

Relation to The Process of Labor Migration in Uzbekistan Decisions and Reforms

Kalmuratov Sansizbay Toktabaevich

University of Innovative Technologies, Head of the Educational and Methodological Department, Uzbekistan

Received: 26 February 2026; **Accepted:** 22 March 2026; **Published:** 10 April 2026

Abstract: This scientific article analyzes the decisions made and the reforms being implemented regarding the process of labor migration in the Republic of Uzbekistan. Labor migration and important legal changes related to it, new systems introduced in our country to support labor migrants and protect their rights were reviewed. The article discusses the reforms implemented by the Uzbek government to ensure the safety of citizens sent to work abroad, their social support and reintegration of returning labor migrants. Also, measures that need to be implemented to increase the effectiveness of the new decisions on labor migration are indicated.

Keywords: Labor migration, external labor migration, reforms, labor relations, safe labor migration, migrant rights, employment policy, migrant insurance, international labor migration, seasonal migration.

Introduction: Cooperation relations are developing in the world, as interstate integration relations are strengthening, labor migration is also 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. Migration - (lat. migratio - to move) - is the process of changing the permanent place of residence of individuals or social groups, which is expressed in moving to another geographical area or country [1]. Labor migration is a type of migration that refers to the movement of people across an area in search of work and employment. This can be done within the country and at the same time between countries. Labor migration requires that it be carried out permanently within the country, that is, with a change of place of residence, or temporarily, that is, without a change of place of residence. International labor migration can also be permanent, meaning moving from one country to another for permanent residence. Limited by term, according to the contract; seasonal migration, migration of border workers, labor migration takes a temporary character [2].

Analysis of literature on the topic.

METHODS

We used mathematical modeling methods based on questionnaire survey, analytical analysis, statistical data analysis, comparative analysis of migration, and statistical data in our research work. By analyzing the factors affecting the migration processes and making scientific observations, scientifically based suggestions and conclusions were made to the problems. As an object of research, the migration processes of Uzbekistan were taken as an example.

Currently, a number of decisions on labor migration have been developed, and these decisions have little effect in practice. Labor migration reforms are also important in our country. Because the basis of labor migration is unemployment becoming one of the actual problems. The decision of the President of the Republic of Uzbekistan No. PQ-4829 of 15.09.2020 on the introduction of a system of safe, orderly and legal labor migration has radically changed the attitude towards citizens working abroad over the past year, communication with labor migrants has been established, and a new system has been introduced to study and solve their problems and needs [3]. That is, in this decision, a fund was established to support persons working abroad and protect their rights and interests (hereinafter referred to as Jamgarma), the practice of insuring the life and health of labor migrants

and allocating mortgage loans for their family members was introduced. At the same time, it is required to adopt comprehensive measures to improve mechanisms of support for citizens working abroad, ensure reintegration of persons returning from labor migration, and create favorable conditions for their entrepreneurial activities.

In order to improve the activities of the competent bodies in the field of foreign labor migration, train people who want to work abroad in high-demand professions, protect the rights of citizens during their stay abroad, ensure the employment of returned labor migrants, as well as provide social support to their family members: Decision PQ-149 of the President of the Republic of Uzbekistan dated March 1, 2022 was adopted. "On additional measures to support citizens of the Republic of Uzbekistan and their family members who are temporarily working abroad".

RESULTS

Within the framework of the system of safe, orderly and legal labor migration introduced in our country, consistent work is being carried out to train citizens going abroad in professions and foreign languages, to protect their rights and interests abroad, to provide the necessary social and informational assistance, and to provide comprehensive support to their family members. At the same time, there is a need to increase the scope of legal protection of labor migrants abroad, to systematically study their problems in the workplace and provide necessary practical assistance in solving them, to inform about the reforms and positive changes implemented in Uzbekistan.

The draft order of the Minister of Poverty Alleviation and Employment on the approval of the regulation on the procedure for allocating subsidies and compensation to labor migrants has been published. In accordance with the President's decision of April 4, 2024 on the improvement of labor migration processes and additional measures to support persons temporarily working abroad, this law determines the procedure for allocating subsidies and compensation to citizens of Uzbekistan who are going abroad for temporary work, as well as working abroad.

To citizens who are registered in the electronic software complex of labor migration abroad and are going on organized labor migration:

- to cover expenses related to passing foreign language and (or) professional qualification exams, provided that they are successfully passed and a certificate is obtained, in the amount of up to three times the BHM (up to 1 million 20 thousand soms);
- in the amount of up to five times of BHM (1.7 million

soms) to cover expenses related to the issuance of a work visa for the implementation of work activities abroad;

- compensation in the amount of up to twice the BHM (up to 680,000 soms) is paid to cover expenses related to the purchase of a road ticket.

The health and life, as well as other risks insurance of citizens who are recognized as a low-income family through the information system of the single register of social protection or are included in one of the Iron Register, Women's Register, and Youth Register, and are going on organized labor migration, submits an order to the fund for the insurance premium for the health and life, as well as other risks of citizens.

The order may be rejected in the following cases:

- if the citizen does not have the status of a person who is employed abroad in the electronic software complex of labor migration abroad;
- if he did not go to labor migration organized through an agency or licensed private employment agencies;
- If it is not confirmed that it is recognized as a low-income family through the information system of the single register of social protection or that it is included in one of the Iron Register, Women's Register, and Youth Register;
- if the risk of events assumed in the insurance is not fully formalized;
- if applied more than once for each insured citizen during a 12-month period.

Subsidies and compensations will be implemented from June 1, 2024 at the expense of the fund for supporting persons working abroad and protecting their rights and interests under the Ministry of Poverty Alleviation and Employment [8].

An application for compensation may be rejected in the following cases:

- if the citizen does not have the status of a person who is employed abroad in the electronic software complex of labor migration abroad;
- if he did not go to labor migration organized through an agency or licensed private employment agencies;
- if there are no supporting documents or if it does not meet the requirements.
- If the application is rejected, the citizen can re-apply after eliminating the indicated deficiencies.

For information, in the last two years, 70,000 people were sent to developed countries by the Foreign Labor Migration Agency. It was reported that 58,000 people returned from labor migration in January-March 2024, and 57,000 in April. Another 250-300 thousand people

are expected to return by the end of the year. Assignments have been given regarding the employment of returning citizens.

According to statistics of the labor market of the Republic of Uzbekistan, 1,793,907 people went to work abroad in January-March 2023.

CONCLUSION

In short, the development of presidential decrees and regulations on labor migration is the main sign of attention and support for labor migrants. It is up to the responsible officials and individual labor migrants to implement the Presidential decrees and regulations on labor migration. The decisions taken and the reforms implemented in the Republic of Uzbekistan regarding the process of labor migration are analyzed, and new systems aimed at supporting labor migrants and protecting their rights in the country are discussed. The reforms carried out by the government of Uzbekistan to ensure the safety of citizens sent to work abroad, social support and reintegration of returning labor migrants directly lead to more effective and orderly development of labor migration.

Decisions and reforms presented in the article indicate important changes in the field of labor migration. In particular, the decision of the President of the Republic of Uzbekistan No. PQ-4829 of 2020 developed new systems aimed at improving relations with labor migrants, protecting their rights and providing social support. Also, changes were made to insure labor migrants, provide their family members with mortgage loans, and develop business activities for returning migrants. Improved mechanisms for regulating labor migration, improving the skills of migrant workers and protecting their rights abroad, as well as how the new decisions work in practice were analyzed. The decree of the President of April 4, 2024 and other normative legal documents of 2022 are aimed at supporting positive changes in labor migration in the country and protecting migrant workers.

Also, the new subsidy and compensation system, measures introduced to support citizens participating in labor migration, and services provided through the "Work Abroad" electronic system are of great importance in order to strengthen the social protection of labor migrants. Emphasizes the importance of introducing mechanisms of state support for the citizens of Uzbekistan before going on foreign labor migration and after working abroad. All this helps to adapt Uzbekistan to the world experience in the field of labor migration, to make migration processes safer and more efficient.

As a final conclusion, it can be said that the reforms implemented and the decisions taken on labor

migration in Uzbekistan serve to improve the social and economic condition of labor migrants in the country, protect their rights, and ensure economic development. For the successful implementation of these processes, cooperation and understanding between the state, organizations and each migrant worker is important.

REFERENCES

1. Xolmurotov.S.E, Shoyusupova.N.T. «Mehnat sotsiologiyasi» (Oquv qo'llanma) T.2016 TDIU. 8 b.
2. U. Sharipbayeva. A bo'yicha. "Mexnat iqtisodiyoti va sotsiologiyasi". Qo'llanma. 2007 yil.
3. Q.Abdurahmonov, Sh.Xolmóminov, A.Xayitov, A.Akbarov. "Mexnat iqtisodiyoti va sociologiyasi" (oquv qollanma). T-2013 TDIU
4. <http://lex.uz//docs/-5893253>
5. <https://mehnat.uz/oz>
6. Q.Inamov, N.Moydinova «Sotsiologiya fanidan qisqacha izoxli lugat» Namangan-2014.-25 b.
7. <https://demografiya.uz/uz/wiki/mehnat-migratsiyasi-2/>
8. <https://lex.uz/docs/-4997972>
9. <https://daryo.uz/2024/06/09/ozbekistonlik-mehnat-migrantlariga-subsidiya-kompensatsiya-ajratish-tartibi>