



ENSURING EMPLOYMENT IN THE REPUBLIC OF UZBEKISTAN

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Abstract:

This article is dedicated to the issue of ensuring employment in the Republic of Uzbekistan. It discusses employment, job creation, aligning supply and demand in the labor market, ensuring youth and women's employment, and measures aimed at increasing employment in rural areas. Ensuring employment plays a significant role in achieving economic stability and social well-being. The article presents strategic directions and proposals for increasing employment. Small and medium-sized business development, updating the education system, and involving youth and women in employment are identified as key factors in solving employment problems.

Keywords: Uzbekistan employment, labor market, job creation, youth employment, women's employment, rural areas, education system, small business, innovative technologies.

Introduction:

During its economic development, the Republic of Uzbekistan faces numerous social and economic challenges. One of these is ensuring employment, which plays a crucial role not only in economic stability but also in maintaining social harmony. Ensuring employment, involving the inactive population in work, stimulating employment according to the labor market's supply and demand, and creating new jobs are among the key issues.

Main Body:

Decree of the President of the Republic of Uzbekistan

Measures to improve state policies in poverty reduction and employment, and enhance efficiency through the development of human resources, reform of the labor market, and application of modern forms of employment:

1. In accordance with the Presidential Decree of September 23, 2024, PF-143 "On measures to bring the program of poverty reduction and improving the population's welfare to a new stage," the program "From Poverty to Prosperity" has been adopted, and the Ministry of Poverty Reduction and Employment is tasked with its implementation.
2. The Agency for Local Entrepreneurship Development is dissolved, and its staff units, duties, functions, and property are transferred to the Ministry of Employment and Poverty Reduction.
3. A new approach is established where: a) The Ministry's regional divisions will operate based on a project approach focusing on poverty reduction and vocational training. b) Specific project management systems will be introduced in districts or mahallas with high poverty levels, aiming to improve infrastructure and support local businesses.
4. The Ministry will work towards creating a catalog of "100 Most Effective Micro-projects" within three months and expand it through local authorities.

Current State of Employment in the Republic of Uzbekistan

Uzbekistan is paying significant attention to ensuring employment as part of its economic and social development. As of March 2025, the population of Uzbekistan exceeds 37.5 million, and with the rapid population growth, ensuring employment becomes even more crucial for economic and social stability. This includes job creation, managing the labor market efficiently, and developing a skilled workforce.

Challenges in Ensuring Employment

1. **Increasing Unemployment Rate:** Despite economic growth, there are still shortcomings in job creation and employment. By 2023, the official unemployment rate was 5.3%, but this figure does not account for those working in the informal sector, which diminishes the effectiveness of the employment system.
2. **Youth and Women's Employment:** Ensuring employment for youth is an urgent issue, with challenges in providing job placements, training, and experience. Similarly, integrating women into the workforce, especially in high-skilled positions, and ensuring equality in the labor market remains a serious issue.
3. **Lack of Skilled Labor:** There is a mismatch between labor market demand and supply, often due to shortages in specialized professionals, which leads to job vacancies remaining unfilled.
4. **Employment in Rural Areas:** The lack of jobs in rural areas has led to migration to urban areas. Increasing employment in rural areas, particularly through agricultural development and small businesses, is essential.

Ways to Overcome Employment Challenges

1. **Involving Youth and Women in Employment:** Creating special programs and incentives to encourage youth and women to join the workforce is necessary. Providing youth with training and skill development programs and creating a supportive environment for women's employment will enhance their integration into the labor market.
2. **Aligning Labor Market Demand and Supply:** Updating the education system to meet labor market needs is crucial. Special attention should be paid to training professionals in technology and science fields. Collaboration programs should be developed to ease the employment process for skilled specialists.
3. **Developing Micro and Small Businesses:** Supporting small businesses and startups can generate new jobs. The small and medium-sized business sector should be developed to be competitive in the global market while playing a key role in ensuring employment. The state should improve the incentives and subsidy systems for small business development.
4. **Creating Jobs in Rural Areas:** Developing agricultural complexes, introducing new technologies, and improving labor productivity in agriculture can create jobs in rural areas. Additionally, initiatives for developing small businesses in rural areas should be encouraged.

Conclusion:

Ensuring employment in the Republic of Uzbekistan is an integral part of economic development and contributes significantly to the country's social stability. Addressing the employment of youth, women, unskilled workers, and rural populations, while ensuring alignment in the labor market, is essential. Creating new jobs, updating the education system, supporting small businesses, and introducing innovative technologies are crucial steps

toward ensuring employment. The measures aimed at improving employment will not only contribute to economic growth but also help solve social problems.

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