

**TRENDS AND CHALLENGES IN POPULATION EMPLOYMENT IN UZBEKISTAN***Nasirova Gulnoza Baxtiyorovna*

**Abstract:** This article explores current trends and challenges in population employment in Uzbekistan, focusing on socio-economic changes, government initiatives, and structural issues in the labor market. It analyzes the employment dynamics across different demographic groups, the impact of labor migration, and the role of education in employability. The research also identifies barriers such as regional disparities, skill mismatches, and informal employment, providing insights into potential solutions to ensure inclusive and sustainable employment opportunities.

**Keywords:** population employment, labor market, unemployment, youth employment, migration, Uzbekistan, economic development, informal sector.

Population employment is a critical indicator of a country's socio-economic development, reflecting both the effectiveness of its labor market and the quality of its human capital. In Uzbekistan, employment trends have undergone significant transformations in the past three decades due to economic reforms, demographic shifts, and globalization. As a country with a relatively young and growing population, Uzbekistan faces the dual challenge of creating sufficient employment opportunities while ensuring the quality and sustainability of jobs.

Following independence, the Uzbek government prioritized job creation through state programs and support for small business development. More recently, structural reforms aimed at liberalizing the economy have opened new avenues for private sector growth and foreign investment, which have contributed to employment generation. However, despite these positive developments, several challenges remain, including a high level of informal employment, regional inequalities, and a mismatch between educational outcomes and labor market needs.

The role of labor migration, particularly to neighboring countries and Russia, also significantly affects the domestic employment situation. While remittances provide economic support, reliance on external labor markets indicates limitations in domestic job creation capacity. Furthermore, technological advancement and the global shift toward digital economies require a rethinking of skills training and vocational education.

This article aims to examine the key employment trends in Uzbekistan, highlight major obstacles, and offer policy suggestions for improving employment outcomes across all sectors of society.

**Demographic Pressure and Youth Employment.** Uzbekistan's population, which exceeds 36 million, is characterized by a large proportion of youth. Each year, over 600,000 young people enter the labor market. This puts pressure on the economy to create sufficient and meaningful jobs. Despite various initiatives like the "Yoshlar – kelajagimiz" program, youth unemployment remains high, particularly among university graduates who face difficulties transitioning into the labor force.

**Labor Migration and Its Impact.** Labor migration plays a significant role in Uzbekistan's employment landscape. Millions of Uzbek citizens work abroad, primarily in Russia and Kazakhstan. While remittances bolster household incomes and the national

economy, overdependence on external labor markets raises concerns about domestic job availability and skill brain drain.

**Regional Disparities in Employment.** Employment opportunities are unevenly distributed across regions. Urban centers like Tashkent offer more formal employment options, while rural areas often rely on agriculture and informal jobs. These disparities contribute to internal migration and socio-economic inequality, which can hinder balanced regional development.

**Informal Sector and Job Quality.** A large share of the workforce is engaged in informal employment, lacking legal protections, social security, and stable income. Informality is particularly prevalent in construction, trade, and agriculture. Addressing informality requires institutional reforms, tax incentives, and simplified business registration processes.

**Education and Labor Market Mismatch.** There is a growing disconnect between the skills acquired in educational institutions and those demanded by the labor market. Graduates often lack practical skills, while employers struggle to find qualified professionals. Expanding vocational training and revising curricula in line with labor market needs is essential.

**Government Reforms and Future Outlook.** Recent reforms, including the Strategy for the Development of New Uzbekistan (2022–2026), emphasize entrepreneurship, digitalization, and human capital development. While these policies are promising, successful implementation requires coordinated action between government, private sector, and civil society.

**Conclusion.** Employment remains a central issue in Uzbekistan’s development strategy. Despite notable progress in expanding job opportunities and fostering entrepreneurship, several structural and systemic challenges persist. Addressing youth unemployment, reducing informality, ensuring regional equity, and aligning education with market demands are crucial steps toward sustainable employment growth. Holistic policy approaches, combined with effective monitoring and stakeholder engagement, are vital to unlocking Uzbekistan’s full labor potential and building an inclusive economy.

## References:

1. Рахимов, Ш. Х. (2020). Мехнат бозори ва аҳоли бандлигини тартибга солиш. Тошкент: “Fan va texnologiya” нашриёти.
2. Turdalieva, D. (2019). Artistic-aesthetic functions of options of folk proverbs. *Asian Journal of Multidimensional Research (AJMR)*, 8(2), 37-42.
3. Abdurakhimov, B. A., Khaitov, J. B., Safarov, K. K., Khakberdiev, K. R., Buriboev, E. M., & Ortiqov, B. B. (2022). Integral assessment of risk factors affecting the health of employees of a copper production mining. *Oriental renaissance: Innovative, educational, natural and social sciences*, 2(12), 1442-1449.
4. Jamolova, M. (2022). Characteristics of Mythological Worlds and their Impact on Human Consciousness. *Zien Journal of Social Sciences and Humanities*, 7.
5. Yusuphodkaeva, S. T., & Gafurova, S. S. (2023). Methods Of Cognitive-Behavioral Psychotherapy In The Treatment Of Rheumatoid Arthritis. *Oriental renaissance: Innovative, educational, natural and social sciences*, 3(1-2), 701-706.
6. Zakirovich, G. B. (2022). The Theme of Female Gender in the Texts of Advertising in Russian and Uzbek Languages (On the Material of Medical Vocabulary). *Pindus Journal of Culture, Literature, and ELT*, 2(1), 23-29.



7. Mamatkulov, B., Nematov, A., Berdimuratov, D., & Tolipova, G. (2023). HEPATITIS A EPIDEMIOLOGY, HIGH-RISK GROUPS AND PREVENTIVE MEASURES (LITERATURE REVIEW). *Science and innovation*, 2(D5), 100-105.
8. Ахмедова, Н. Р., & Собирова, Б. О. (2021). Клинические Особенности Течения Дилатационной Кардиомиопатии У Детей. *EDITOR COORDINATOR*, 473.
9. Садиков, Э. Т. (2023). ПРАГМАТИКО-СЕМАНТИЧЕСКИЙ АНАЛИЗ ЗНАЧЕНИЯ. *Scientific progress*, 4(4), 157-160.
10. Saydakbarova, M. (2024). Fiskal siyosatning barqaror iqtisodiy o 'sishga ta'siri. *YASHIL IQTISODIYOT VA TARAQQIYOT*, 2(12).
11. Saidakbarova, M. A. (2025). FISCAL POLICY IS A FACTOR IN STIMULATING ECONOMIC GROWTH AND ENSURING STABILITY. *Modern Scientific Research International Scientific Journal*, 3(3), 64-71.
12. Davronovich, J. R. (2022). Lexical Features of folklore. *EPRA International Journal of Development (IJRD)*, 7(2), 56-58.
13. Жўраев, А. Қ. (2019). Ўзбекистонда ёшлар бандлигини таъминлаш муаммолари ва ечимлари. Тошкент: Иқтисодиёт фанлари.
14. ILO (International Labour Organization). (2021). *Labour Market Trends and Employment Policies in Uzbekistan*. Geneva: ILO Publications.  
(Available at: [www.ilo.org](http://www.ilo.org))
15. Қодиров, Ш. Н. (2021). Иқтисодиётда норасмий секторнинг аҳоли бандлигига таъсири. Тошкент: "Иқтисод" нашриёти.