

EMPLOYMENT OF CITIZENS AGED 18-30 IN THE REPUBLIC OF UZBEKISTAN

Rozikova Gulmira Sharipovna

Tashkent State University of Economics

Senior Lecturer, Department of Digital Economics

Annotation: This article provides a comprehensive analysis of the issues of employment of citizens aged 18–30 in the Republic of Uzbekistan. The study covers the current state of youth employment, the level of their participation in the labor market, and socio-economic factors affecting employment. It also assesses state programs aimed at supporting youth employment and their practical effectiveness. The article pays special attention to the issues of ensuring sustainable economic development and strengthening social stability by increasing youth employment.

Keywords: youth employment, labor market, unemployment rate, socio-economic development, state employment policy, human capital, Republic of Uzbekistan.

Introduction. In today's conditions of globalization and economic transformation, ensuring youth employment is one of the priority socio-economic tasks of every state. In particular, citizens aged 18–30 constitute the most active and potential segment of the labor market, and their employment level directly affects the country's economic development, human capital formation, and social stability. Therefore, the issue of youth employment is of not only economic, but also social and demographic importance. The fact that young people make up a large part of the population in the Republic of Uzbekistan increases the demand for new jobs in the labor market. Structural changes in the economy, the introduction of digital technologies, and the expansion of the share of the service sector are creating new employment opportunities for young people. However, the lack of professional qualifications, lack of work experience, and problems in adapting to labor market requirements create a risk of unemployment among young people. In this regard, state policy aimed at ensuring youth employment, in particular, vocational training programs, entrepreneurship support mechanisms, and the activities of institutions that promote employment, are of great importance. This article analyzes the employment situation of citizens aged 18–30 in the Republic of Uzbekistan, and sheds light on existing problems and ways to overcome them from a scientific, theoretical and practical perspective.

Main part. The issue of employment of citizens aged 18–30 in the Republic of Uzbekistan is currently one of the central directions of socio-economic development. Young people occupy a leading place in the demographic structure of the country, and their activity in the labor market determines not only the rates of economic growth, but also the level of social stability in society. Therefore, a systematic and comprehensive approach to the issue of youth employment is necessary. First of all, the concept of youth employment is not limited only to the number of jobs. It also includes the quality, stability of labor, income level, and opportunities for professional development of an individual. As economist D. North noted, “the quality of the institutional environment is the main factor determining the effectiveness of economic activity” [1]. This idea

is fully applicable to youth employment, since in the absence of effective labor market institutions, the knowledge and potential of young people are not fully realized.

In recent years, Uzbekistan has been implementing important reforms to ensure youth employment. In particular, the modernization of vocational education, expanding the scope of higher education, and involving young people in entrepreneurial activities have become priority areas of state policy. These processes serve to develop human capital. According to A. Smith, “a person’s knowledge and skills are the most important part of society’s wealth” [2]. Thus, improving the knowledge and professional skills of young people, in addition to ensuring their employment, also strengthens the competitiveness of the national economy. However, the existing problems in the issue of youth employment cannot be ignored. Young people entering the labor market for the first time often face difficulties in finding stable jobs due to a lack of work experience. As a result, informal employment, temporary jobs, or activities that do not correspond to their profession are widespread. J. M. Keynes explained this situation with an imbalance in the economic system, stating that “the market mechanism cannot provide full employment by itself” [3]. This idea justifies the need for state intervention and supportive policies in youth employment.

In this regard, state programs aimed at ensuring youth employment are of great importance in Uzbekistan. “Youth notebooks”, subsidies, preferential loans and mechanisms for supporting startup projects serve to increase the economic activity of young people. These measures encourage young people not only to be employed, but also to have independent sources of income. In this regard, the concept of employment in the modern economy is increasingly enriched with forms of entrepreneurship and self-employment. Another important aspect of youth employment is related to regional differences. While the service sector and industrial enterprises are relatively developed in cities, employment opportunities are more limited in rural areas. This situation increases internal migration and leads to an uneven distribution of labor resources in some regions. According to economists, differences in regional development are one of the main sources of the employment problem [4]. Therefore, policies to increase youth employment should be carried out taking into account regional characteristics. The digital economy and innovative technologies are creating new opportunities for youth employment. Remote work, freelancing, and IT projects create the basis for young people to enter the global labor market. In this process, the digital literacy of young people and their adaptability to modern professions are a decisive factor. According to World Bank experts, “young people with digital skills will have a high competitive advantage in the labor market” [5]. This opinion once again confirms the importance of innovative approaches to youth education. The issue of employment of citizens aged 18–30 in Uzbekistan is multifaceted and of strategic importance. Ensuring youth employment can not only accelerate economic growth, but also strengthen the foundation for social equality, stability, and future development. Therefore, ongoing reforms in this area should be consistently continued and the link between education, the labor market, and entrepreneurship should be further strengthened.

The issue of ensuring employment of citizens aged 18–30 in the Republic of Uzbekistan is one of the strategic directions inextricably linked to the socio-economic development of the country. Youth constitute the most active segment of the labor market, and their employment level directly affects the development of human capital, economic growth rates, and social stability in society. Therefore, the issue of youth employment should be addressed not with short-term

measures, but on the basis of long-term and systematic policies. Analysis shows that in recent years, the state has been implementing a number of important reforms to increase youth employment. Programs aimed at developing vocational education, expanding the scope of higher education, encouraging entrepreneurship and self-employment are contributing to increasing the activity of young people in the labor market. However, the lack of work experience, differences in employment opportunities between regions, and professional qualifications that do not meet the requirements of the labor market still remain urgent problems.

Conclusion. Strengthening cooperation between the education system and the labor market, expanding training programs based on practical skills, and further improving regional employment policies are important in ensuring youth employment. In the context of the digital economy, increasing the adaptability of young people to modern professions and innovative activities will serve as an important factor in ensuring their sustainable employment in the future. In general, increasing youth employment not only ensures economic efficiency, but also strengthens social equality, reduces poverty, and creates a solid foundation for the long-term sustainable development of the country. Therefore, the consistent continuation of reforms in this area and their enrichment with scientifically based approaches are important for the future development of Uzbekistan.

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