlight that while **points**-based immigration systems (e.g., Canada, Australia) facilitate better labour **market** outcomes for skilled migrants, employer-driven models often lead to skill underutilization and overqualification issues. Wage gaps between migrants and native-born workers persist despite

equivalent education levels, emphasizing the need for credential recognition reforms and targeted employment **support** programs.

Table 1

Summary of Results from McDonald & Worswick (2015)

Key Findings	Description	Implications
Economic Contributions	High-skilled immigrants drive innovation, productivity growth, and economic competitiveness.	Supports long-term economic development in host countries.
Labour Market Integration	Countries with points-based systems (e.g., Canada, Australia) achieve better employment outcomes for skilled migrants.	Points-based systems align labour market demand with migrant skills.
Overqualification Issues	High-skilled migrants often work in jobs below their qualification level due to credential recognition barriers.	Calls for improved recognition of foreign qualifications and professional licensing reforms.
Wage Disparities	High-skilled immigrants earn lower wages than native-born workers, despite similar education levels.	Suggests wage discrimination and market entry challenges.
Employer-Driven Models	Systems based on employer sponsorship may not align migrant skills with long-term market needs.	Overreliance on short-term labour market demands leads to skill underutilization.
Brain Drain Effects	Migration of skilled workers from developing countries leads to talent shortages in source economies.	Requires policies that encourage skill return and knowledge transfer to home countries.

Another major theme is return migration and its economic implications. Labour-exporting countries, particularly in regions such as Central Asia, rely on remittances as a key economic driver. However, returning migrants often struggle to reintegrate into local labour markets due to skill mismatches, limited job placement mechanisms, and bureaucratic hurdles. While some countries have initiated **bilateral** agreements and vocational training programs **to support** reintegration, these efforts remain insufficient in fully utilizing the skills and experiences of returning migrants.

Our findings also highlight the brain drain effects of globalization, where the migration of high-skilled workers from developing economies negatively impacts innovation and economic development in source countries. To mitigate these effects, some scholars suggest knowledge exchange programs, incentives for returning professionals, and policies that encourage **diaspora** engagement **in** home-country development.

Conclusion and suggestions.

In concluding our study on globalization of labor markets and skilled migration, we should emphasize the duality of its impact. Globalization is certainly changing the dynamics of labour relations, providing skilled workers with unprecedented opportunities on the world stage and leaving low-skilled workers in an environment of uncertainty and inequality.

We are particularly concerned about the challenges faced by returning migrants, an issue close to our context. As shown in our findings, migrants often face skills mismatches and barriers to integration, highlighting critical gaps in this area and calling for deeper research and policy development. Recent efforts by the government of New Uzbekistan to address these issues through bilateral agreements with countries such as Russia and Kazakhstan are promising. We also believe that more robust mechanisms, such as reforms in vocational training and diploma recognition, are needed to fully utilize the potential of these returnees.

Our study also confirms the uneven benefits of globalization. Unfortunately, low-skilled workers, often employed in the informal sector, face exploitation and legal precarity — problems that echo the experiences of many Central Asian migrants. Such inequalities require policies that not only open markets but also protect and improve the living standards of all workers.

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