

**MECHANISMS FOR IMPROVING MIGRATION RELATIONS IN
LABOR RELATIONS: INTERNATIONAL EXPERIENCE AND ITS
APPLICATION IN UZBEKISTAN**

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Abstract: *This scientific article analyzes institutional, legal, and socio-economic mechanisms for improving migration relations within labor relations based on international experience. In particular, the study examines the regulation of labor migration in accordance with conventions and recommendations adopted by the International Labour Organization (ILO), the United Nations (UN), and the European Union (EU). Furthermore, the possibilities of applying these experiences in the Republic of Uzbekistan are assessed from the perspective of national legislation and practical reforms. The results of the study allow for the development of scientific and practical recommendations aimed at increasing the effectiveness of labor migration management, protecting the rights of migrants, and forming a stable labor market.*

Keywords: *labor migration, labor relations, international experience, migrant rights, ILO conventions, Uzbek legislation.*

Introduction

The deepening of globalization and economic integration processes has made labor migration an integral part of the global labor market. According to the International Labor Organization, there are over 280 million international migrants worldwide, a significant portion of whom are engaged in labor activities [1]. Labor migration, as a specific form of labor relations, encompasses legal, economic, and social relations between employers, workers, and the state. According to the English researcher S. Castles, “for developing countries, international labor migration is important for reducing unemployment, increasing population incomes, and boosting foreign currency inflows” [2].

The Republic of Uzbekistan is also an active participant in labor migration. The temporary employment of the country’s citizens abroad directly affects the national labor market, demographic processes, and social stability. Therefore, improving migration relations in labor relations is an urgent scientific and practical task. Labor migration refers to the movement of citizens for social and economic purposes, either temporarily or permanently. Labor migration is classified into two main types: internal and external. Internal migration involves moving between regions within a country, while external migration relates to labor activity outside the country. External labor migration can further be divided into legal and illegal forms. Legal migration occurs

when a citizen registers with the state authorities and works under an employment contract, while illegal migration creates situations where legal protection between the employer and worker is absent.

Methods

The study employed the following scientific methods:

-Analytical method – for studying international conventions, national laws, and scholarly sources;

-Comparative-legal method – for comparing the experience of foreign countries with Uzbekistan;

-Systematic approach – for analyzing labor migration as a component of labor relations;

-Induction and deduction – for drawing conclusions from general international principles to national practice.

Sources of information included ILO conventions and recommendations, UN documents, the laws and presidential decrees of the Republic of Uzbekistan, as well as scientific works by local and foreign researchers.

Results

The ILO plays an unparalleled role in regulating labor migration at the international level. In particular, ILO Convention No. 97 “Migration for Employment” and Convention No. 143 “Migrant Workers (Supplementary Provisions)” are aimed at protecting the labor rights of migrants. These conventions ensure migrant workers’ rights to working conditions, wages, social security, and trade union membership. In the EU, labor migration is regulated according to the principles of a unified labor market [3].

Conventions No. 97 and No. 143 adopted by the ILO guarantee the legal protection of migrant workers. UN and European documents also define migrants’ rights and guarantees. These standards are a primary source for improving national legislation and strengthening legal mechanisms in the labor market. Based on international standards, employers and state authorities develop specific measures to protect migrants’ rights, which is crucial for enhancing legislation and ensuring labor market stability.

International experience shows various mechanisms for managing labor migration. Developed countries demonstrate the importance of a comprehensive approach. For instance, in Germany, “labor migration is organized under the “qualified worker” concept, with significant attention paid to migrants’ professional skills” [4]. In South Korea, “labor migration is implemented through intergovernmental agreements, with state control ensuring migrants’ legal protection” [5].

Discussion

In recent years, the regulation of labor migration in Uzbekistan has entered a new stage. In particular, the Law “On Employment of the Population” and presidential

decrees in the field of external labor migration are of great importance. The establishment of the Agency for External Labor Migration has strengthened legal, informational, and organizational support for migrants. How can international experience be applied in Uzbekistan? Analysis shows that the following directions are important for improving labor migration:

1. Expanding the scope of ratification of international conventions;
2. Implementing systems for vocational training and certification of migrants;
3. Increasing bilateral labor agreements;
4. Strengthening mechanisms for protecting migrants' rights.

Conclusion

In conclusion, improving migration relations in labor relations requires harmonizing international experience with national reforms. Implementing international labor standards into national legislation, developing institutional mechanisms, and providing social protection for migrants serve the sustainable development of the labor market in Uzbekistan.

Recommendations for improving labor migration in legislation and practice:

1. Strengthen legislation and control systems to protect migrant workers' rights;
2. Introduce legal mechanisms and electronic monitoring systems for employers and state authorities;
3. Expand social guarantees and insurance mechanisms for migrant workers;
4. Integrate labor contract and social guarantee standards into national legislation;
5. Strengthen cooperation between state and non-state organizations and establish legal information exchange based on international experience.

Practical recommendations for state and social organizations:

- Establish legal assistance and appeal centers for migrant workers;
- Create a statistical database on labor migration and conduct regular analysis;
- Encourage legal labor migration to strengthen wage and social guarantee standards;
- Implement training and capacity-building programs on migration in cooperation with state and non-state organizations.

Directions for legislative development based on international experience:

- Increase legal knowledge of workers and develop consultation services;
- Integrate labor contract and social guarantee standards into national legislation;
- Create electronic platforms and monitoring systems for legal migration;
- Strengthen cooperation and information exchange between state and non-state organizations.

Implementation of these recommendations will ensure the efficiency and legal stability of migration relations in the regulation of labor relations in Uzbekistan.



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