

CURRENT STATE OF THE LABOR MARKET IN THE REPUBLIC OF UZBEKISTAN

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Abstract. The article examines modern trends in employment and unemployment in Uzbekistan based on the results of 2025. Problems of structural imbalance and regional differentiation are identified, and directions for improving the effectiveness of labor market regulation are proposed.

Keywords: employment of labor resources, economically active population, full employment, self-employment, remote work, unemployment, unemployment rate, natural unemployment rate, types of unemployment, labor market, labor exchange.

Introduction. The labor market is one of the key sectors of the national economy and determines the level of socio-economic development of the state. Employment reflects the efficiency of the economic mechanism, while unemployment serves as an indicator of the imbalance between labor supply and demand. In Uzbekistan, analyzing the dynamics of employment and unemployment during 2020–2025 is of particular importance in the context of post-pandemic economic recovery and adaptation to external economic constraints.

Research Materials and Methods

For comparison of results, data from international organizations — the Organisation for Economic Co-operation and Development (OECD) [OECD, 2025; OECD, 2025] — and open publications from scientific journals analyzing labor market conditions and employment dynamics were used [Bobkov, Veredyuk, 2024; Bobkov et al., 2023; Kapelyushnikov, 2024; Kashepov, 2024; Isopalova, Kiryushin, 2025; Turkanova, 2025; Trust Phenomenon, 2024; Brock, 2025; Kapeliushnikov, 2023; OECD, 2025].

According to Academician Abdurakhmanov, the main factor in labor market development is the improvement of education processes and the qualification of labor resources [1]. In her works, Dedeeva S.A. studies the causes of unemployment [2].

Among local scholars, the works of M.X. Saidova are devoted to the problems of the youth labor market. According to her, "...the state plays an important role in solving the problem of youth employment, since it is necessary to determine forecast parameters of employment from a macroeconomic perspective, which can only be implemented by state institutions" [4].

It is difficult to disagree with the opinion of B.T. Tokhirjonov that "...for a more rational solution of issues related to labor resources, it is necessary to develop concrete measures aimed at ensuring employment and improving the use of labor resources in the country's economy, especially in the real sectors of the economy" [5].

According to S.E. Kholmuratov and J.S. Kholmuratov, "...the high level of activity of the shadow sector of the economy, which forms stable frictionless unemployment, is one of the important directions in shaping state policy in the field of employment" [6].

Main Part

At the present stage of development, it is important to generalize the problems of Uzbekistan's labor market and propose a number of constructive recommendations for overcoming them. Research on Uzbekistan's labor market over the past decade shows that the employment rate has fluctuated between 66% and 69% [7].

The lowest employment indicators were observed in 2020, which was associated with the coronavirus pandemic that affected the entire world at that time.



According to the Central Bank, the situation in Uzbekistan's labor market remains stable: the unemployment rate decreased to 8.1%, and the Central Bank forecasts a further decline to 7.5–8% during the current year. Geographic diversification is observed in labor migration, with the share of migrants going to Russia decreasing from 87% to 78%.

As of the beginning of 2024, Uzbekistan's population reached 36.8 million people. During 2020–2023, the population growth rate accelerated to 2.1%, or approximately 700–800 thousand people annually in absolute terms. For comparison, during 2010–2019 the average growth rate was 1.7%, or 500–600 thousand people annually [8].

The current state of Uzbekistan's labor market differs significantly from previous years, as the unemployment rate has slightly decreased, indicating that the government's social policy aimed at increasing employment is properly directed. Nevertheless, there are still serious problems in the development of the republic's labor market.

In particular, the annual population growth means that it is necessary to increase the number of jobs. Additional measures are required to improve the qualifications of young people and provide them with new skills. The current condition of the labor market in the Republic of Uzbekistan requires a comprehensive approach to solving existing problems.

To improve the situation, it is necessary to continue comprehensive reforms aimed at creating new jobs and stimulating sustainable economic growth. In order to ensure the stability and development of the labor market, it is important to take into account both internal factors and global trends.

he conducted analysis showed that Uzbekistan's labor market will maintain its stability in 2025 and demonstrate signs of adaptation to new economic conditions. The unemployment rate remains one of the lowest indicators over the past twenty years — approximately 8.1%, which indicates the stable functioning of the employment system even under structural and external economic constraints.

1. Employment Trends

In 2025, an increase in employment in high-tech and infrastructure sectors, expansion of the self-employed segment, and development of platform employment are observed. This indicates a gradual transition of the labor market toward a more flexible and digital model.

2. Regional Differences

Despite the overall positive dynamics, significant regional disparities remain. Employment problems are especially evident in regions with low investment activity and limited access to digital services.

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