



WAYS TO IMPROVE THE ORGANIZATION OF MIGRATION AND LABOR EXPORT

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Abstract

The issue of labor migration and their export is of particular importance. Each state simultaneously acts as a sending and receiving country for labor migrants. These processes form an important part of the economic balance and, ultimately, have a positive impact on the structure of employment, the stability of international capital flows, demographic issues, and significantly increase the stability of the economy. The main purpose of this article is to analyze the main aspects of migration and the movement of labor resources, study foreign experience and assess its impact on economic development, issues of state regulation of processes, as well as the impact of labor export on the economic and social situation, and develop recommendations for the effective use of migration potential.

Keywords: Labor, labor migration, export, social, economic, potential, workforce, demography, capital movement.



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INTRODUCTION

In today's context of global market integration, labor migration issues are becoming one of the most important factors of socio-economic development. The exit of labor resources to foreign countries or their movement within the state significantly impacts the labor market, as well as household incomes, resource distribution, and demographic dynamics.

For our developing country, migration processes are considered especially relevant: the export of labor abroad, as well as the attraction of foreign labor or specialists, serves as an important tool for economic growth, social stability, and the renewal of human capital potential. However, migration also poses certain risks: a large portion of those who go abroad are temporary labor migrants, often employed in sectors requiring low qualifications.

This article is aimed at analyzing the current state of labor migration from Uzbekistan, its impact on the country's economy and the social welfare of the population, as well as developing proposals for optimizing migration policy while taking international experience into account.

Labor migration is a primary socio-economic process shaping the labor market, income structure, and macroeconomic stability in Uzbekistan. Amidst ongoing economic reforms, demographic growth, and changes in production sectors, migration flows significantly affect both the country's internal economic mechanisms and external economic indicators. The main aspects of this impact are discussed. One of the most significant economic effects of labor migration is the volume of remittances from migrants, which increases foreign currency inflows and supports the balance of payments.

For many regions of the country, remittances effectively serve as an "economic stabilizer," maintaining consumption levels and helping to prevent poverty. They serve as a stable source of foreign currency inflow, strengthening national gold and foreign exchange reserves, providing additional liquidity to the banking system, and mitigating external economic shocks (inflation, currency devaluation). Furthermore, they stabilize the social situation in the regions and reduce the burden on state employment programs by decreasing unemployment, especially among youth aged 20-30.



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LITERATURE REVIEW

Labor migration and the export of labor have become one of the most pressing socio-economic issues for Uzbekistan in recent decades. A number of scientific studies have been conducted on this topic by local and foreign scholars, international organizations, and state institutions. The literature review allows for a comparison of the main approaches, trends, and theoretical-practical solutions in this field. Researchers from Uzbekistan such as Q. Abdurakhmonov [1] and Z. Tolametova [2] have studied the impact of labor migration on the economy in the following areas:

- migrants' remittances and their contribution to GDP;
- the impact on employment and unemployment in the labor market;
- loss of human capital (brain drain) and the decline of professional skills;
- social transformations caused by migration.

Their works carefully examine both the positive effects of migration (foreign currency inflows, growth of household incomes, reduction of poverty) and its negative consequences (labor shortages in the domestic labor market, demographic imbalance, social fragmentation).

In the studies of S.A. Saydiyev, labor migration is analyzed as an increasingly complex global phenomenon of the modern era. Particular attention is paid to improving the effectiveness of migration management systems, creating favorable conditions for citizens wishing to work abroad, and ensuring their employment [3].

The research of M.M. Mukhammedov and N.U. Arabov is devoted to external labor migration, focusing on its problems and possible solutions [4].

In the works of P. Khashimov and G.A. Usmonova, labor migration is defined, and the reasons for its emergence, the impact of external labor migration on Uzbekistan, as well as measures for its legalization are examined. In addition, issues related to the organizational arrangement of external labor migration and vocational training of citizens sent to work abroad are highlighted [5].

The studies of Z.A. Qodirova present the formation and development of the international labor market, its characteristics and operating mechanisms, as well as issues of the international division of labor [6].



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In the research of M.M. Mukhammedov and N.U. Arabov, it is emphasized that in the context of integration and liberalization of the global economy in the 21st century, the importance of labor migration for socio-economic development and public attention to this phenomenon have been steadily increasing. For Uzbekistan, which is rich in labor resources and has become one of the main participants in international labor migration, migration-related issues are of particular significance. Therefore, the article provides a detailed analysis of the causes of labor migration in Uzbekistan, its specific features, current state, and future prospects [7].

Analytical materials of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan, the Agency for External Labor Migration, and the Central Bank have recently focused on the following issues [8,9,10]:

- the number of labor migrants and their geographical distribution;
- the volume of remittances (USD 14.9 billion in 2024);
- formal and informal migration flows;
- the effectiveness of vocational training centers for employment abroad.

These sources provide an in-depth overview of the practical aspects of migration processes and changes in state policy.

The literature review shows that labor migration in Uzbekistan plays a significant role in economic growth, social stability, and household welfare. However, reducing its negative effects and regulating migration require effective state policy, international cooperation, and scientifically grounded approaches.

METHODOLOGY

The research methodology is aimed at an in-depth study of labor migration processes, assessment of their economic and social consequences, and analysis of key trends related to labor mobility. The methodological approach includes the following main stages: regulatory and legal analysis, statistical data analysis, comparative analysis, trend and forecasting analysis, assessment of economic impact, and extensive review of scientific sources.



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DISCUSSION AND RESULTS

Uzbekistan has a high proportion of young people, which creates an annual need for tens of thousands of new jobs. Labor migration temporarily alleviates pressure on the labor market and partially compensates for structural job shortages that arise during periods of economic restructuring.

Working abroad helps citizens develop new competencies. Upon returning home, migrants become carriers of human capital, which accelerates the modernization of local industries, improves labor quality, and stimulates innovation. A large share of migrants uses their income for productive purposes. Thus, migration is increasingly becoming a factor in regional development and the expansion of the small business sector. This includes opening small businesses within the Republic and providing the younger generation with employment and income opportunities without leaving their homeland. Acquired skills include construction, services, IT, and industry; knowledge of foreign languages; familiarity with international labor and management standards; entrepreneurial and financial skills; establishing their own enterprises; development of family and small businesses; investments in agriculture, trade, and services; housing construction; and improvement of living conditions.

The effective and high-quality performance of our workforce—their diligence, dedication, respect for their work, and professionalism—has generated demand for labor and created conditions for migration to the European Union countries, South Korea, Turkey, and other destinations, expanding routes and opportunities. This indicates migrants' adaptability, their desire for legal employment abroad, and their search for better working conditions. Changes in migration destinations reflect diversification, which can reduce dependence on one or two partner countries and create new opportunities for migrants.

This study requires an analysis of trends in Uzbekistan's labor market, employment and unemployment indicators, labor market structure, and population-related statistical data. Recent statistics on population size, migration indicators, and their economic benefits provide a range of important insights.

In recent years, Uzbekistan's labor market has undergone profound changes due to demographic growth, a transforming economic structure, reforms, and global



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economic challenges. Poverty levels, which are closely linked to the quality of employment, income, and professional development opportunities, remain a persistent issue. The study examines key labor market challenges and potential solutions, as well as measures to reduce poverty. Uzbekistan is one of the “youngest” countries in the region: approximately 700–800 thousand young people enter the labor market annually. However, the economy is unable to create a sufficient number of jobs.

Many factors contribute to unemployment and job shortages, forcing the younger generation to leave the country and work abroad, often without adequate skills or qualifications. Even in neighboring countries, language barriers further exacerbate poverty risks. The following aspects and causes can be identified: high youth unemployment, mismatch between skills and labor market demands, a high share of informal employment, gender inequality in the labor market, and regional disparities.

The outflow of labor abroad (external migration) leads to reduced productivity, increased labor costs, and slower development of sectors that require a stable workforce. It also reduces the number of workers contributing to the state budget. As a result, the state loses significant financial resources that could otherwise be used for social programs, infrastructure, and economic support. The growing role of remittances as a key source of income may create economic vulnerability. Such dependence threatens macroeconomic stability under unfavorable international conditions, causes shortages of skilled labor within the country, reduces tax revenues, and increases the economy’s reliance on migrants’ remittances.

This idea is aimed at addressing the problem of population migration, as many people are forced to leave the country due to high living costs and limited employment opportunities. One possible solution is to establish nursing homes in Uzbekistan for elderly people from foreign countries (such as Germany, Turkey, and South Korea), which would create jobs domestically and help retain the national workforce. In this context, the concept is as follows:

- Foreign pensioners receive state pensions in their home countries; however, given current living costs, these funds are often insufficient to ensure adequate care.



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• We propose constructing nursing homes in Uzbekistan's scenic mountainous regions and employing local specialists and return migrants with basic medical training.

• These employees would provide care and supervision for elderly residents, while pensioners would pay for accommodation, meals, and care services.

• In addition, the project would benefit from developed tourism infrastructure: relatives would visit, and tourists would come along with them, creating demand for hotels, cafés, national cuisine establishments, teahouses, and souvenir shops.

Advantages of the project:

- creation of new jobs for the local population and specialists with medical experience;

- inflow of foreign cash resources (pension payments of foreign retirees) into Uzbekistan's economy;

- development of domestic tourism and infrastructure;

- strengthening international relations through cooperation with other countries.

Thus, the project makes it possible to simultaneously address the social challenges of migration, create jobs, develop tourism, and attract a stable flow of foreign investment into the country.

CONCLUSION AND RECOMMENDATIONS

Indeed, labor migration remains a highly significant economic and social phenomenon for Uzbekistan. Although the number of long-term migrants has decreased, overall migration mobility and short-term trips have increased. Remittances sent by migrants primarily improve household welfare, reduce poverty, stimulate domestic consumption, and support the overall economy.

In general, processes of labor force export and import serve as important instruments of economic policy and social development. For a young and rapidly developing country such as the Republic of Uzbekistan, they contribute to the formation of a modern economic model based on mobilizing knowledge, professional competencies, and human capital. Taking into account ongoing reforms in education, employment, and international cooperation, the country has a solid foundation for sustainable economic growth, increased prosperity, and the development of strong human resources.



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The analysis of labor migration processes and Uzbekistan's socio-economic development shows that excessive migration is not only a consequence of limited opportunities in the domestic labor market, but also a factor influencing economic growth. Measures aimed at preventing forced migration reflect the state's intention to create conditions that make domestic employment more attractive and sustainable for the population. Industrial development, support for entrepreneurship, modernization of agriculture, improvement of vocational education, and expansion of social protection create a foundation for increasing employment and strengthening the financial stability of households. If the pace of reforms and investment activity is maintained, and human capital is used effectively, long-term economic stability can be achieved. As high-technology industries develop, the number of skilled jobs increases, and real incomes grow, dependence on external sources of income will gradually decline. Ultimately, migration will cease to be a forced mass phenomenon and will transform from a survival strategy into a conscious choice for individual specialists. Thus, a comprehensive state policy aimed at strengthening the economy and improving quality of life serves as the basis for reducing migration pressure and creating a stable, balanced labor market in the Republic of Uzbekistan.

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