



The ways to reduce the emigration of higher education professionals in the republic of Uzbekistan

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ABSTRACT

The article identifies the causes of emigration of specialists with higher education, the impact on economic security, scientific proposals and recommendations to reduce the emigration of specialists with higher education in the Republic of Uzbekistan.

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1. Introduction

The migration of highly educated people is one of the processes that have a significant impact on the socio-economic development of the country. It has many different manifestations, and the concept of "brain migration" is widely used in the scientific literature and periodicals, which is familiar to many and has become one of the main problems in many developing countries.

The concept of "brain drain" was first used in science in the 1950s and 1960s as the emigration of highly educated people by many scientists and doctors from England to the United States. [1].

In recent years, the emigration of specialists with higher education is growing in the Republic of Uzbekistan due to low wages and insufficient jobs. This requires research in this area.

2. Review of literature

"Brain drain" means that people with high knowledge and experience working in other countries or other regions and industries in the country due to conflicts, lack of opportunities to live and work, political instability, and health risks. [2].

In developing countries, the cost to the education system of the government and the learner may be inefficient to replace the highly educated who are going abroad and, as a result, to solve the problem that arises in society. As a result of graduates working in their home countries or other countries in areas other than their field of specialization, the government and the student's spending on education means "drain education" [3]. This process has become one of the major challenges in many small developing countries in Africa and Latin America. The emigration of specialists with higher education is also growing in the Republic of Uzbekistan.

3. Result

Stopping the emigration of highly educated professionals is one way to reduce threats to economic security in the field of demography.

In the case of higher education emigration in Kenya, more than 170 highly qualified doctors have left the country, 44 percent of who are employed in the UK and 56 per cent in the US. In Kenya, an average of \$ 65,997 (\$ 10,963 for primary education, \$ 6,865 for secondary education, \$ 48,169 for higher education) is spent to train each doctor. The departure of a total of 170 doctors from the country means a loss of \$ 11,219,490. It is also negative that the social damage of doctors leaving the country, the increase in various diseases in the country, especially the disease of children under 5 years of age and their premature death.

According to the State Committee of the Republic of Uzbekistan on Statistics, the share of people with higher education in the number of people moving abroad for permanent residence in the country is 16.1% in 2019 (Table 1).

Table 1

Emigration of higher education in the Republic of Uzbekistan

Indicators	2010	2015	2016	2017	2018	2019
number of permanent immigrants, person	24811	26854	23545	17464	14958	11047
hence the number of educated, per person	4950	5755	4991	3536	2953	1778
share of higher education,%	20,0	21,4	21,2	20,2	19,7	16,1

Table 1 shows that during 2010-2019, the number of people moving abroad for permanent residence in the country decreased by 55.5%, emigration of people with higher education - by 64.1%. However, while 170 doctors in Kenya have lost \$ 11,219,490 in overseas, the steady relocation of 1,778 highly educated professionals in Uzbekistan in 2019 has resulted in a 10-fold loss.

The share of women in the list of highly educated professionals who are moving abroad for permanent residence is predominant. In particular, the share of women in 2010 was 53.8%, in 2019 - 61.4%, while in this period the share of men was 46.2% and 38.6%, respectively.

To stop the outflow of highly qualified specialists, it is necessary to develop and implement programs to stimulate the country's economic development (Table 2).

Table 2

Programs to stimulate the country's economic development to stop the outflow of highly qualified specialists

Obstructive causes	Practical recommendations based on the successful experience of foreign countries
Dissatisfaction with the living standards of the population	Accumulation of foreign capital inflows to Uzbekistan, simplification of the tax regime, lending to small and medium-sized businesses, construction of joint ventures with foreign partners, which will ensure the competitiveness of goods and services in the world market, return capital, introduce foreign technologies, support scientific and innovative activities.
Dissatisfaction with the level of economic freedom	The introduction of information technology to ensure a state-guaranteed legal regime, strengthen control over the implementation of obligations, reduce bureaucracy and ensure transparency of operations, which eliminates the insufficient attractiveness of Uzbekistan for small and medium-sized businesses.

Dissatisfaction with the level of income in the profession	- For the innovative development of the economy of Uzbekistan, increase the salaries of highly qualified specialists in science and education, as well as priority professions above the regional average, which will reduce the outflow of specialists and partially cover their shortages in the future; - creation of new jobs, investment in infrastructure and professional development, amendments to tax policy, which will reduce the level of incompatibility of qualifications and positions, and partially eliminate the problem of "loss of intelligence".
The complexity of realizing creative and professional skills	Ensuring the strengthening of relations with the international professional community, the creation of multinational projects, which will strengthen international cooperation in a professional environment and provide an active exchange of experience and knowledge.
Dissatisfaction with the political situation	Supporting and consolidating civil society, ensuring the security of citizens, protection of their rights and freedom, democratizing the political system will reduce the outflow of highly qualified professionals and able-bodied young people due to dissatisfaction with the political situation in the country

The most effective government policies on higher education migration are the immigration policies of New Zealand and Canada. At the end of the last century, many highly educated people from these countries would emigrate to the United States and Australia. New Zealand has focused on improving existing working conditions and creating new jobs for highly educated people in the country. The sharp difference between the labour incomes of the highly educated and the uneducated led to brain exchange, i.e., the immigration of the highly educated and the emigration of the uneducated [5]. As a result of Canada's effective higher education immigration policy, the country is constantly replenishing the number of people leaving the country with professionals from developing countries [6].

Hence, the formation of a sharp gap between the working conditions and incomes of the highly educated and the uneducated in small developing countries and the introduction of a higher education immigration policy will lead to a slight reduction in the problem of higher education shortage.

In conclusion, the migration of highly educated people has a different impact on the development of countries, and each country implements an effective migration policy of highly educated, depending on its level of socio-economic development.

4. Conclusion

Solving the problem of "brain drain" requires specific measures that will allow maintaining the level of development of local scientific, technical and production potential. To do this, take the following measures:

- Improving the legal and regulatory framework in the field of emigration to protect the interests of highly qualified professionals;
- Development of programs to simplify the adaptation of returning specialists: the formation of special budget and extra-budgetary funds to support the most promising areas of research and the most talented scientists, financial incentives and scientific preferences;
- providing the labour market with jobs for young professionals, taking into account the intellectual quality;
- support scientists with government programs and benefits, provide housing for young professionals, as well as subsidies to improve their living conditions;
- increase the parameters of the scientific and technical potential of the country, the creation of infrastructure and special bases for the work of scientists, etc.

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