

EMPLOYMENT OF CITIZENS AGED 25-40 IN THE REPUBLIC OF UZBEKISTAN

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Annotation: This article explores employment among citizens aged 25–40 in the Republic of Uzbekistan, analyzing the factors influencing labor market participation and the socio-economic significance of employment in this age group. The study examines labor demand and supply, workforce skills, demographic trends, and government employment policies. Particular attention is given to challenges such as underemployment, skill mismatches, and regional disparities in job opportunities. The findings provide insights into strategies for improving employment rates, enhancing professional development, and promoting economic growth within this key working-age population.

Keywords: employment, labor market, workforce participation, 25–40 age group, Uzbekistan, professional development, underemployment, socio-economic factors, job opportunities, government employment policy.

Introduction. Employment is a key indicator of economic development and social stability, reflecting both the productive capacity of a country and the well-being of its citizens. In the Republic of Uzbekistan, the age group of 25–40 years represents a core segment of the workforce, combining experience with active professional engagement. Understanding the employment patterns within this demographic is essential for effective labor market planning, policy formulation, and the promotion of sustainable economic growth. This age group is particularly significant because it encompasses individuals who have completed their education, acquired professional skills, and are in their most productive years. Employment in this period not only contributes to personal income and household welfare but also supports business productivity and national economic output. However, challenges such as skill mismatches, regional disparities in job availability, and underemployment can limit the potential of this workforce segment. This article aims to examine the employment status of 25–40-year-old citizens in Uzbekistan, identify factors influencing their labor market participation, and analyze strategies to enhance employment opportunities and professional development. By addressing these issues, policymakers, businesses, and educational institutions can better align workforce capabilities with the needs of the national economy.

Main body. Employment among citizens aged 25–40 in Uzbekistan is a critical factor in the nation's economic growth and social stability. This age group represents the core of the labor market, combining accumulated education, professional skills, and active participation in economic activities. Understanding the dynamics of employment in this demographic is essential

for developing effective labor policies, improving workforce productivity, and fostering sustainable economic development. One of the primary determinants of employment in this age group is educational attainment and skill level. Individuals who have completed higher education or vocational training generally have better employment prospects, while those with lower levels of education often face difficulties in securing stable and well-paid jobs. As Schultz emphasizes, “Investment in human capital is as important as investment in physical capital for economic growth”[1]. This quotation underlines the necessity of investing in education and professional training to enhance the employability and productivity of individuals. In Uzbekistan, government programs aimed at improving vocational education and professional training for young adults have been instrumental in equipping the workforce with the necessary skills for modern labor markets.

Another critical factor influencing employment is labor market demand and the availability of job opportunities. Economic sectors such as manufacturing, services, construction, and information technology have varying capacities to absorb workers. According to Becker, “The allocation of human resources across sectors determines the efficiency and growth potential of an economy”[2]. This statement highlights that employment is not only a matter of individual skills but also of matching labor supply with sectoral demand. In Uzbekistan, urban centers such as Tashkent and Samarkand offer more diverse employment opportunities compared to rural areas, creating regional disparities that affect labor market participation among 25–40-year-olds. Addressing these disparities requires targeted regional development programs and incentives for businesses to invest in less developed areas.

The role of government employment policies and labor regulations is equally important. Policies that support job creation, provide unemployment benefits, and encourage entrepreneurship significantly influence employment levels. Keynes noted, “The state has a duty to ensure that the economy operates close to full employment”[3]. This quotation emphasizes the government’s responsibility in maintaining adequate employment opportunities and stabilizing the labor market. In Uzbekistan, initiatives such as public-private partnerships, microfinance for small businesses, and targeted employment programs for young professionals have contributed to reducing unemployment and underemployment among the core working-age population.

In addition to structural factors, social and demographic characteristics play a significant role in employment. Family responsibilities, gender roles, and migration patterns can affect the labor market participation of individuals aged 25–40. For instance, women in this age group may experience interruptions in employment due to childcare responsibilities, while rural-to-urban migration may create both opportunities and challenges for job seekers. As Todaro points out, “Migration decisions are driven by expected income differentials and employment opportunities”[4]. This insight is particularly relevant in Uzbekistan, where internal migration trends influence employment patterns and workforce distribution. Policymakers must consider these social factors when designing employment programs to ensure inclusive labor market participation. Technological advancement and digitalization also impact employment in this age group. The emergence of digital platforms, remote work opportunities, and information technology-based services has expanded employment possibilities for skilled professionals. However, it also requires continuous skill development to keep pace with changing labor market demands. As Autor states, “Technological change is the major factor shaping the labor market and the skill requirements for workers”[5]. This quotation highlights that the modern workforce

must adapt to technological innovations to remain competitive. In Uzbekistan, programs promoting digital literacy, coding courses, and IT training have enabled young professionals to access higher-value employment opportunities, especially in the rapidly growing technology and service sectors.

Moreover, the quality of employment is as significant as employment quantity. Secure, well-paid, and professionally satisfying jobs contribute not only to economic stability but also to social well-being. Conversely, underemployment, temporary contracts, and informal work arrangements can reduce the potential benefits of labor participation. Addressing these issues requires labor market reforms, stronger labor protections, and incentives for enterprises to create high-quality job opportunities. Employment strategies must therefore focus on both increasing labor participation and improving the quality and sustainability of jobs available to citizens aged 25–40.

In conclusion, employment among 25–40-year-old citizens in Uzbekistan is influenced by a combination of educational attainment, labor market demand, government policies, social factors, and technological developments. Ensuring high employment levels in this age group requires comprehensive strategies that integrate skill development, regional economic planning, supportive policies, and adaptation to technological change. By addressing these multifaceted factors, Uzbekistan can enhance workforce productivity, reduce unemployment and underemployment, and promote economic and social well-being for its core working-age population. Understanding and strategically managing these employment determinants is essential for achieving sustainable development and creating a resilient labor market capable of supporting long-term national growth.

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