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## External Labor Migration and Informal Employment: Situation, Problems and Their Causes

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**Abstract:** This article describes the problems arising in the situation of labor migration and informal employment in the Republic of Uzbekistan and the causes of these problems. As the world economy develops and inter-country integration relations become stronger, labor migration is becoming more and more intensive. The continuous deepening of differences between developed countries and economically backward countries has a strong influence on the acceleration of these processes. The article contains important recommendations for solving the problems arising as a result of labor migration and informal unemployment.

**Key words:** labor migration, labor force export, minimum wage, living minimum, legal labor migration, cheap labor force, unemployment, employment.

As the world economy develops and inter-country integration relations become stronger, labor migration is becoming more and more intensive. The continuous deepening of differences between developed countries and economically backward countries has a strong influence on the acceleration of these processes.

Because labor migration is a special type of migration at the current stage of the development of human society, carried out in order to find a decent job and high income, and has become one of the main means of solving the acute problems of employment and wages in underdeveloped countries with a difficult economy. Naturally, Uzbekistan, which has achieved political independence, but faced with the need to urgently solve the difficult problems of its legacy in socio-economic development, could not stay away from the process of labor migration, a phenomenon of the 20th century.

Fundamental changes related to the transition to a market economy in Uzbekistan first of all had a strong impact on labor relations. As a result, in the course of economic reforms, the phenomenon of unemployment, which is characteristic of the economic system based on market relations, is an integral part and constant companion of it. As a result of objective processes in the economy, thousands and millions of people lost their jobs and lost their source of income. In the newly independent young republic, the system of professional education has not yet adapted to the system of training and retraining of qualified specialists based on the real demands of the rapidly developing market in the country. As a result, a sharp structural imbalance between the supply of labor and demand for it occurred in the labor market, and as market relations became established, it deepened more and more. All this has become a real tragedy for wage workers, whose wages are the only source of family income, forcing them to look for ways to get out of the difficult situation and provide for their families.

In the process of economic reforms, Uzbekistan went through several transition periods at the same time. First, the transition from dependence to independence, as a result of which many large-scale enterprises of the union scale were closed or fell into a difficult situation as a result of the collapse of the empire and the loss of many years of vertical and horizontal economic relations within the whole organism. Secondly, the transition from one economic system to another, deep structural changes in the economy, sharp reduction in demand, etc. Thirdly, the inevitability of transitioning from the mood of caregiving to business and entrepreneurial activities.

In the future, as a result of the improvement of the financial situation of farms, the material and technical base of agriculture will develop, and the processes of reducing the level of employment will accelerate even more, and the situation in the labor market will become more tense under the influence of this factor.

When forming the attitude of the state and society, as well as every citizen of Uzbekistan, towards labor migrants who went abroad in search of work, it is necessary to take into account the above-mentioned aspects of the issue. Only then will we be able to make a fair and reasonable assessment of the path they have chosen. Unfortunately, some people try to make migrant workers guilty of their dissatisfaction, tendency to easy life, leaving their homeland in order to earn a lot of money in easy ways without facing the difficulties in our country. Is it really so?

In the early years of independence, there were two ways to solve the problem of unemployment rationally: to form free market economic relations in the country and to prevent the growing unemployment caused by the natural difficulties of the transition period, to curb its scale as much as possible.

The first way is to create a lot of new jobs in the country and put all those who have lost their jobs due to the difficulties of transition and structural changes in the newly created jobs. As a solution to the problem, the state adopted a policy of opening a wide path for small and private entrepreneurship, giving it privileges, supporting and taking quick measures to develop it in the early stages of economic reforms. However, in a country that has just gained independence and is going through a transitional crisis, the state's financial capabilities were extremely limited in solving the problem of unemployment. Moreover, the experience of doing business and earning income from it had not yet been formed in our nation. The second way was to create an opportunity for people to go to other countries to make a living, to feed their families, or to be more precise, to open the way for labor migration. In the process of transition to a market economy for our republic, a part of those who became unemployed in such a difficult and unstable situation, more precisely, those who were employed only in name and received a salary, or those who quit their jobs and belonged to the category of unemployed, had to choose this second way.

No matter how complex the causes of labor migration are, no matter how deep its roots are, the attitude of our state, people, and each of us towards it, a clear strategy for its future should be formed. A clear answer to the vital question of how long labor migrants will have to live as emigrants in foreign countries and support their families should be reflected in this strategy.

In our opinion, labor migration should be assessed as economically harmful for Uzbekistan and one of the biggest obstacles to the country's development. From the spiritual point of view, it is necessary to look at the rich history, exemplary traditions, and the glory and honor of our nation, which has its own prestige among the peoples, as a reality that does not correspond at all. Therefore, it is appropriate to develop effective mechanisms for returning labor migrants to their country and put them into practice. In our opinion, the implementation of this strategy is a very difficult process, which requires a lot of mobilization and, of course, a long time.

In the early years of independence, the wide spread of labor migration can be considered as a quick solution rather than a dire situation, a helpless situation, and an emergency in the country. But a whole generation has been born and grown up since then. If we don't have the right to accuse the state of opening its doors wide for labor migration in the first years of independence, rather than providing assistance to the economically disadvantaged sections of the population in

emergency situations, then after so many years, the problem of labor migration has not been solved, and even now countless of our compatriots are strangers. We literally have the right to accuse them of not being able to eliminate the reasons why they are looking for work in other countries.

In our opinion, there are two main ways to solve the problem of labor migration.

- to continue the policy of treating labor migration as a means of eliminating the imbalance between labor supply and demand in the labor market of Uzbekistan, providing additional support to the national economy at the expense of the income earned by labor migrants. This is the easiest and cheapest way to solve the employment problem in the country.
- complete abandonment of labor migration and all incomes coming from it, achieve the complete termination of labor migration as a type of activity that does not correspond to the interests of the republic. This is a very difficult and difficult path, which requires a lot of effort and decisive measures. This is done at the expense of temporary difficulties and economic losses. However, within the framework of the policy against labor migration, economic mechanisms are created, and after 5-6 years of their implementation, they begin to give positive results at the macro level.

The country has chosen the policy of completely abandoning labor migration and gradually ending its importance as a form of replenishment of the country's treasury for our people, and if it is successfully implemented, this policy will bring fourfold benefits to the new Uzbekistan. This is:

- ✓ helps to accelerate economic growth and increase national wealth.
- ✓ It has a great positive effect on increasing the international prestige and image of Uzbekistan.
- ✓ people's respect for the country, which has taken care of its people and freed them from the tortures of exile, will increase. Fourthly, a great spiritual effect is achieved. Our compatriots, who are subjected to various injustices and discrimination while traveling in foreign countries, will be freed from the sufferings of migration and will have the opportunity to live freely and safely in their native countries.

We found it necessary to express some of our opinions and suggestions for a comprehensive solution to the problem of labor migration.

Conducting a policy of limited labor migration only in return for the export of skilled labor. It is gratifying to note that our state and the head of state are paying great attention to issues related to labor migration in recent times. Recently, the President of the country Sh. M. Mirziyoyev's signing of the decision "On measures to introduce a system of safe, orderly and legal labor migration" is a clear proof of my opinion. This decision, under the leadership of the President, is a bold step aimed at increasing the welfare of the people, raising the international prestige of our country, and ridding the country of the ills and shortcomings of labor migration, which is incorrectly formed and does not give us good results.

In our opinion, in order to regulate labor migration, under the direct leadership of the Ministry of "Employment and Labor Relations" of Uzbekistan, it is necessary to create a mechanism for hiring, training qualified workers and specialists in accordance with the orders of labor importing countries and large companies. In this, talented young people with professional qualifications and skills are selected on the basis of a competition, they are taught the language, history, customs, and traditions of the country where they have to work for a certain period of time, and the necessary qualifications and skills are formed for the chosen job, profession, craft, so that the migrant himself have the training to perform tasks at the level of the requirements of the ordering country or enterprise. The establishment of labor force export on a scientific basis will greatly benefit the republic:

- ✓ the amount of income from the export of labor will increase sharply;

- ✓ young people are more interested in becoming a qualified worker or a qualified specialist, i.e. in good education;
- ✓ tendency and experience of young people to learn foreign languages increases;
- ✓ our young people, who have completed skilled work abroad, will have the opportunity to make a worthy contribution to the development of the national economy when they return to their country.

Solving the problem of unemployment in the country, providing those employed in the economy with a decent salary directly depends on the rate of economic growth. Therefore, to introduce the procedure for increasing the salaries of state figures, officials in responsible positions, party leaders, professors and scientists in harmony with the rate of economic growth in the country. The reason is the economic development of the country, the growth rate of the national economy, moreover, in order to make a living and support the family, he deprived himself of the happiness of living and working in the bosom of his family and parents in his homeland, working honestly with hardships in foreign countries, all discrimination and It depends on the actions and responsibilities of the above-mentioned category of officials, not on the labor migrants who earn income by enduring insults when the time comes.

Adoption and implementation of laws on "Minimum Wage" and "Living Minimum". This measure is considered to be one of the important means of implementing the anti-poverty strategy launched in the country, not only to reduce the number of those who want to migrate by raising the share of wage workers in the national income created in the country and distributed among market subjects to a reasonable level in terms of fairness.

In order to achieve high efficiency of economic activity, it is necessary to attract the strongest and most talented managers and industry experts to it on the basis of a competition. We think that the state farms in the form we have imagined will be a real model of organizing agricultural production on a scientific basis, ensuring the mutual harmony of science and practice, and, besides, Uzbekistan, which has a huge monopoly position in the agricultural sector, will be effective centers for realizing the boundless opportunities in this field and, if possible, spreading them to the whole world. transformation will give great results in the innovative development of the rural economy, as well as in solving the problems of employment and poverty. It is desirable to use large state farms as an experimental base for the introduction of modern techniques and technologies in agriculture, the use of advanced and innovative agrotechnical methods, the wide application of scientific achievements and obtaining high results.

It is necessary to provide practical assistance, scientific and methodological support to farms in the region, and turn them into locomotives of development on an innovative basis. Solving the current problems of the day, such as industrial processing of raw materials produced in the region and turning them into finished products, preservation of agricultural products, which are mostly perishing, and organizing their export to foreign markets, should become the most important directions of the activities of state enterprises.

Radically improving the quality of education in Uzbekistan. In order for the goods and services created in the national economy to be competitive in the world market due to the expenditure of large resources and the hard work of our people, they should, firstly, be of high quality, and secondly, the price should be low (China's experience). High-quality, but low-cost, competitive products can only be created with quality work. Thinking about producing a competitive product with poor quality work is as pointless as hoping for rain from a cloudless sky.

An old saying has been handed down to us: "If the sheikh has no craft, the mosque will also be cramped." The most effective way to produce competitive products from valuable resources, to create many new jobs in the country, to increase the country's economic power is to improve the skills of our people, to develop the skills, knowledge, and creative abilities of those employed in the economy. The role of education in shaping such unique qualities in our people is huge. True, in recent years, the head of our country, the government of Uzbekistan has been carrying out

large-scale, very large-scale work on the development of education. But the implemented measures are resulting in more changes in the field of education. Qualitative changes are very important for the development of Uzbekistan.

It is not possible to cover all the complex problems of education within this topic. But, to put it succinctly, such a model of education should be created in the country, which would direct the main attention of the entire nation to education, and all its efforts to its radical improvement. In our opinion, this unique model should serve to realize the hidden potential that has been firmly rooted in the blood of our people, inherited from our great ancestors, and not only to free our country from the evils of labor migration, but also to turn Uzbekistan into one of the most economically powerful countries in the world. Quality education is the least expensive and shortest way to bring Uzbekistan to the smooth path of great development.

Let us be active participants in the implementation of the initiatives of our President to further develop Uzbekistan, to make it one of the 50 developed countries, to improve people's well-being, to develop entrepreneurship, to increase the level of employment, to improve the quality of education, to reduce poverty, and to create an innovative economy. Only then will we contribute to the return of our compatriots to their beloved homeland. If we all act together, as one, it is inevitable that we will start Uzbekistan on the smooth path of socio-economic development.

For this, first of all, the problem of labor migrants should be considered as one of the most important social and economic development of Uzbekistan, which is waiting for its solution from the point of view of today and the future. This issue must be the constant focus of state leaders, public organizations, scientists, general public and self-government bodies. In this regard, it is necessary to develop a strategy and a "road map" of actions aimed at the export of labor force of our country and gradually implement it in practical life.

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