

IMPACT OF ABOLISHING QUOTAS ON UZBEK MIGRANTS IN RUSSIA'S LABOR MARKET

RASULOV, I.

*Department of Global Diaspora Studies, Chonnam National University, Gwangju, Korea.
e-mail: 177305-2[at]jnu.ac.kr*

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Abstract. This study explores the dynamics of Uzbek labour migration to Russia and examines the interplay between geopolitical events, political changes and the resilience of diasporic communities. The study examines the unexpected increase in labour migration in 2023 and highlights the adaptability of Central Asian migrants amidst challenges. The historical context of the abolition of quotas at the end of 2022, its impact on labour shortages and market dynamics, and the role of skilled workers after the abolition of quotas are discussed. In addition, the study looks at the socio-economic factors driving this migration trend and the responses of the Uzbek and Russian governments. The study also examines the challenges faced by Uzbek migrants, such as exploitation, legal issues and conflicts in Ukraine, and highlights the global impact on diasporic communities. It provides a comprehensive overview of their socio-political and economic situation and focuses on coping mechanisms and community support systems that promote their resilience. Ultimately, this study seeks to improve studies on the global diaspora by providing a comprehensive analysis of Uzbek labour migration and highlighting the complicated dynamics of the global diaspora.

Keywords: *global diaspora, Russia-Ukraine conflict, Uzbek migrants, labor market*

Introduction

In the ever-evolving landscape of global migration, understanding the dynamics of labor movements is paramount, particularly within the framework of diaspora studies (Silver and Karatasli, 2015). This study ventures into the complex realm of Uzbek labor migration to Russia, aiming to address the complexities and challenges inherent in this phenomenon (Ahunov et al., 2015). As geopolitical events unfold, the dynamics of labor migration undergo significant transformations, necessitating a nuanced analysis (Lami et al., 2022). The problem at the heart of this study lies in comprehending the multifaceted nature of Uzbek labor migration against the backdrop of Russia's military intervention in Ukraine. The challenges faced by Central Asian migrants, coupled with policy shifts, pose critical dilemmas that demand scholarly attention. While existing literature touches upon various aspects of labor migration and diaspora studies, a comprehensive exploration of Uzbek labor migration in the context of recent geopolitical events is notably scarce. Some studies delve into general migration trends, yet none holistically dissects the interplay of political, economic, and social factors in the specific context of Uzbek migration to Russia amidst evolving circumstances (Urinboyev, 2018).

This study aims to fill this critical gap by providing a nuanced understanding of Uzbek labor migration, weaving together geopolitical context, historical intricacies, and contemporary policy changes. By leveraging a scientific lens, we strive to elucidate the adaptive strategies, vulnerabilities, and contributions of the Uzbek diaspora in Russia. This endeavor aligns with the broader objectives of diaspora studies, which seek to unravel the complexities of global migration and its societal impacts. While acknowledging the depth of the study, it's crucial to recognize the inherent limitation of

any single investigation to encapsulate the entirety of the diasporic experience. The focus on Uzbek labor migration to Russia may not encompass the myriad factors influencing other global diasporas. However, within its specified scope, this study endeavors to offer a robust and insightful analysis. The overarching aim of this paper is to contribute significantly to Global Diaspora Studies by providing a comprehensive examination of Uzbek labor migration to Russia. The hypothesis guiding this research posits that understanding the intricate dynamics of labor migration requires a holistic approach, considering geopolitical events, policy shifts, and the resilience of diasporic communities. To address these objectives, the research employs a scientific methodology, combining qualitative and quantitative analyses. By synthesizing key findings, exploring potential implications, and delving into nuanced aspects, this study seeks to unravel the complexities inherent in Uzbek labor migration and its broader implications for diaspora studies. In the following sections, we will traverse through the geopolitical backdrop, historical contexts, organized migration schemes, and the challenges faced by Uzbek migrants. By doing so, we aim to present a coherent and insightful narrative that not only answers the questions posed at the outset but also paves the way for a deeper understanding of the evolving dynamics within the realm of global diasporas.

Literature review

Migration policies and their implications have been a focal point of research, particularly in the context of Russia and Central Asian countries. Ivakhnyuk (2009) provides insights into the historical evolution of Russia's migration policy, highlighting the contradictions between strict restrictions on movement during the Soviet period and the challenges in developing a long-term strategy in the post-Soviet era. Ruget (2018) analysis underscores how Russia employs civics tests as instruments of control for labor migrants, reflecting state-sponsored nationalism, xenophobia, and restrictive migration policies. Malakhov and Simon (2018) delve into the bureaucratic influences on Russian migration policy, shaped by Soviet-era governance techniques and material interests of pressure groups. Chudinovskikh and Denisenko (2020) explore the trends and characteristics of international labor migration in Central Asian countries, particularly Russia's role as a significant destination. Eraliev and Urinboyev (2023a) transnational ethnography contributes to the field by examining micro-level discourses and experiences of geopolitics among Uzbek migrant workers in Russia. Prashizky (2023) work sheds light on the challenges faced by Russian citizens who left the country post the Ukraine invasion, emphasizing the lack of international recognition for their status. Aslanov (2023) analysis traces the shifts in Central Asian migration patterns, particularly the influence of geopolitical events like the annexation of Crimea and economic sanctions on labor migrants.

Ryazantsev et al. (2023) focus on the ethnic composition of the permanent population and migrants in Russia, emphasizing the need for more precise information for effective migration and national policies. Additionally, Eraliev and Urinboyev (2023b) further contribute by examining connections between informality, migrant agency, and trust networks in hybrid political regimes, comparing Russian and Turkish migration regimes. While the existing literature provides valuable insights into Russia's migration policies and the experiences of migrants from Central Asian countries, there remains a significant gap in understanding the nuanced dynamics of Uzbek labor migration to Russia within the broader context of Global Diaspora Studies. The

identified studies offer a foundation by examining geopolitical influences, bureaucratic intricacies, and regional trends. However, the specific focus on Uzbek migrants and their experiences, challenges, and contributions in Russia remains underexplored. The present study seeks to fill this gap by offering a detailed examination of Uzbek labor migration, encompassing the post-quota era and the multifaceted challenges faced by this specific diasporic community. Through a scientific lens, this study contributes to the growing body of Global Diaspora Studies, offering a nuanced perspective that goes beyond numerical trends. The incorporation of empirical data and a focus on the intricacies of the labor market further enhance the understanding of Uzbek migrants' experiences in Russia, offering a unique contribution to the broader discourse on global diasporas.

Materials and Methods

This research adopts an empirical approach, drawing extensively from existing literature and employing statistical analysis to provide a robust foundation for its findings. Central to the methodology is the utilization of qualitative methods, entailing comprehensive data analysis and research synthesis. The research design hinges on a meticulous examination of available data, forming the basis for the subsequent analysis and construction of research insights. The primary focus is on extracting meaningful patterns and insights from the data, paving the way for a comprehensive discussion of the results in the subsequent sections. The qualitative nature of the methodology ensures a nuanced exploration of the subject matter, contributing depth and context to the empirical findings presented in the main sections.

Results and Discussion

Addressing labor shortages: A confluence of factors

Russia's labor market is facing an unprecedented crisis, with acute shortages not seen since 1993. The crisis is triggered by President Vladimir Putin's mobilization order, directing men to participate in the conflict in Ukraine. In September 2022, Russia announced a partial mobilization of military reservists, but the exact details remain classified. Reports of covert mobilization challenge official statements, raising questions about transparency and communication. Russian authorities have consistently rejected the possibility at least 15 times, as evidenced by Putin's public promise that no reservists would be called upon to fight in Ukraine (Ruzhin, 2022). The distribution of mobilization summonses began in April, indicating a strategic move to invite men to military registration and enlistment offices for potential mobilization. Legislative changes in May 2022 removed the age limit for enlistment, broadening the pool of potential recruits. Pressure on Putin from ultra-nationalists and pro-war activists intensified the call for full mobilization (Barany, 2023). Despite expert opinions that full mobilization may not significantly increase Russia's combat power, concerns arise regarding the lack of infrastructure to train and equip mobilized forces, especially given losses on the battlefield and the dismantling of logistical structures from the Soviet era. Labor Minister Anton Kotyakov has acknowledged the challenges, prompting companies to raise wages to attract more employees (Singh, 2023).

Impact on specific sectors

The light industry sector (*Table 1*), a cornerstone of Russia's economic landscape, is grappling with a staggering 70 percent shortfall in labor. In fact, the light industry, a key sector in the consumer goods sector, accounts for over 40% of all non-foods in the group. With 20,000 businesses and 292,000 employees, it holds 1.04% of the total market share. Russia ranks 2nd in the global ranking of the fastest-growing apparel markets with a 9.9% Compound Annual Growth Rate (CAGR). The industry is divided into four main groups: yarn, threads, fabrics, leather, fur, sheepskin, garments, and high-tech innovative materials (Federal State Statistics Service, 2023). In January-May 2022, domestically manufactured light industry goods accounted for 120.2% of shipments, with textiles accounting for 172.2%, apparel accounting for 27.4%, and leather and leather items accounting for 13.6%. The industry's growth is attributed to its significant contribution to the country's economy (Federal State Statistics Service, 2023). This shortage is disrupting production cycles and hindering the sector's ability to meet consumer demands. Analyzing the intricacies of the shortage in light industry will shed light on the broader implications for both businesses and consumers (Zemlyansky and Chuzhenkova, 2023). Another critical sector experiencing a labor deficit is machine-building (*Table 2*), where approximately a third of the required manpower is lacking. In fact, Russia's workforce reached nearly 75 million in 2022, a slight decrease in recent years (Federal State Statistics Service, 2023).

Table 1. Data on light industry sector.

Light industry sector statistics (Data as of January-May 2022)	Figures
Labor Shortfall	70%
Non-food share in the consumer goods sector	40%
Businesses in the light industry sector	20,000
Employees in the light industry sector	292,000
Market Share	1.04%
Compound Annual Growth Rate (CAGR)	9.90%
Domestically Manufactured Goods Shipments (Jan-May 2022)	120.20%
Textiles' share in shipments	172.20%
Apparel's share in shipments	27.40%
Leather and leather items' share in shipments	13.60%

Source: Federal State Statistics Service, 2023.

Table 2. Data on labor deficit in machine-building sector.

Machine-building sector statistics (Data as of 2022)	Figures
Labor deficit in machine-building sector	Approx. 33%
Russia's total workforce (2022)	75 million
Decrease in Russia's total population (recent years)	Slight
Layoffs from industrial enterprises (last decade)	Peaking
Dismissals in machine-building industry	56%
Dismissals due to relocation	56%
Dismissals due to "conscription, trial, death"	55%
Dismissals due to reaching retirement age	52%
Light industry staff shortage reasons	80%

Source: Federal State Statistics Service, 2023.

The country's total population has decreased, with layoffs of employees from industrial enterprises peaking in the last decade. Reasons for dismissals include reaching

retirement age, moving to another locality, and difficult working conditions. Labor mobility may be associated with moves to regions where military-industrial enterprises are located. A common reason for dismissals is “conscription, trial, death”, with 52% of enterprises mentioning it. The growth of territorial mobility of the labor force is most likely due to forced recruitment and relocation to military-industrial areas. The aging of qualified workers and the logical increase in workload are also contributing to the personnel crisis. The machine-building industry, which includes the military-industrial complex, has the most contradictory situation with personnel, with 56% reporting dismissals due to relocation, 55% due to “conscription, trial, death”, and 52% due to staff outflow due to reaching retirement age. In contrast, the light industry has a staff shortage, with 80% reporting a shortage due to expected changes in demand and low wages. This is due to competition with other industries, such as commerce, where salaries are 1.5-2 times higher (Federal State Statistics Service, 2023). The consequences extend beyond immediate production concerns, impacting technological advancements and the sector's global competitiveness. Unraveling the complexities of this shortage will provide insights into the potential long-term effects on Russia's technological landscape (Zemlyansky and Chuzhenkova, 2023) and the agricultural sector (Table 3), reliant on seasonal labor, faces a shortage of 38,200 migrants for essential tasks. This scarcity not only jeopardizes harvests but also poses a threat to food security.

Table 3. Data on labor shortage in agricultural sector.

Agricultural sector statistics (Data as of 2022)	Figures
Migrant shortage in the agricultural sector	38,200
Crop production increase (2018-2022)	6.10%
Livestock production increase (2018-2022)	1.60%
Global ranking in wheat production (2022)	4th globally
Global rise in meat and poultry production (past two decades)	45%
Rise in Russia's meat and poultry production (past two decades)	Nearly 150%
Global meat and poultry industry's output increase needed by 2030	40 million tonnes
Russia's poultry meat exports (2022)	336,000 tonnes
Forecasted growth in Russian poultry export (2023)	350,000 tonnes

Source: Federal State Statistics Service, 2023.

Russia's agricultural output is primarily produced in four federal districts, with crop production increasing by 6.1% and livestock production by 1.6% compared to 2018. The country ranks fourth globally in wheat production. However, a lack of personnel is a significant constraint on Russia's agricultural export. Over the past two decades, global meat and poultry production has risen by 45%, while in Russia, it surged by nearly 150%. In meeting rising demand, the global meat and poultry industry needs to boost output by 40 million tonnes by 2030 (Federal State Statistics Service, 2023). Russia has sufficient land resources to nearly double meat production from the current level. However, Russia is facing some of the worst labor crises in its history, with the number of young workers dropping to one of its lowest levels in the country's post-Soviet history. Demographic issues and emigration are key reasons for this decline. In 2022, Russia exported 336,000 tonnes of poultry meat, 24% more than the previous year. The Russian Union of poultry producers Rosptiptsesoyuz forecasted growth in Russian poultry export this year to 350,000 tonnes. Russia exports most poultry to post-Soviet countries, China, Vietnam, the UAE, and Saudi Arabia. Businesses need to focus

on expanding the export of products with higher added value (Federal State Statistics Service, 2023). By examining the dynamics of the shortage in agriculture, we can gain a deeper understanding of its ripple effects on both domestic and international food supply chains (Barany, 2023; Zemlyansky and Chuzhenkova, 2023).

Thus, the labor shortages across these key sectors have far-reaching implications for Russia's overall economy. As reported by Russia's Kommersant newspaper on November 11, up to a third of industrial enterprises could face a record manpower shortage. This analysis will explore how these shortages cascade into broader economic challenges, potentially leading to disruptions in supply chains, decreased productivity, and a downturn in economic growth (Lillis, 2022). So, it becomes evident that the multifaceted labor shortages in Russia are not isolated incidents but rather a complex interplay of geopolitical events, governmental decisions, and sector-specific dynamics. The consequences are not only felt in individual industries but have the potential to reshape the trajectory of Russia's economic landscape in the coming years.

Changing dynamics of Uzbek labor migration

Against the backdrop of heightened geopolitical tensions resulting from Russia's military intervention in Ukraine, the landscape of Uzbek labor migration to Russia is undergoing noteworthy transformations. Traditionally, Russia has served as the primary destination for Central Asian labor migrants, particularly those originating from Uzbekistan, owing to a dearth of domestic employment opportunities and historically depressed wages in their countries of origin. The onset of the Ukraine conflict, however, instigated apprehensions among Central Asian governments concerning the safety of their labor migrants in Russia. Contrary to these concerns, labor migration to Russia witnessed an escalation, with the first quarter of 2023 witnessing a substantial surge of 1.3 million foreign laborers, marking a 60% increase compared to the corresponding period in 2022. Central Asian labor migrants, encompassing a cohort of 630,000 Uzbeks (Ozat, 2023), have persistently played a pivotal role in Russia's labor market (*Table 4*). Remittances from Russia to Central Asia displayed resilience, constituting a crucial economic lifeline for nations such as Uzbekistan, Kyrgyzstan, and Tajikistan, where remittances comprised 21%, 31%, and 51% of their respective GDPs in 2022 (*Figure 1*). Nevertheless, a discernible outflow of Central Asian migrants from Russia transpired subsequent to the culmination of the Ukraine conflict, manifesting in reports of mass emigration and diminished remittances (Poghosyan, 2023).

Table 4. Labor migration statistics.

Labor migration statistics (Data as of 2023)	Figures
Surge in foreign laborers (Q1 2023)	1.3 million
Increase compared to Q1 2022	60%
Uzbek labor migrants	630,000
Outflow of Uzbek migrants after Ukraine conflict	Yes
Reports of mass emigration	Yes
Diminished remittances post-Ukraine conflict	Yes

Source: Ozat (2023).

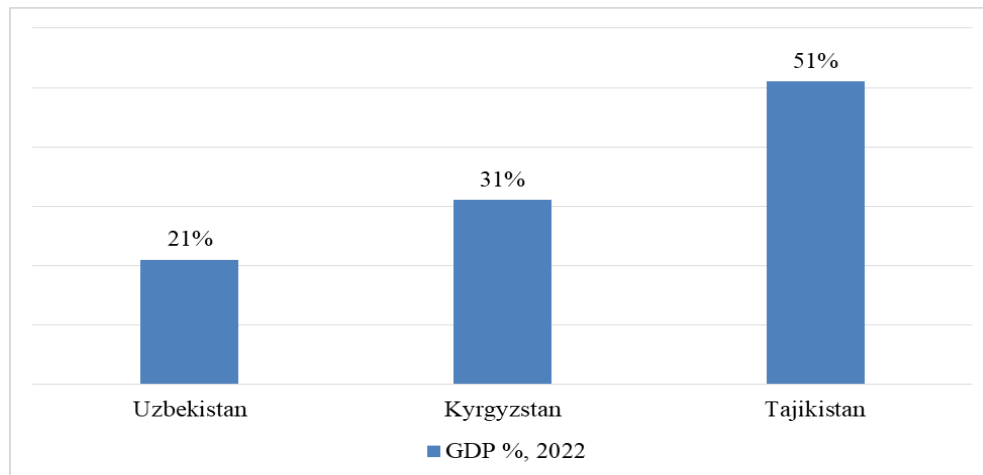


Figure 1. Remittances from Russia to Central Asia.
Source: Poghosyan (2023).

The predicaments confronted by Central Asian migrants in Russia encompass multifaceted challenges, including the specter of Russian military actions, economic uncertainties, and substandard social treatment. The Russian government's endeavors to enlist Central Asian migrants into military service, coupled with coercive measures and assurances of Russian citizenship, have exerted additional strains on this vulnerable demographic. Despite the majority of Central Asian migrant workers successfully avoiding direct involvement in the conflict, the post-war economic downturn in Russia, currency devaluation, and international sanctions have disrupted the financial stability and occupational security of many, intensifying their tribulations. In response to escalating concerns and challenges, Central Asian governments, notably Uzbekistan, are proactively exploring diversification in the destinations of labor migration (Urinboyev, 2018). Uzbekistan, boasting the second-largest labor migrant population in Russia and the second-largest economy in Central Asia, has taken substantial strides to broaden the spectrum of potential destinations. Bilateral collaborations on labor migration have been initiated with various countries, including the United Kingdom, Turkey, Germany, Israel, and Saudi Arabia, with formal agreements established to facilitate labor assistance and employment opportunities for Uzbek workers across sectors grappling with labor shortages (Lillis, 2022). The diversification initiatives extend beyond Uzbekistan, with other Central Asian nations, such as Kyrgyzstan and Tajikistan, embarking on analogous approaches. Agreements forged with countries like South Korea indicate a promising evolution in their strategic frameworks, albeit on a more modest scale compared to Uzbekistan. While labor migration to Russia endures among countries in Central Asia dependent on remittances, recent developments underscore a resolute commitment to exploring alternative destinations and diminishing reliance on Russia. However, attaining this equilibrium presents a intricate challenge, given Russia's continued hosting of a substantial number of Central Asian migrants and its pivotal role in remittance inflows. Central Asian governments must navigate this delicate balance judiciously in the continually evolving dynamics of labor migration (Aslanov, 2023).

To comprehend the shifting dynamics of Uzbek labor migration in the wake of the abolition of quotas in Russia, it is essential to delve into the historical context that has shaped the relationship between these two nations. This section aims to analyze the trajectory of Uzbek migration to Russia, emphasizing the pivotal role played by quotas

in regulating this flow. Additionally, it will explore the implications of lifting these quotas, scrutinizing the potential alleviation of labor shortages while raising critical questions about the long-term impacts on both the labor market and migrant communities. Back to the past, Uzbek labor migration to Russia is deeply rooted in historical ties and economic necessities. Understanding the early waves of migration provides insights into the factors that initially drove Uzbeks to seek employment opportunities in Russia. Economic disparities, coupled with the demand for labor in various industries, set the stage for a longstanding migration pattern. The introduction of quotas in October 2021 marked a significant shift in the regulation of Uzbek labor migration to Russia. These quotas, designed to control the number of migrants working in specific sectors, sought to strike a balance between addressing labor shortages and managing the social and economic impact on both countries. Analyzing the role of quotas provides a nuanced perspective on the challenges and opportunities they presented for both Uzbek migrants and the Russian labor market (Eraliev and Urinboyev, 2023a). And then, the lifting of quotas in November 2022 signals a departure from the regulatory framework that constrained the number of Uzbek workers in critical industries. Assessing the immediate impacts of this policy change involves examining how it addresses labor shortages, particularly in sectors such as construction and agro-industry, and whether it succeeds in achieving the intended economic outcomes. While the abolition of quotas may offer a short-term solution to labor shortages, it prompts essential questions about the long-term consequences. Analyzing the potential influx of Uzbek migrants into the Russian labor market without regulatory constraints requires a careful examination of how this may impact wages, working conditions, and the overall dynamics of the labor market in the years to come (Aslanov, 2023; Urinboyev, 2018).

So, the organized migration schemes that remain in place are crucial for understanding how Uzbek migrants navigate the regulatory landscape. Analyzing these schemes sheds light on the protection mechanisms in place for migrants, as well as the potential for exploitation in the absence of quotas. It underscores the importance of balancing labor market needs with the rights and well-being of migrant communities (Jin and Pyle, 2023). The changing dynamics of Uzbek labor migration in Russia are deeply intertwined with historical precedents and regulatory frameworks. The abolition of quotas introduces a new chapter in this relationship, with both immediate and long-term implications. Balancing the economic needs of Russia with the protection of migrant communities will be a delicate challenge, requiring careful consideration of the evolving dynamics in the aftermath of this policy shift.

Organized migration schemes and skilled workers

The intricate web of organized migration schemes has played a pivotal role in channeling Uzbek laborers into critical industries abroad, particularly in Russia. This section aims to illuminate the structured mechanisms involved in these migration schemes, emphasizing the importance of skilled workers and the training provided in Uzbekistan's vocational centers, commonly referred to as “mono-centers”. Further, it explores the implications of the removal of quotas on the demand for skilled labor and the protection of migrant workers from potential exploitation (Musaev, 2023). The foundation of organized migration lies in the formal processes that laborers undergo before embarking on jobs abroad. Analyzing the registration procedures and bureaucratic checks provides insights into the level of scrutiny applied to ensure the

legitimacy and qualifications of Uzbek laborers. This section will unravel the complexities of the organized migration process, highlighting the balance between facilitating employment opportunities and maintaining regulatory control. Central to the organized migration schemes is the emphasis on skilled workers who undergo training in Uzbekistan's vocational centers. These skilled laborers contribute not only to the economic productivity of their host countries but also serve as ambassadors of Uzbekistan's vocational prowess. Examining the role of skilled workers sheds light on the added value they bring to the industries they join and their potential for upward mobility within the labor market.

Uzbekistan's "mono-centers" serve as training hubs for a diverse range of practical skills, from car manufacturing and plumbing to massage and jewelry making. This section will delve into the specific skills that laborers acquire in these centers, emphasizing the relevance of the training to the demands of foreign companies and contracts. The role of "mono-centers" extends beyond skill development; they act as institutions that equip laborers with the skills necessary for specific jobs abroad (Makhmudov, 2023; Musaev, 2023). This dual purpose involves balancing the protection of migrant workers from potential exploitation with the economic mobility afforded by gaining specialized skills. Analyzing this balance provides insights into the challenges and opportunities faced by skilled laborers within the organized migration framework. With the removal of quotas, the demand for skilled labor is likely to witness a surge. This section will explore how the lifting of quotas may open avenues for skilled workers to contribute more substantially to industries facing labor shortages, thereby impacting the overall economic landscape. The post-quota landscape necessitates a critical examination of the safeguards in place to protect migrant workers from potential exploitation. Analyzing the impact of regulatory changes on the well-being of skilled laborers becomes imperative, ensuring that economic opportunities are not at the expense of their rights and dignity (Makhmudov, 2023). Thus, the organized migration schemes and the role of skilled workers within this framework constitute a dynamic interplay between economic imperatives and the protection of migrant communities. The removal of quotas introduces a paradigm shift, presenting both challenges and opportunities for skilled laborers, vocational centers, and the overall dynamics of labor migration. Balancing the demand for skills with robust protections will be central to ensuring a sustainable and equitable post-quota landscape.

Challenges and deterrents

As Uzbek migrants find themselves navigating an evolving landscape in Russia, a myriad of challenges and deterrents has surfaced, shaping their experiences and decisions. This section delves into the multifaceted challenges faced by Uzbek migrants, including potential exploitation, the repercussions of the conflict in Ukraine, and the shifting sentiments within the migrant community. Furthermore, it examines the economic consequences of the war on Central Asian migrant remittances, shedding light on the anticipated drastic drop forecasted by the World Bank and the potential repercussions for families heavily reliant on these financial lifelines (Makhmudov, 2023). The absence of quotas may inadvertently expose Uzbek migrants to heightened risks of exploitation. This section will analyze the challenges associated with potential exploitation, exploring how the removal of regulatory constraints may impact the working conditions, wages, and overall well-being of Uzbek migrants in Russia (Eraliev and Urinboev, 2023b). The conflict in Ukraine has cast a shadow over the entire

region, with reports of Russia targeting Central Asian migrants for frontline roles. This poses a significant deterrent for migrants considering employment in Russia, as the specter of being drawn into a conflict zone becomes an imminent concern. Examining the impact of geopolitical tensions on the decisions of Uzbek migrants offers insights into the changing risk perceptions within the community. The sentiment among Uzbek migrants in Russia appears to be in flux, influenced by a combination of factors such as geopolitical events, economic uncertainties, and evolving host country policies. Analyzing these shifting attitudes provides a nuanced understanding of how the migrant community perceives their role in the Russian labor market amidst changing circumstances (Jin and Pyle, 2023).

The war in Ukraine has triggered economic forecasts that anticipate a drastic drop in migrant remittances. This section will explore the World Bank's predictions and the underlying factors contributing to the expected decline. Understanding the economic ramifications of diminished remittances becomes crucial in assessing the broader impact on the Central Asian economies. Families in Uzbekistan, Tajikistan, and Kyrgyzstan heavily reliant on remittances face potential repercussions as migrants diversify their destinations in response to geopolitical events. Analyzing the economic vulnerabilities of these families provides insights into the broader socio-economic consequences of the changing migration patterns (Aslanov, 2023). In summary, the challenges and deterrents faced by Uzbek migrants in Russia represent a complex interplay of economic, geopolitical, and social factors. Navigating potential exploitation, responding to the impact of the conflict in Ukraine, and adapting to shifting sentiments within the migrant community underscore the resilience and adaptability of Uzbek migrants. Simultaneously, the economic consequences on remittances serve as a stark reminder of the interconnectedness of global events and the far-reaching implications for both migrant communities and their countries of origin.

The above investigation into Uzbek labor migration to Russia, articulated in the preceding four main sections, uncovers a nuanced narrative molded by geopolitical intricacies, governmental decisions, and labor market dynamics. So, this discussion delves into the key findings, potential implications, and intricate aspects of the evolving landscape within the framework of Global Diaspora Studies. The initial section situates the discussion within the geopolitical framework, emphasizing Russia's military intervention in Ukraine as a catalyst for transformative shifts in Uzbek labor migration. The unexpected surge in labor migration during the first quarter of 2023 amid concerns about migrant safety reflects the resilience of the Uzbek diaspora. This resilience becomes a captivating subject for scientific scrutiny in the field. The experiences of Central Asian migrants navigating threats from military actions and economic uncertainties contribute to a nuanced understanding of diasporic vulnerability and adaptability during times of geopolitical unrest. The strategic response from Central Asian governments, particularly Uzbekistan, to diversify labor migration destinations presents a compelling facet for scientific exploration, showcasing diasporic adaptability and agency amidst evolving geopolitical scenarios. The second section scrutinizes the historical context of Uzbek labor migration, with a focus on the role of quotas. The abolition of quotas in November 2022 marks a pivotal policy shift, prompting inquiries into its repercussions on labor shortages, wages, and broader labor market dynamics. Scientifically, this section contributes to the discourse by elucidating how regulatory changes can reshape migration patterns. The removal of quotas prompts critical

questions about socio-economic consequences on both sending and receiving societies, aligning with the overarching theme of Global Diaspora.

The third section navigates the organized migration schemes and the role of skilled workers in a post-quota scenario. Emphasizing skilled labor, trained in Uzbekistan's vocational centers, aligns with broader discussions on diasporic contributions and skill transference. The surge in demand for skilled labor post-quota offers a scientific avenue to investigate how these individuals contribute to industries facing labor shortages. Analyzing protection mechanisms for skilled workers raises questions about diasporic agency and resilience within the organized migration framework. Scientifically, this section enriches the discourse by exploring the intricate dynamics of skill-driven migration and its impact on labor market resilience. The fourth section unveils a complex interplay of economic, geopolitical, and social factors influencing Uzbek migrants in Russia. The removal of quotas heightens the vulnerability of diasporic communities, while the specter of the Ukraine conflict adds layers of uncertainty. The anticipated drop in migrant remittances due to economic consequences of the war underscores the interconnectedness of global events. From a scientific standpoint, this section contributes to a nuanced understanding of how economic ties within diasporic communities can be profoundly impacted by global events, aligning with the broader theme of Global Diaspora Studies. Reflections on the findings underscore that Uzbek labor migration is a dynamic process shaped by numerous factors. The scientific exploration of the evolving geopolitical landscape, policy changes, and labor market dynamics offers insights into the experiences and decisions of Uzbek migrants. The recurring theme of balancing economic imperatives with safeguarding diasporic rights and well-being emerges as a scientific focal point. Speculating on possible interpretations, the post-quota era unfolds as a realm of scientific inquiry, presenting both challenges and opportunities. Navigating this landscape requires astute scientific navigation to ensure a sustainable and equitable diasporic environment.

In the pursuit of comprehending the complex dynamics of Uzbek labor migration to Russia, this study significantly contributes to the burgeoning field of Global Diaspora Studies. Through a scientific lens, our exploration has transcended the mere numerical trends, delving into the complex interplay of geopolitical events, governmental decisions, and the multifaceted nature of the labor market. Set against the backdrop of Russia's military intervention in Ukraine, our study reveals the resilience of the Uzbek diaspora amidst challenges. The surge in labor migration during 2023 highlights a captivating subject for Global Diaspora Studies, unraveling the adaptability and vulnerability of Central Asian migrants in the face of geopolitical unrest. The strategic response from Central Asian governments, particularly Uzbekistan, to diversify labor migration destinations provides an essential dimension to our understanding of diasporic agency and adaptability in response to evolving geopolitical scenarios. The abolition of quotas in Russia represents a pivotal policy shift with far-reaching implications. Scientifically, this study contributes by elucidating how regulatory changes reshape migration patterns, raising crucial questions about the socio-economic consequences on both sending and receiving societies. Our analysis bridges historical contexts with contemporary policy shifts, creating a comprehensive narrative that advances the scientific discourse surrounding diasporic experiences and their impact on labor markets.

Navigating organized migration schemes and the role of skilled workers post-quota, our study aligns with broader discussions on diasporic contributions and skill

transference. The surge in demand for skilled labor unveils avenues for scientific exploration into how these individuals contribute to industries facing labor shortages. Scientifically, the study enriches the discourse by unraveling the intricate dynamics of skill-driven migration and its impact on labor market resilience within the framework of Global Diaspora Studies. Our exploration of challenges faced by Uzbek migrants reveals a complex interplay resonating with broader themes in global diaspora studies. The removal of quotas heightens vulnerabilities, and the specter of the conflict in Ukraine adds layers of uncertainty. Scientifically, this section contributes to a nuanced understanding of how economic ties within diasporic communities can be profoundly impacted by global events, emphasizing the interconnectedness of migrant communities and their home countries (*Figure 2*).

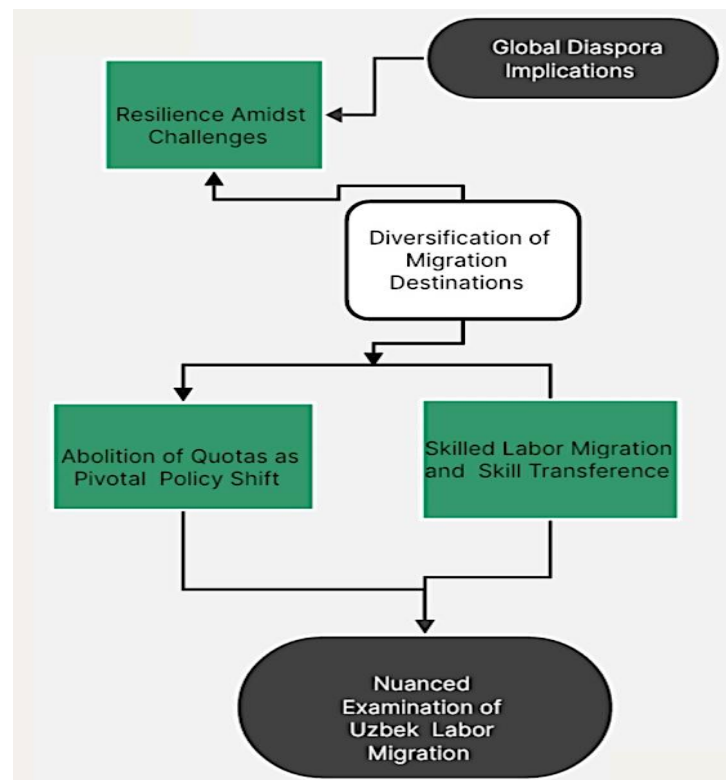


Figure 2. Flowchart showing suggested implications.

Conclusion

In conclusion, this study significantly advances Global Diaspora Studies by providing a nuanced examination of Uzbek labor migration to Russia. By weaving together geopolitical context, historical nuances, organized migration schemes, and challenges faced by migrants, our work enriches the scientific discourse on the resilience, adaptability, and vulnerabilities of diasporic communities. Future research endeavors could delve deeper into the long-term socio-economic impacts of the post-quota era, exploring the sustained adaptability of diasporic communities amidst evolving geopolitical landscapes. Additionally, an exploration of policy interventions to enhance the protection of diasporic rights within organized migration frameworks could be a fruitful avenue for future investigations. The findings of this study serve as a foundation for further scholarly inquiry, offering insights that extend beyond the

immediate scope and pave the way for a more profound understanding of global diasporas.

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Conflict of interest

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