

**FACTORS OF FOREIGN LABOR MIGRATION IN UZBEKISTAN**

**Sanjar Avazov**

Associate Professor of the Department of  
Philosophy and Sociology,  
Karshi State University,  
Doctor of Philosophy (PhD) in Philosophy

**Annotation:** The article analyzes the essence, main directions, causes and consequences of external labor migration in Uzbekistan. It also examines the economic, social and psychological problems faced by labor migrants.

**Key words:** migration, external labor migration, unemployment, wages, Uzbek dreams, various ceremonies, qualified specialists, corruption.

**Introduction.** In the era of globalization, international relations in various fields are becoming increasingly stronger. Especially in the modern world, there has been a large flow of external labor migration to various regions in search of work. Therefore, the issue of external labor migration has become a pressing issue on a global scale. In our country, where the majority of the population is young people and employment is an acute social issue, many of our compatriots are forced to seek work in other countries. Today, the regulation of external labor migration and the legal and social support of our compatriots abroad have risen to the level of state policy. Therefore, scientific and philosophical research into the essence, main directions, causes and consequences of labor migration in Uzbekistan is an urgent issue.

**Literature review.** Over the past half century, the complex process of migration, especially external labor migration, has attracted the attention of many specialists. As a result, a number of noteworthy scientific studies have been conducted in foreign countries and in Uzbekistan, the results of which have been presented in various monographs and articles. In particular, the scientific works of S. Castles, K. Kozler, M. Miller, M. K. Nutter, M. Flaho published abroad revealed the global nature of migration and the main trends of international migration [1,2]. Specialists such as V. A. Ionsev, D. K. Shelestov try to analyze the history of migration in harmony with the history of humanity [3,4]. The problem has also been studied extensively in Uzbekistan. In the works of S. Alimov and D. Isroilova, migration processes are described as a factor that regulates the labor market and affects the pace of economic development[5,6]. In the article by J. Goyibov, the legal problems of migration are studied[7:315-1321]. M. Nasirova studies the problems associated with the adaptation of migrants to new social conditions [8:71-76].

**Research Methodology.** Scientific and philosophical methods such as systematic analysis, analysis and synthesis, comparative analysis were used during the research.

**Analysis and results.** Labor migration, the movement of people from one region to another in search of convenient and acceptable work opportunities, is a global trend. For this reason, it is evident in Uzbekistan, as in all countries - it is impossible not to recognize this. True, in earlier periods of historical development there were people moving from place to place in search of work. However, at the end of the last century, and especially in the new century, this process began to take on a much more significant scale. Today's labor migration in Uzbekistan is a complex process, occurring in different directions, and there are factors that contribute to the emergence of each direction. Analysis of statistical data indicates that the main direction of labor migration in the country is external labor migration.

The number of people who temporarily and seasonally travel to foreign countries to work in our country remains high. Migrants from Uzbekistan have been traveling to several countries to work for decades. Russia is the leading country among them. According to the Agency for Foreign Labor Migration of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan, the number of migrants leaving Uzbekistan to work in foreign countries in 2022 amounted to 2 million 346 thousand people[9]. More than 1.5 million of them went to Russia in search of work, 350 thousand to Kazakhstan, more than 150 thousand to Turkey, and more than 50 thousand to South Korea[10]. In addition, At the initiative of the Foreign Labor Migration Agency, Belarus, UAE, Bulgaria, Czech Republic, Latvia, Poland, Kuwait, Germany, Switzerland, Netherlands, Israel, Japan, Slovakia, Saudi Arabia, Lithuania, Bahrain, Ukraine, Malaysia, Serbia, Azerbaijan, Croatia, Finland, Oman, Great Britain, Canada, Hungary, Romania Employment agreements were concluded with employers in countries such as and the first migrants were sent to these countries[11].

From the above facts, it can be concluded that the geography of labor migration from Uzbekistan is gradually expanding to more than ten new countries.

According to analysis, 76 percent of Uzbekistan's labor migrants abroad are men and 24 percent are women. Today, the majority of them work in the following sectors: construction - 51.6 percent, agriculture - 12.3 percent, industry - 9.2 percent, and trade - 8.5 percent[12]. Migrant workers in other sectors are relatively few. The activities of migrants working in construction and agriculture are seasonal, with most of them occurring in spring, summer, and early fall. In the winter, a large portion of these migrant workers return to Uzbekistan. The activities of Uzbek migrants in the trade and industry sectors can be characterized as temporary migration: they usually strive to work for several years in a row until they have accumulated a certain amount of money. The number of migrants who go to different countries in search of work and stay to work permanently or obtain citizenship of that country is an absolute rarity.

When talking about the reasons for external labor migration, most experts first of all mention the lack of jobs. There is some truth in this opinion, of course. However, unemployment is not the only reason for external labor migration. Let's pay attention to the following facts. According to official data, the unemployment rate in Uzbekistan was 10.5 percent of the economically active population in 2020, 9.6 percent in 2021, and 8.9 percent in 2022.[13] Given that the economically active population in the country is around 15 million, the number of unemployed is approximately 1.3 million. However, despite this, many jobs in the republic remain vacant. For example, in 2021, 234,000 jobs will be created, including 54,700 in services, 52,200 in education, 48,900 in industrial production, 21,900 in healthcare, 15,700 in construction, 12,100 in agriculture, 5,700 in finance and insurance, and 4,600 in communication and information technology. thousand, in other fields - 18,300 vacancies[14]. The main reason for the lack of vacancies is related to low wages. Therefore, the main reasons for external labor migration are not only the lack of jobs, but also low wages.

Low wages are hindering the realization of some Uzbek dreams. For example, the vast majority of Uzbek youth dream of owning their own car. Young Uzbeks earning an average monthly salary would have to work for several years to buy a simple "Damas" car, while saving up for other needs. Therefore, a certain number of young people go abroad to save money to buy a car. The high cost of various social events is also a factor in external labor migration. Weddings, family celebrations, celebrations, and ceremonies are increasingly demanding more and more money from citizens. "Most of the owners of the wedding hall are unjustly charging two to three times the wedding expenses from the citizens who intend to have a compact and low-cost wedding, contrary to the established rules for holding weddings, family celebrations, marakas and ceremonies. "Artists are charging exorbitant prices for weddings, family celebrations, and

ceremonies." Not all of these costs can be covered by the average salary in the country. Therefore, young people who plan to start a family, citizens who intend to support their child, and a certain part of people who intend to hold other family ceremonies are forced to work abroad and collect funds.

High housing prices, the high cost of construction materials needed to build individual homes, and high mortgage interest rates are also pushing some members of society towards labor migration. As long as these and similar factors persist in the country, the scale of labor migration abroad will remain large, and its geography will continue to expand to include more and more countries. The factors mentioned are the main reason for the third direction of labor migration - migration from the republic abroad.

Another direction in external labor migration is labor migration of qualified specialists to developed countries. For many years, science in the country has not been adequately funded. "Currently," it is emphasized in the "Concept for the Development of Science until 2030," approved by the Decree of the President of the Republic of Uzbekistan dated October 29, 2020, "the funds allocated to science and scientific activities amount to only 0.2 percent of the country's gross domestic product. and this indicator is low compared to the funds allocated to science by a number of developed and developing countries" [15]. As a result, a certain number of young people, who could serve to increase the scientific potential of the republic, preferred to work in scientific centers abroad and in enterprises and organizations that allow them to demonstrate their scientific talents.

In Uzbekistan, no competent organization keeps statistical reports on qualified specialists who decide to continue their work abroad. Therefore, it is difficult to determine their exact numbers. However, it is clear that the number of such specialists is not small.

In recent years, at the initiative of the head of state, measures have been taken to return qualified specialists who have been working abroad to Uzbekistan. The President of the country regularly meets with Uzbeks abroad during his foreign trips and encourages them to return to their homeland. A number of legal documents have been adopted to give a systematic character to efforts in this regard. However, it is still too early to say that a turning point has been made in this direction. The majority of qualified specialists who have left the republic do not plan to return to their homeland. In this regard, Sh. Eraliyev, who conducts scientific research at the University of Helsinki in Finland, writes: "Many Uzbeks have gone abroad to live permanently, spending all their time and energy on settling down in a foreign country and establishing themselves there. They have no intention of ever returning to Uzbekistan"[16].

There are reasons that slow down the return of qualified Uzbek specialists working abroad to their homeland. "...the fact that the old administrative-command system has not been abandoned, It can be seen that widespread corruption in society, the slowdown in economic and political reforms (including public administration reforms), and low living standards (salaries, quality of education and healthcare services for children) are preventing many compatriots from returning to Uzbekistan. They hope that the government will carry out real economic and political reforms and reduce the level of administrative control".[16] Consequently, the lack of funds directed to science, the low standard of living, and the failure to eliminate the administrative-command system are the reasons for the migration of qualified specialists to developed countries.

**Conclusion/Recommendations.** To summarize, today's labor migration in Uzbekistan is an inherently complex process, and there are various factors that contribute to its emergence. Especially the high level of foreign labor migration from our country is caused by unemployment and low salaries, low funds for science and low standard of living.

Its consequences are also manifested in different forms. On the one hand, labor migration from the country to abroad increased foreign exchange earnings, somewhat eased the tension in the

labor market, made it possible for international experience and innovations to enter the country, satisfied the consumer needs of many citizens, and contributed to the enrichment of national culture. The migration of qualified specialists to developed countries laid the foundation for the increase of their potential and professional skills.

At the same time, labor migration also leads to a number of negative consequences. Labor migration from the country to abroad has led to a waste of labor resources, increased the risk of falling under the influence of extremist groups and becoming victims of human trafficking, and created certain problems in family upbringing. The migration of qualified specialists to developed countries has started to hamper the technological development of the country.

In order to optimize the scale of labor migration in the future, it is necessary, first of all, to strengthen measures to improve the standard of living in the country. To achieve this, it will be necessary to raise efforts to a new level to raise the standard of living of the population, create more jobs and improve working conditions, increase monthly salaries, and radically reform the social protection system.

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