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Socio-economic problems of returning migrants' reintegration in Georgia

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CARIM-East Research Report 2013/15



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CARIM-East
Creating an Observatory of Migration East of Europe

Research Report
CARIM-East RR 2013/15

**Socio-economic problems of
returning migrants' reintegration in Georgia**

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This project which is co-financed by the European Union is the first migration observatory focused on the Eastern Neighbourhood of the European Union and covers all countries of the Eastern Partnership initiative (Belarus, Ukraine, the Republic of Moldova, Georgia, Armenia and Azerbaijan) and Russian Federation.

The project's two main themes are:

- (1) migration from the region to the European Union (EU) focusing in particular on countries of emigration and transit on the EU's eastern border; and
- (2) intraregional migration in the post-Soviet space.

The project started on 1 April 2011 as a joint initiative of the European University Institute (EUI), Florence, Italy (the lead institution), and the Centre of Migration Research (CMR) at the University of Warsaw, Poland (the partner institution).

CARIM researchers undertake comprehensive and policy-oriented analyses of very diverse aspects of human mobility and related labour market developments east of the EU and discuss their likely impacts on the fast evolving socio-economic fabric of the six Eastern Partners and Russia, as well as that of the European Union.

In particular, CARIM-East:

- builds a broad network of national experts from the region representing all principal disciplines focused on human migration, labour mobility and national development issues (e.g. demography, law, economics, sociology, political science).
- develops a comprehensive database to monitor migration stocks and flows in the region, relevant legislative developments and national policy initiatives;
- undertakes, jointly with researchers from the region, systematic and *ad hoc* studies of emerging migration issues at regional and national levels.
- provides opportunities for scholars from the region to participate in workshops organized by the EUI and CMR, including academic exchange opportunities for PhD candidates;
- provides forums for national and international experts to interact with policymakers and other stakeholders in the countries concerned.

Results of the above activities are made available for public consultation through the website of the project: <http://www.carim-east.eu/>

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Abstract

The present work of research reveals that despite an economic revival, the labour market infrastructure in Georgia and the cost of labour force do not contribute to any reduction in labour emigration. Therefore, great emphasis is placed on the facilitation of return migration back to the homeland and the socio-economic efficiency of this process. The results of the sampling survey of return migrants in the capital of Georgia and two large industrial cities – Kutaisi and Rustavi – show that social and economic reintegration is shot through with contradictions, which in turn determine the low efficiency of reintegration. Significant numbers of return migrants are unemployed or work in discriminatory labour conditions, which do not correspond to their education and work experience. A significant share of these will be forced to migrate in the near future. Many subjective factors prevent return migrants from implementing their business projects. They accumulate savings, which they brought for this purpose, and target these savings. Research has established that it is necessary to enforce state support for return migrants by introducing institutional changes. This should increase the efficiency of investment activity on the basis of migrants' remittances and this should create new jobs.

Абстракт

Исследованием выявлено, что, несмотря на экономическое оживление, конъюнктура рынка труда Грузии и стоимость рабочей силы не способствуют снижению высокой интенсивности трудовой эмиграции, поэтому большое значение придается содействию процессу возвращения эмигрантов на родину и социально-экономической эффективности этого процесса. Выборочное исследование вернувшихся мигрантов в столице Грузии и больших промышленных городах — Кутаиси и Рустави показало, что процесс социальной и экономической реинтеграции связан со значительными противоречиями, что, в свою очередь, определяет низкую эффективность реинтеграции. Существенное количество вернувшихся мигрантов - безработные или же работают в дискриминационных условиях труда, не соответствующих их уровню образования и полученному опыту. Значительная их часть будет вынуждена в ближайшем будущем вновь выехать в трудовую эмиграцию. Многие субъективные факторы препятствуют осуществлению вернувшимися мигрантами планируемых бизнес-проектов, аккумулярованию привезенной ими с этой целью суммы и целевому ее использованию. Исследованием установлено, что необходимо усиление государственной поддержки вернувшимся путем осуществления институциональных преобразований для того, чтобы на базе денежных переводов мигрантов повысить эффективность *инвестиционной* деятельности с целью создания новых рабочих мест.

The socio-economic efficiency of migration processes depends, to a very large extent, on the efficient management of migrant integration in destinations. Facilitating this process with natural civilized measures can moderate the negative impact of migration factors and can make the integration process more dynamic.

We think that, to a certain degree, both sending and receiving countries are potentially interested in efficient integration. Normal integration usually solves many of the problems accompanying massive migration movements.

The statistics available, as well as research into particular problems, do not necessarily match the significance of the issue above. Intensive research is thus becoming necessary, which inevitably entails spending a great deal of money. The particular importance of studying migration from the point of view of a sending country needs to be acknowledged. Despite the remarkable level of permanent emigration from Georgia, when within just ten years one fifth of the country's population moved to other states, the research carried out in Georgia is barely concerned with migrants' fate in receiving countries and, in particular, their adaptation and integration within a foreign environment. This may partially be attributed to delegating the responsibility for the migrants to authorities in the receiving countries, whereas the sending country is still left with burning problems related to an unmanageable migrant flow, preventing depopulation and regulating labour emigration. That is probably why the conditions of permanent emigrants abroad are inadequately researched in Georgia. It is only recently, that attention was drawn to the diaspora issue. Yet, even these studies are not based on labour statistics and only touch upon integration abroad.

Likewise, there is no statistical data covering permanent immigrants in Georgia and because of their insignificant number, their adaptation is not viewed as a serious problem. Due to the serious economic crisis experienced by Georgia after the collapse of the USSR, low standards of living and an unstable socio-political environment, migrants from other countries are not particularly attracted, which means low immigration. That is why the scientific research on migration is much less concerned with immigration processes. In our opinion, however, existing immigration trends should be delineated and forecasts given of their possible developments. Georgia's geopolitical location and the chances for an economic revival allow to count on the reversion of international migration vector and create many problems to the future of Georgia's demographic security.

Labour emigration (which may with time partially turn into permanent emigration) is thus actively studied in Georgia as a serious problem for the country. This emigration is barely regulated and mostly illegal, whereas both sending and receiving countries are interested in its proper management. The process of Georgian migrants returning to their home country has started with both sending and receiving countries participating. Receiving countries are trying to support the movement financially.

There have been several studies carried out in Georgia, including those in which the present author participated, devoted to return migrants.¹ According to these studies, it is important to promote immigrant return and reintegration, since it turned out that a considerable number (39.0%) intend to leave Georgia once again. This process cannot be viewed as the realization of regulated circular migration and from the point of view of reintegration it is an unacceptable decision. The principal task of the present study is to find a way to correct the situation. Among multiple integration issues, we thus put stress on the social and economic aspects of labour migrant reintegration.

One must mention that the intensity and destinations of migrant flows depend, to a great extent, on interstate relations. The extremely strained relations between Russia and Georgia influenced both

¹ Internally Displaced Persons in the Georgian Labour Market. (2012). Center for Migration Studies. Ivane Javakhishvili Tbilisi State University. Tbilisi; Labour Market and Reintegration of Return Migrants in Georgian.(2012). Tbilisi, Universali, (in Georgian); Socio-Economics Problems of Return Migration in Georgia.(2012) Scientific supervisor of the researcher's group and author of the text of the work M. Tukhashvili, Tbilisi, Universali.

Georgian migrants' integration in and the intensity of migrants flows to Russia. These processes were accompanied by growing migrantophobia in Russia, which partially turned into *gruzinofobiia* and formally intensified the integration of immigrants there.² According to the Russian census of 2002 198,000 Georgians resided there. This figure dropped to 158,000 in 2010 (census data). One can assume, that 'unnatural' integration processes took place, side by side, with natural processes.

One should also assume that in the very near future, at the initiative of the new Georgian government, political tensions with Russia will become negative, and, at times, aggressive. The attitudes of Russian society towards Georgian immigrants will likewise soften. This, in turn, will promote the normalization of emigration flows and Georgian immigrant integration in the Russian labour market and in Russian society.

Our research is limited to an analysis of the labour and social integration of labour emigrants abroad and, to a lesser degree, reflects their final adaptation in a foreign environment.

This study is based on information provided by surveys devoted to labour migration held within the last decade by the author and other scholars, as well as other statistical sources. It provides multiple specific research in the field. Some of these results have already been published. The present work, however, modifies and refines some of the estimates offered in those previous publications.

As the basis of our research, including the research on return migrants, the MIREM method used for the purpose of CARIM project was employed. It was, however, creatively reworked and completed with special Georgian features being kept in mind, especially where it concerned the economic aspects of reintegration.

Surveys were held in the Georgian capital, Tbilisi and in two large industrial cities, Kutaisi and Rustavi. 205 returning migrants were given "deep interviews" on the problems of their economic and social reintegration; the results were compared with the data from analogous surveys.

Many surveys confirm that labour migration in Georgia is determined by economic causes. Its primary goal is financial aid given to family members left in Georgia through remittances.

Along with many others, one of the most important problems, in our opinion, is the everyday adaptation found in destination countries.

As survey materials testify emigration and crossing state borders is done legally, at least in the case of most labour migrants, who are legally or illegally employed abroad, predominantly on the secondary labour market.

An emigrant usually leaves Georgia on his/her own, yet in destination locations only 12.2% of respondents resided alone. Instances of residence shared with acquaintances, friends and relatives are the most frequent, whereas as many as 17% reside at their working locations (nurses).

The absence of accommodation complicates the process of working and the everyday adaptation of emigrants. When they arrive in the destination country some of them (24.5%) already have there their spouse or family members. Few (5.9%) newly-arrived migrants meet with the representatives of immigration agencies or employers. Newly-arrived emigrants are assisted in job search, employment, and their residence documents.

As survey data show, emigrants have particularly close relations with representatives of the Georgian diaspora or migrants from other post-Soviet countries. Instances of close contacts with locals are rather rare (14.2%). It is clear that close relations with local residents are impeded by language

² Тухашвили М. Завершение миграционной экспансии и "новая миграционная политика" России. [Tukhashvili M. The End of Migration Expansion and 'New Migration Policy' of Russia (In Georgian)] Тбилиси, "Универсали", 2009 (на груз. яз.).

barriers, an alien ethno-cultural environment, to some extent also by migrantophobia and by the absence of a desire to finally integrate into the local environment.

According to 75.9% of respondents, relations are characterized by rather frequent meetings (at least once a week). These are mostly friendly or family encounters (79.3%). Such meetings rarely take place in entertainment locations (just 6.9%). The strengthening of the diaspora is a fact, yet the contacts of its members with the local social and cultural environment or, indeed, local residents are mostly formal.

Most returning migrants (96.8%) made no business investments abroad. Our other survey, however, indicated the share of emigrants involved in business activities abroad as rather high (28% in Russia). Yet, the representatives of this migrant category rarely return to their home country.³

The foremost difficulties slowing down emigrants' socio-economic adaptation to a local environment relate to employment problems. These concern job searches, working regime, the discriminatory character of payments for work, and the sanitary and hygienic conditions at work, etc.

Adaptation abroad is also impeded by the fact that only 15.7% of migrants surveyed managed to find employment prior to migration. Over a third of them were not able to find a job for three months and more. Just 5.6% managed to find employment matching their professional qualifications. Most (54.4%) do not have official labour contracts, but rather simply verbal agreements.

The educational level of labour emigrants is rather high (57.6%). Higher education is barely needed at all.

The research into Georgian labour emigration has demonstrated that migrants' adaptation to a foreign social and environment meets with great difficulties. This is caused by the language barrier, varying traditions of the local population, partly by migrantophobia, as well as day-to-day discriminatory working conditions, produced by the fact that many migrants are illegal. Integration into local economic, social and cultural environment is insufficient, which, to a certain extent, conditions the remigration of labour emigrants.

This situation differs drastically from the labour migration of the 1990s. These included a high share of ethnically non-Georgian population: Greeks, Russians, Jews, Ukrainians, as well as Russian speaking or culturally russified populations.

An important task now is to shape labour migration as regulated and circular. It also means carrying out voluntary repatriation of illegally employed or those who would like to return and to diminish the rather irrational intensity of labour emigration. The promotion of the socio-economic integration of returning migrants can greatly help in the realization of this task. Below we will address this problem.

Migration factors act, of course, differently in different countries. The intensity of return migration is, therefore, conditioned not only by a country's share in the total number of migrants, but also by the migration situation created there. The data of the latest surveys indicate that labour migrants return to Georgia mostly from Russia, Greece and Turkey.

According to various surveys, 40-50% of the total number of labour migrants are to be found in the Russian Federation.⁴ The Russian share in the flow of labour emigration remains high, yet a declining

³ Тухашвили М., Тория М. Трудовая миграция вынужденно перемещенных из Абхазии. – В сб. “Миграция 3”. [Tukhashvili M., Toria M. Labour Migration of Forced Migrants from Abkhazia. In: ‘Migration 3’ (In Georgian)] Тбилиси, “Универсами“, 2009, стр. 86-97 (на груз. яз.).

⁴ Labour Migration from Georgia. ИОМ, 2003. Тухашвили М., Тория М. Трудовая эмиграция вынужденно перемещенных лиц из Абхазии. // Миграция 3, [Tukhashvili M., Toria M. Labour Migration of Forced Migrants from Abkhazia. In: ‘Migration 3’ (In Georgian)] Тбилиси, “Универсали“, 2009, стр. 91 (на груз. яз.); Челидзе Н. Трудовая эмиграция из постсоветской Грузии, [Tchelidze N. Labour Emigration from post-Soviet Georgia (In

tendency is already visible. The reason for this is: the Russian-Georgian political confrontation; severance of diplomatic relations; a communication blockade; and the strengthening of Russian migrantophobia, ethnophobia and since 2008 – *gruzinofobiia*, in the local population at the instigation of various political forces and mass media.⁵

The professional spectrum is rather varied, with engineers, teachers and doctors dominating. Prior to departure 27.4% are unemployed, 15.6% studied and 22.5% worked in a field totally different from their professional background. Only 4% were employed in prestigious jobs. The reasons for taking a decision to go to work abroad are quite obvious in such circumstances.

According to our survey, a decision to return was taken independently by 50.4% of migrants, whereas 41.2% decided to return at the request of their families. Attempts by the state authorities or other institutions directed at the promotion of return migration are still relatively feeble. These should be strengthened and made more precise and active.

Instances of forced return are not that scarce. The reasons for forced return are twofold: strained socio-economic conditions there (18.6%); and deportation (9.3%). Given the world economic crisis and high unemployment in destination countries, there still are naturally a good many illegal Georgian migrants. Deportation indexes are rather high and create a difficult situation. This is all the more apparent, if we take into account the instances of human-rights violations at the deportation of foreign nationals by local authorities. Sometimes deportations are performed with a lack of sensitivity: for example, deportations from Russia by freight carriers in 2006. This kind of a return is naturally accompanied by psychological and physical stress, which should be taken into account in drafting rehabilitation programs. Efforts by state authorities and international organizations are required to ensure humane treatment at illegal deportations.

Respondents were asked to indicate three major reasons (out of 19 suggestions) why they decided to return to Georgia. Topmost was the desire to start a business at home; then there followed nostalgic feelings for homeland and its traditions; as well as the problems related to the family and its normal functioning. These three causes alternate with the top three reasons for return.

The desire to start a business in the home country is the major cause for the return of every fifth respondent: a formidable tendency.

The survey of return migrants has shown that 55.3% of them did not manage to find work at all, with 17.1% finding employment only after three month search. 55% of them are currently unemployed.

Among those who found employment: 20% work in services; 24% in trade; 9.5% in construction; and 2% in transport services. In a city with industrial traditions – Kutaisi – not a single returning migrant has got a job in industry. In Rustavi only two persons work in an industrial firm. The range of employment is thus very unsatisfactory. We think that the restoration of the industrial roles of both these cities and investments in new working places are necessary. This is imperative for the economic development of these two cities and the country on the whole.

It should not seem paradoxical that only 25% work according to a eight-hour working day schedule. Most work over the norm established by law, with 29,2% working over 10 hours a day. The

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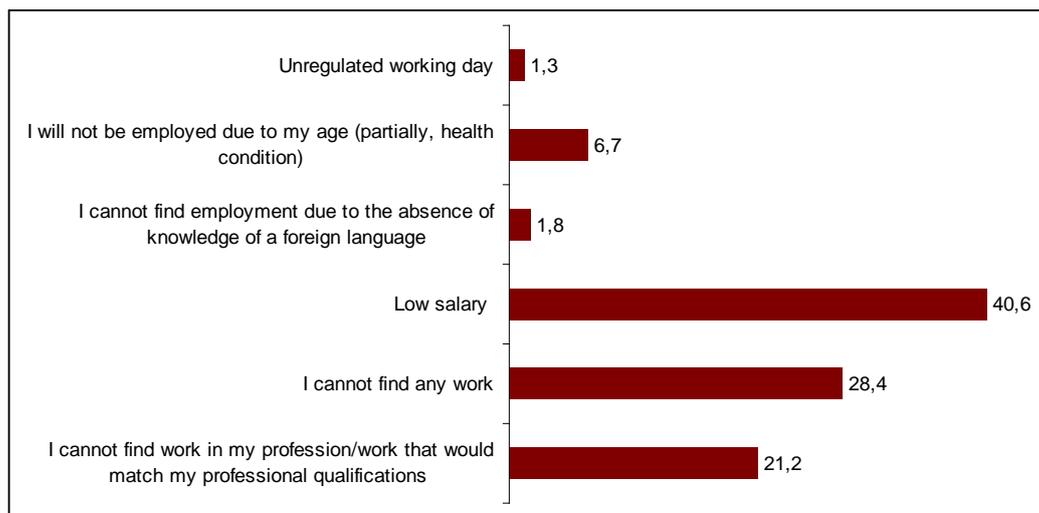
Georgian))Тбилиси, “Лера“, 2006, стр. 56 (на груз. яз.); Такидзе А. Формирование и использование трудовых ресурсов в Аджарской автономной республике. [Takidze A. Shaping and Employing Labour Resources in Adzharian Autonomous Republic (In Georgian)]Тбилиси, ТГУ, “Цоднис Цкаро“, 2006, стр. 63 (на груз.яз.); Исследование вернувшихся мигрантов. Данийский Совет по беженцам. [The Survey of Returning Migrants. Dani Refugees Council (In Georgian)]«2009, стр. 18 (на груз.яз.) и др.

⁵ Тухашвили М. Мигрантофобия и социально-трудовые проблемы грузинской диаспоры в России. Журн. “Экономика да бизнеси“, [Tukhashvili M. Migrantophobia and Work Related Problems of the Georgian Diaspora in Russia. In: Economy and Business, 2008, No6 (In Georgian)] 2008, №6, стр. 19-30 (на груз. язю).

problem, which had been solved in our country almost a century ago, became very acute once again. This is a serious social problem for Georgia, which demands timely measures to resolve it. The bulk of unemployed re-migrants are searching for jobs, as well as some employed re-migrants. They apply to their acquaintances and friends (38.4%), look for announcements in newspapers and on the internet (10.4%) and appeal to professional acquaintances (9.7%). Just a few of them (15.2%) apply to employment agencies.

Return migrants meet with considerable difficulties that hamper their search for employment on their return (see *Diagram 1*).

**Diagram 1. Answers to the question:
“What problems have you encountered in your job search?” (%)**



The answers clearly indicate that returning migrants are less demanding and agree to take any job, however unsuitable for them, as long as it gives them a means to subsist on.

Household income level is one of the most poignant problems of contemporary Georgia, including that of returning migrant families. Many of them live on that money they brought from abroad. There are also families with no income whatsoever. In Kutaisi and Rustavi, for example, 4.9% of the families earn as little as 100 Laris.

The majority of the respondents (62.2%) state that their financial situation worsened upon their return.

According to the latest surveys, the average monthly income of re-migrants abroad stood at 803 USD. Three quarters of them were regularly sending money home, with average remittances of 287 USD, which makes 36% of their total income.

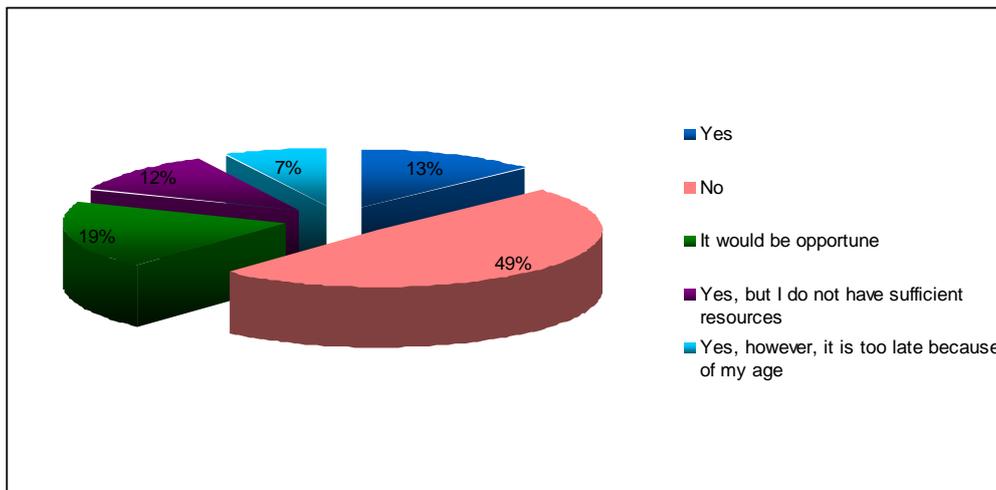
Many return migrants in Georgia intend to travel abroad again because they have failed to implement their plans. 39% of them are thinking about or planning on going abroad. Occasionally, when making plans for the future, this option is considered by another 27% of return migrants. Only 34% of re-migrants have no intention to go abroad again. This kind of high emigration potential is partially caused by the reintegration problems of returnees in Georgia, and in Tbilisi, Rustavi and Kutaisi in particular.

Among those who wish to go abroad again, the majority (59.4%) intends to go to the same country. The expectations of the economic reintegration of some of them have not been fulfilled: 34% of those who want to leave again could not find a job, 32% have encountered new family problems and the rest are no longer willing to adapt to the local legal environment and the ongoing political tensions. They

also fail to see a suitable future for themselves, or they are well-adapted to living abroad and are no longer satisfied with local low wages, etc.

One factor partially inhibits employment opportunities at home. It is the fact that the professional qualifications of return migrants do not match the requirements of the existing working places that are vacant. Despite overall levels of high professionalism, job seekers often do not have the specific skills that are required for this or that vacancy. Therefore, they need retraining, and their vocational qualification needs to be adapted to a specific job. With respect to this, respondents were asked a question, the answers to which are represented in Diagram 2.

**Diagram 2. The willingness of return migrants to acquire a new profession
(Do you believe that you need retraining or that you need to learn a new profession?)**



The study revealed a positive attitude among a considerable number of the return migrants towards retraining. Retraining should be considered one of key areas of economic and professional reintegration for returnees.⁶

As noted above, the main reason for return was to start a private business at home and to turn it into a source of income. 21% tried to start a private business. For the majority (63%), savings accumulated abroad was the main source of start-up capital and finance. Specifically, in Kutaisi, all respondents started their businesses with the help of the foreign-earned funds. In Rustavi, 25% used bank loans, and in Tbilisi, 12.5% of businesses were launched with the help of relatives. Other sources were relied upon in equally small measure (12.5%).

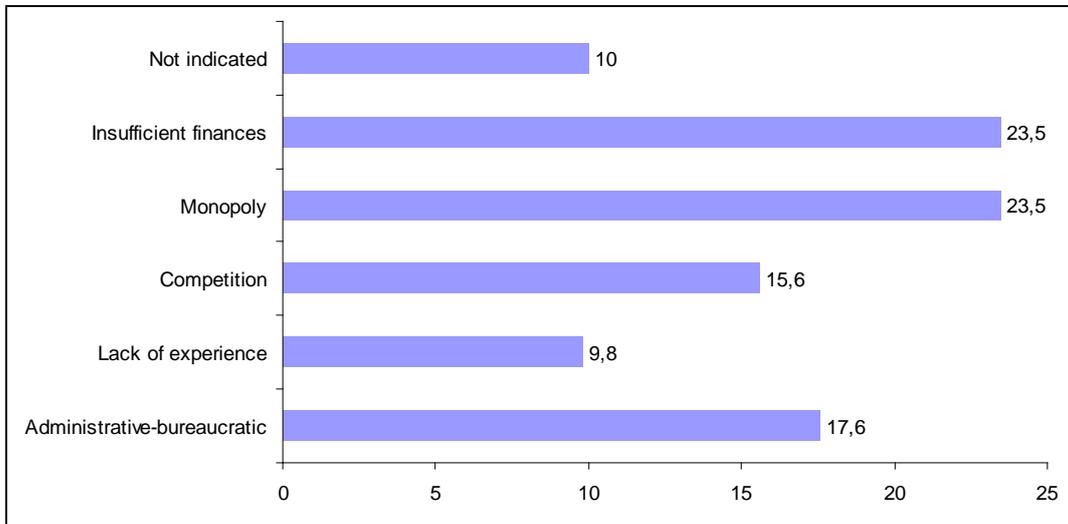
Business activities were distributed as follows: 38.1% of returnees have invested their money in commerce; 16.7% in industry, and 12.0% in agriculture. This distribution reflects the employment specific to these cities.

As research showed, in Kutaisi and Rustavi half of the newly created small enterprises with up to 20 people employed run by the return migrant himself employs no more than 5 people, some even work alone or employ their family members.

Thus, only a small proportion of return migrants was able to organize a small business, and, then, only with great difficulty (see Diagram 3).

⁶ *Labour Market and Reintegration of Return Migrants* (2012), p. 123. Tbilisi, Universali, (in Georgian).

Diagram 3. The distribution of return migrants as answers to the question “What difficulties have you encountered in running your business?”(%)



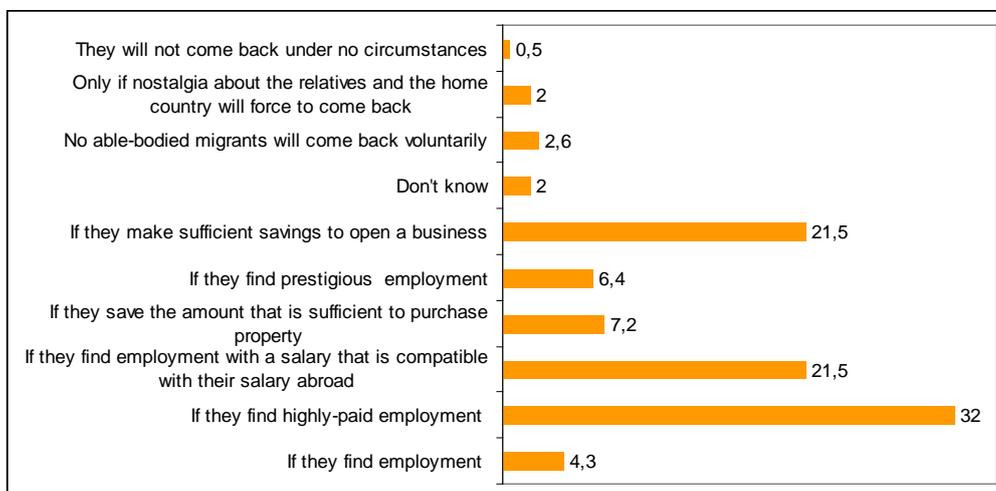
81.3% of return migrants involved in small businesses note that they have not been assisted in their business efforts by any organization.

18.7% have been assisted in the allocation of terrain for the company. Family members at home provided substantial help to approximately 60%. A family member working abroad has helped in 7% of cases, and 12% have been assisted by acquaintances and friends (relatives). A small proportion has not received any assistance of any kind.

Our objective was to establish the view of the return migrants on specific conditions of repatriation for those compatriots that live abroad (see Diagram 4).

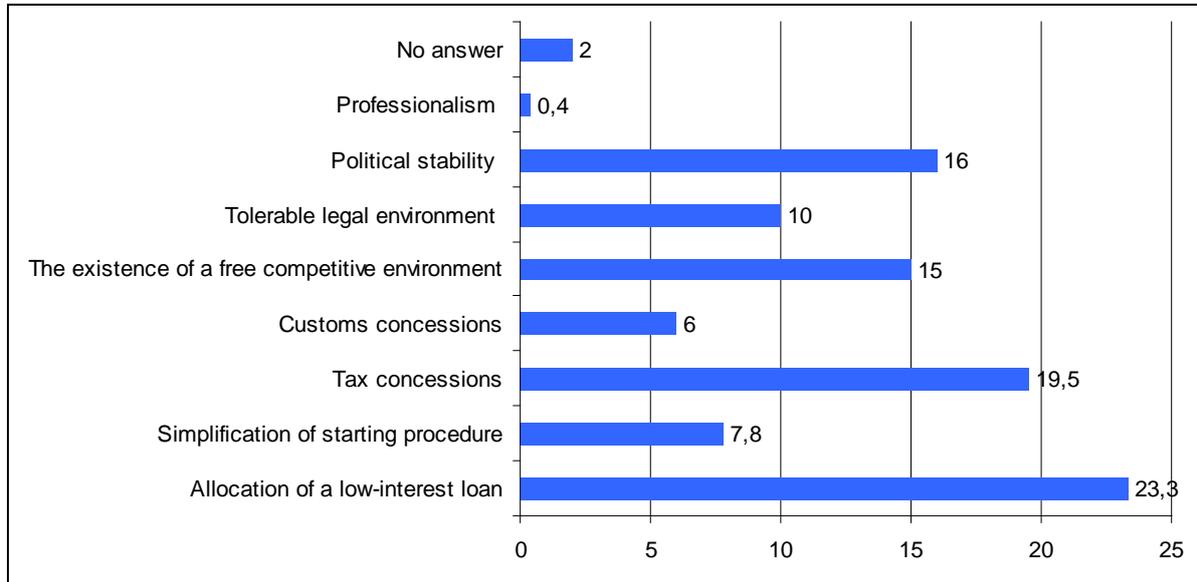
The condition of the return is directly related to labour migration. The latter is mainly triggered by economic reasons and depends on the business conditions and differences in labour markets abroad and in Georgia. This can also include the convergence and reduction of large scale differences in the cost of labour or the organization of profitable business in Georgia.

Diagram 4. The distribution of answers regarding the conditions of the return of labour migrants (%)



An effective investment of funds accumulated abroad is of great importance in the reintegration of migrants for the enhancement of both their own economic potential and that of other returnees. The answers to the question regarding the availability of funds for the business start ups is distributed as follows (see Diagram 5).

Diagram 5. The distribution of answers of return migrants according to the terms of starting and running their own business in Georgia (%)



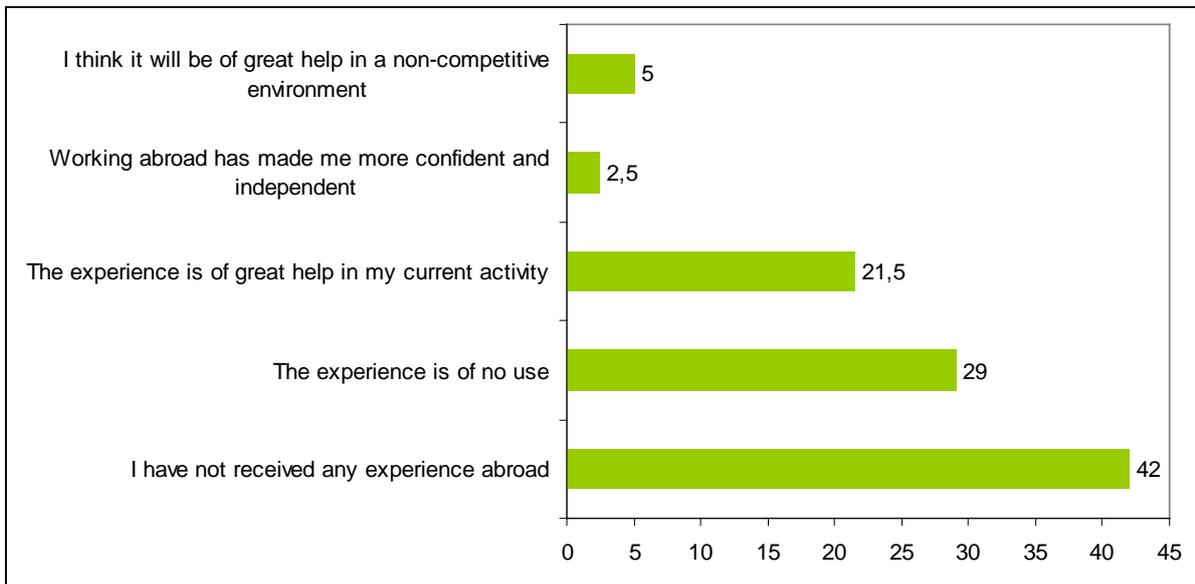
According to the respondents, one-fourth of return migrants named low interest rates as the main condition for opening a business, and one-fifth named favourable taxation. Also, the presence of free competitive markets (15%) and the overall legal environment (10%) were important.

Some contradictions and obstacles were noted in the organization of a private business. It is evident that return migrants encountered such problems as the lack of finances and monopolism, sharply present in Georgia, as well as unfair treatment by competitors.

Most return migrants had wished to open their own small business upon their return. However, not all of them did so. According to the survey, the main reason for this was the lack of capital (60.7%). Other reasons included: administrative and bureaucratic barriers, 7.4%; a low level of education and a lack of experience, 8.4%; poorly-developed markets, 5.1%; corruption, 2.3%; uncompetitive environment, 5.6%; and health problems, 2%.

Studies show that labour emigration, on the one hand, disqualifies and deskills emigrants because of their inadequate employment. On the other hand, adaptation to an improved market environment allows the obtaining of particular knowledge, which could be of use upon their return in their business activities. When asked about how their international experience contributes to their current activity, the following responses were obtained (see Diagram 6).

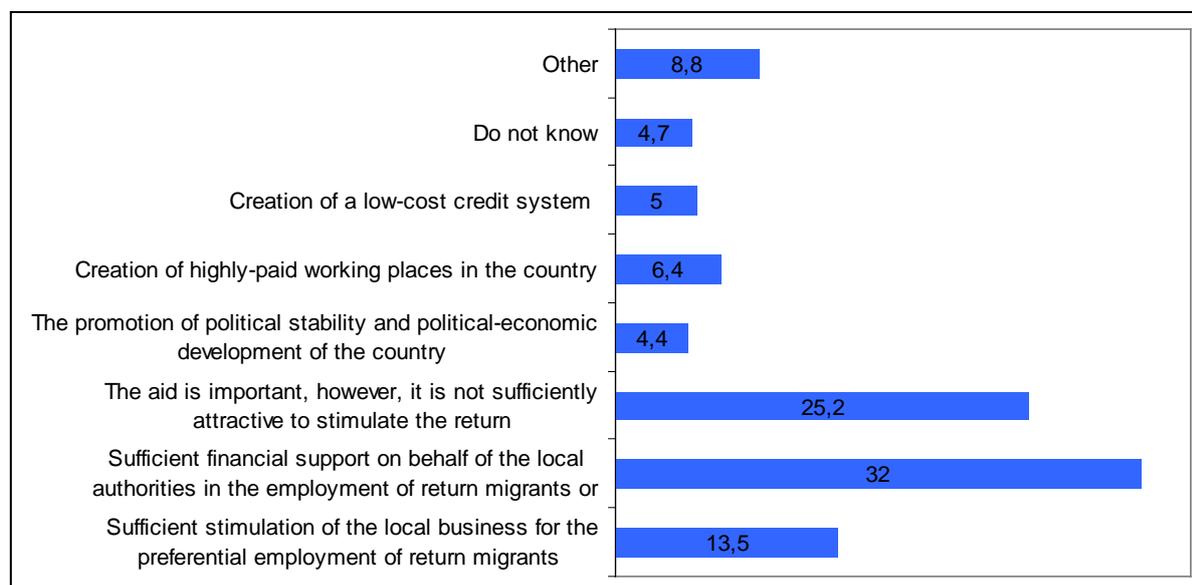
Diagram 6. The distribution of return migrants according to responses about the relevance of their experience abroad in the context of their present activities (%)



A significant number of respondents (42%) believe that they have not acquired any experience abroad that matches their education. Ultimately, they have found jobs in the secondary labour market. As a result, they returned home with skills and abilities that are characteristic of this market. There are a number of respondents whose current activity is greatly aided by their overseas experience. This distribution of responses is unsatisfactory, because most respondents were unemployed.

As is well known, the provision of reintegration assistance from the countries of the European Union to migrants in their countries of origin facilitates return. Financial support is increasing, and so is the activity that ensures the economic and cultural reintegration of returnees. The opinion of returnees regarding the assistance in return and reintegration is interesting (see Diagram 7).

Diagram 7. The opinion of return migrants regarding the most effective means of facilitating return (%)



It is clear that the most effective means to facilitating return is to strengthen the position of returnees within the Georgian labour market and to support them fully. It is apparent that an allocation of a certain amount of money for return will not change anything substantially. However, it should be noted that it will, to some extent, diminish the problems that emerge after the decision to return is taken.

An alternative response received most support from the respondents (32%): “Adequate financial support on behalf of the local authorities in the employment of return migrants or assistance in starting a small business.” Essentially, a similar view is expressed on the issue of incentives for starting a small business, which provides the return migrants with advantages in employment (13.5%).

To conclude, the examined materials can be briefly presented in a form of some conclusions and recommendations:

- A detailed analysis of the Georgian labour market revealed that despite the economic recovery, the labour markets of the country did not offer such conditions and such labour costs that may affect the intensity of labour emigration. There is no reason to expect a sharp decline in the intensity of the latter and the mass return of compatriots in the very near future. This being said, this process has begun, and its facilitation should become an essential component of state migration policy. In this regard, support on the part of immigration countries is also important.
- Recent research has shown that labour emigration involves individuals with a very high educational potential. Over half of returnees have a college education. However, while abroad, these people were employed within the secondary labour market and have undergone professional disqualification.
- Employment and general social adaptation abroad have proved problematic for most migrants. Working conditions are difficult. Every third returnee worked more than 10 hours a day. Despite these challenges, migrants do not seek assistance from Georgian diplomatic missions abroad.
- Return is mainly voluntary, but the share of deportees is not low. The reasons for return are many. The intention to start a business at home, nostalgia about the country and its traditions, as well as family related problems are the most common reasons for return.

- The study revealed a particularly high level of unemployment among returnees. The working conditions of employees are quite complex. Working hours exceed the maximum established by law. Most unemployed return migrants are dependent on other family members or live on foreign earned income.
- A considerable proportion of return migrants (39%) have not succeeded in implementing their plans, and intend to travel abroad again in order to provide a solution to their situation. Only 34% have no intention of working abroad. This situation is mainly due to the prolonged reintegration of returnees.
- An effective use of the foreign earned income has a tremendous effect on the facilitation of return for the purpose of increasing migrants' economic activity.
- The research demonstrates that the effective facilitation of repatriation depends on the position of the returnees within the Georgian labour market and their large-scale support. Therefore, in order to improve the organization of the return of compatriots, there is the need for an effective structural unit, with an adequate multifunctional sub-system that addresses this complex and pressing problem. Its main function is based on the individual counselling of return migrants, the evaluation of their professional and individual capacities and versatile assistance in the organization of private businesses. Some experience has already been accumulated by the relevant structures in a number of post-Soviet countries (Tajikistan, Moldova, Ukraine, Belarus, Lithuania, etc.) in the field of regulation of reintegration. It is necessary to commit to using this experience.
- The ineffective export of labour from Georgia will decline as a result of the agreement between the Government of Georgia. This relates to the relevant agencies and authorities of the host countries regarding the increase of investments that are needed to create jobs in the country.
- The consolidation of public and private enterprises, as well as non-governmental organizations within a distinct structure, is of special importance for economic reintegration. The structure would accumulate and allocate investments from the host countries for the purpose of employment.
- It is necessary to expand the intended use of low-interest loans for the promotion and consolidation of returnee projects and the enforcement of their position within the labour market.
- It is necessary to develop a system of encouragement of those employers who facilitate the employment of return migrant workers, as well as developing a system of partner use of their savings.
- Special attention should be paid to the restoration of an efficient national anti-monopoly structure; adherence to the principles of free competition; the overall improvement of the competitive environment, the existence of which is a necessary condition for the implementation of returnee business projects.
- Mass-media input into the promotion of return should be increased and broadened both within the host countries and in Georgia. The best programs should be encouraged.
- A solid knowledge base on the diaspora should urgently be created. This would encompass the data available; the ties with the diaspora should be strengthened; the economic potential of the diaspora should be fulfilled. In parallel, communication between foreign partners and Georgian businessmen who are partners in foreign businesses or have invested considerable resources in production units in the host countries should be further simplified.
- There are several tasks of particularly importance: greater coordination among governmental agencies; the increase of public awareness regarding the importance of this issue; the revitalization of local governmental structures as well as the correct formation

of a migration mind set among young people; and the preservation of the patriotic spirit of the Georgian diaspora.

- The humanization of working conditions in Georgia will have an impact on the migration potential of the country. In this regard, it is the Labour Code of Georgia that needs to be altered in areas that are discriminatory towards employees. The rights of employees should be expanded.
- It is necessary to sign a number of agreements with the European Union and other host countries regarding the legalization of labour migration out of Georgia and the simplification of visa regimes.
- The Ministry of Education and Science should intensify its activities to reduce “brain drain” and to create conditions for employment for overseas graduates and scholars.
- It is necessary to promote the creation of a number of associations that would coordinate the activities of the return migrants, particularly in the area of the implementation of economic and social projects.
- It is necessary to develop a scientifically-based, practical concept for the implementation of the return of compatriots, which will define the strategy of the state and its specific areas of application. This means elaborate concrete measures for the creation of a state program of remigration.
- It is necessary to stimulate and deepen scientific research on the process of return and reintegration, as well as the establishment of organizational and financial support for such research.
- Conditions in the Georgian labour market, the acuity of the employment problem, the position of the return migrants within the labour market and the poor effectiveness of readmission procedure are all critical. Solutions should be sought, and all efforts should be focused on the facilitation of the return of compatriots and the socio-economic reintegration of immigrants.

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