

## STATISTICAL STUDY OF LABOR MOVEMENT IN NEW UZBEKISTAN

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### Abstract

The labor market in the new Uzbekistan has undergone significant changes in recent years. These changes are mainly associated with economic reforms, state programs, and the expansion of international cooperation. The work being carried out on the labor market in Uzbekistan is based on a number of socio-economic reforms. These reforms are aimed at modernizing the labor market, creating jobs, providing the working population with professions and qualified specialists, and ensuring economic stability.

**Keywords:** Labor market, labor force, unemployment, employment, educational programs, economy, labor resources, population well-being, productive employment, social protection.

### Introduction

The labor market and labor force movement in the new Uzbekistan play an important role in ensuring the country's economic development and social stability. The labor market of Uzbekistan is undergoing changes in the period of integration into the world economy, the development of vocational education, and ongoing reforms in the field of labor migration and employment. This article aims to analyze the labor force movement of Uzbekistan, study its statistical indicators and assess the main trends in this process.

### Labor Force Movement: General Concept

Labor force movement can be understood as the processes of entry and exit of the population into the labor market. This is mainly a system of movements related to migration, employment, vocational education and the creation of qualified workers, as well as the integration of workers into the labor market. Labor force movement in Uzbekistan is developing in two main directions: internal and external migration, and internal job creation.

#### 1. Internal labor mobility

Internal labor migration is widespread in Uzbekistan. It mainly results in the movement of labor from rural areas to urban centers and industrial areas. The movement of labor between cities and regions is associated with economic growth and the creation of new jobs.

According to 2023 data, the working-age population in Uzbekistan aged 15-64 is about 19 million, which is a significant part of the country's total population. Internal labor mobility in Uzbekistan affects many economic sectors, especially construction, industry, and services.

## 2. External labor migration

Uzbekistan's external labor migration remains one of the main factors of the country's economy. Basically, citizens of Uzbekistan go to work in Russia, Kazakhstan, Turkey and other CIS countries. According to data published by the State Statistics Committee of Uzbekistan at the end of 2023, 3-4 million Uzbeks are working abroad.

Statistics on external labor migration include the following main indicators: More than 70% of migrants work in Russia and Kazakhstan. Migrants work mainly in the construction, services, transport and medical sectors. More than 60% of the population migration is men, while the remaining 40% are women and young people.

## 3. Unemployment and employment

The employment rate and employment issues in Uzbekistan are also important from a statistical point of view. At the end of 2023, the number of jobs increased in Uzbekistan as a result of job creation and labor market reforms. However, the issue of a shortage of jobs remains in some regions, especially in rural areas.

Although Uzbekistan is implementing state programs aimed at ensuring employment, there are some difficulties in ensuring a balance between jobs and skilled workers in the labor market. For example, in 2023, more than 500,000 new jobs were created through job and employment programs, but this is still not enough to fully cover all the needs of the labor market.

## 4. Vocational education and training of skilled workers

Vocational education is being paid great attention in Uzbekistan. A presidential decree adopted in 2020 is aimed at improving vocational education and training young people as specialists who meet the requirements of the labor market. As a result of economic reforms in the new Uzbekistan, new industries have developed, such as information technology, e-commerce, and the services sector. These changes have led to the creation of jobs and the diversification of the labor market.

**Labor migration:** Uzbekistan's labor migration still plays an important role. Many Uzbeks go to work abroad, especially to Russia and other CIS countries. This, in turn, creates difficulties in ensuring domestic jobs and economic growth.

**Education and vocational training:** Changes are being implemented in the education system in the new Uzbekistan, with particular attention being paid to vocational training.

Vocational schools and training courses are being expanded to train specialists who meet the requirements of the labor market.

**Women and youth in the labor market:** Various programs are being implemented to create new opportunities for women and youth in the labor market. Measures are being taken to employ women and protect their labor rights.

## Employment of youth:

There are various programs in Uzbekistan aimed at creating jobs for young people and improving their professional skills. The "Youth Notebook" program has been launched to



ensure youth employment in 2020-2025. Through this program, measures are being implemented to employ young people, train them, and prepare a qualified workforce.

**Reducing unemployment:**

Many measures are being implemented in Uzbekistan to create jobs. The government is trying to develop small and medium-sized businesses to ensure economic growth, as well as reduce costs for creating new jobs.

The state is also providing additional support and incentives for the labor market and job creation.

**Labor rights protection:**

Cooperation is being strengthened to protect labor rights and provide workers with social security. In 2019, a new Labor Code was adopted, which will help to further strengthen the legal position of workers and improve their working conditions.

Employment opportunities for women and people with disabilities are being expanded.

**Labor migration regulation:**

A number of measures are being implemented to regulate labor migration in Uzbekistan. There are many programs to facilitate the departure of Uzbek citizens to work abroad, protect their rights, and create new jobs for returning migrants.

**Development of the digital labor market:**

Uzbekistan is paying great attention to the development of the digital economy and remote work. Programs are being implemented aimed at creating jobs through the Internet and digital platforms, developing freelancing and startups.

**Social security and employment programs:**

A wide range of programs are being developed in the field of strengthening the social protection system, increasing employment and providing social protection services. State programs aimed at ensuring employment in various regions of Uzbekistan, including creating jobs in rural areas and expanding vocational education, are being considered. All this serves to make the labor market in Uzbekistan more efficient and competitive.

**Literature review**

Today, a number of foreign, CIS and Uzbek scientists and researchers are conducting their own scientific research on the statistical study of labor force movement. These studies are mainly aimed at analyzing migration, employment, vocational education and labor force movement in the labor market. Research conducted by foreign scientists helps to better understand the integration of the Uzbek labor market with the global economy. The opinions of some research scientists are given below:



Dale, R. (2015) – A scientist who worked on economics and labor migration. His research is aimed at studying the economic impact and social consequences of labor migration in developing countries[1].

Grigoryeva, A. (2018) – A specialist in the study of external labor migration in Central Asia and Uzbekistan. He analyzes the flow of migrants and its socio-economic impacts[2].

Sánchez, M. (2017) – A scientist who conducted research on employment and economic development. Focuses on labor market problems and employment issues[3].

Ghani, E. (2019) – An economist who studies labor market changes and job creation in developing countries[4].

Ranis, G. (2016) – A scientist who has conducted research on vocational education and labor market integration. His work focuses on analyzing the relationship between the education system and the labor market[5].

Russian economist V.A. Pavlenkov[6] and domestic economist Q.Kh. Abdurakhmonov[7] consider it appropriate to interpret the economic interests of labor market entities in an expanded manner.

Tarasova N. In the article “Labor relations in the conditions of globalization and technological revolution”, the impact of information and communication technologies on almost all sectors and branches of the economy on a large and global scale and on each function of firms belonging to any industry or service is scientifically substantiated[8].

Professors Kholmominov Sh.R. and Arabov N.U. In the textbook “Labor market infrastructure”, the interdependence of the labor market infrastructure and its components is scientifically and theoretically analyzed, a methodology for comprehensive assessment and prospecting of the effectiveness of its development is identified, as well as the main directions of the formation and development of state and non-state employment services. Also, a strategic concept for improving the organizational and economic mechanism of labor market regulation and increasing the effectiveness of labor market infrastructure development is developed [9].

In their opinion, the currently employed workforce cannot be considered completely consumed and withdrawn from the market. The production process continuously changes the conditions of employment, issues arise regarding the territorial or professional movement of employees, positions in terms of remuneration, etc. The relations of sale and purchase of labor force, which are established between employees and employers, which represent the essence of the labor market, continue even after employees are employed.

### Research Methodology

The use of scientific observation, abstract-logical thinking, induction, deduction, statistical, economic, financial analysis, expert assessment methods in the research process justified the correctness of the goals and objectives, the reliable and clear setting of the research path, leading to the solution of the research problem, such as ensuring a new approach to effective measures for managing the financial stability of the enterprise. In the research process, the advanced experience of foreign countries in the development of investments was studied. The need for scientific research on the international investment policy and methods of statistical research on the effectiveness of investments absorbed into the economy and their use, the



development of the service sector, especially the development of the tourism sector, was substantiated.

### Analysis and Results

Globalization processes and innovative development have led to fundamental changes in the content and nature of labor relations, namely, the rational use of labor in economic entities, employment and redistribution of relatively surplus labor, training of personnel in need, decent wages for labor, satisfaction of workers and increasing their real incomes, etc.

The fact that the President of the Republic of Uzbekistan Shavkat Mirziyoyev emphasized that "In order to raise the standard of living of our people, we need to form a system of decent wages for labor and increase the real incomes of the population" indicates the urgency of these problems.

In the late 1950s, annual labor resources or labor balances began to be compiled for the economy. At that time, one of the main methods of statistical analysis was the planning of economic development, which played an important role in solving the problem of distributing labor by region and sector. The balance of labor resources was also recognized by the International Labor Organization.

When compiling the balance of labor resources, not only data from the "Labor Statistics" are used, but also data from other sectoral statistics. The balance of labor resources, in addition to indicating the sources of labor, shows their distribution by economic sectors, by region, by type of activity, by ownership, etc.

With the transition to market relations, the scope of tasks assigned to labor statistics has also expanded. Changes have also been made to the balance of labor resources, including the need to take into account new types and forms of employment, new categories of workers (employers, employees, self-employed and unemployment indicators, etc.).

The labor force in our republic at the end of 2018 amounted to 18,829.6 thousand people (Table 1), which is 57.1 percent of the permanent population. If we look at the composition of this labor force, the working-age population is 18,712.1 thousand people, or 56.8 percent of the permanent population, and 99.4 percent of the labor force. The number of adolescents and adults employed in the economy is 117.5 thousand people, or 0.4 percent of the permanent population, and 0.6 percent of the labor force.

**Table 1 Labor resources and population employment in Uzbekistan in 2000-2024**  
(thousand people)

Years	Labor resources	Economically active population	Jobs in the economy
2000	12469,0	9018,4	8983
2001	12817,4	9173,5	9136
2002	13181,0	9367,8	9333
2003	13607,2	9621,2	9589
2004	14048,8	9945,5	9910,6
2005	14453,2	10224,0	10196,3
2006	14816,5	10492,5	10467



2007	15219,6	11299,2	10735,4
2008	15685,7	11603,1	11035,4
2009	16103,5	11929,5	11328,1
2010	16726,0	12286,6	11628,4
2011	17286,4	12541,5	11919,1
2012	17564,3	12850,1	12223,8
2013	17814,1	13163,0	12523,3
2014	18048	13505,4	12818,4
2015	18276,1	13767,7	13058,3
2016	18488,9	14022,4	13298,4
2017	18 666,30	14357,3	13520,3
2018	18829,6	14641,7	13273,1
2019	19007,8	14876,4	13541,1
2020	19158,2	14797,4	13236,4
2021	19158,2	14980,7	13538,9
2022	19334,9	15038,9	13737,3
2023	19739,6	15038,3	14014,2

Statistical data on the labor resources of Uzbekistan, the economically active population and the number of people employed in the economy for 2000-2023 are presented. To analyze this data and understand statistical processes, the following aspects can be noted:

### 1. Labor Resources (labor force):

From 2000 to 2023, an increase in labor resources (labor force) is observed. In 2000, this indicator was 12,469.0 thousand people, while in 2023 this indicator reached 19,739.6 thousand people.

This growth indicates an expansion of the labor force base in Uzbekistan and an increase in the involvement of the population in the labor market.

### 2. Economically Active Population:

The number of economically active population also shows a growth trend. In 2000, this figure was 9,018.4 thousand people, and in 2023 it reached 15,038.3 thousand people.

This means an increase in the number of people working in the economy, that is, part of the labor force is being involved in production and other economic activities.

### 3. Jobs in the Economy:

The employment rate has also increased over the years. Employment, which reached 8983.2 thousand people in 2000, amounted to 14014.2 thousand people by 2023. The increase in employment indicates that jobs are being created in the country, as well as the employment of the population.

**Labor Force Growth:** The growth of labor resources is a result of the economic development of Uzbekistan. The labor force can be increased by expanding production in the country and creating new jobs.

**Economically Active Population Growth:** An increase in the number of economically active people indicates the involvement of the population in the active labor market and an increase



in the demand for labor in the country. This indicates that the labor force is being used effectively.

**Employment Improvement:** An increase in the number of people employed in the economy indicates the effective functioning of government programs and the creation of jobs in accordance with the requirements of the labor market.

These statistics provide a complete picture of the development of the economy of Uzbekistan and the expansion of the labor market. The growth of labor resources, the economically active population and employment indicate the economic stability of the country and the successful implementation of employment policy.

The table of the reduced labor resources balance currently being compiled is as follows:

**Table 2. Balance of labor resources, employment and employment of the population of the Republic of Uzbekistan**

Indicator name	Line number	Calculation algorithm	Report balance	Rating (current year)	Forecast (next year)
<b>Permanent population</b>	01				
<b>including:</b>					
working-age population	02				
<b>Number of labor resources</b>	03	Line 04 + Line 05			
<b>including:</b>					
working-age working-age population	04				
working pensioners and adolescents	05				
Economically active population, total	06	Line 07 + Line 29 + Line 33			
a) Number of jobs in economic sectors, total	07	08 — Sum of rows 28			
<b>of which:</b>					
Agriculture, forestry and fishing	08				
Mining and quarrying	09				
Manufacturing industry	10				
Electricity, gas supply, steam and air purification	11				
Water supply and sewage system	12				
Construction	13				
Wholesale and retail trade, vehicle repair	14				
Transportation and storage	15				
Housing and food services	16				
Information and communication	17				
Finance and insurance	18				
Real estate activities	19				

Professional, scientific and technical activities	20				
Management and provision of auxiliary services	21				
Public administration and defense	22				
Education	23				
Health and social security	24				
Arts, culture and recreation	25				
Other types of service provision	26				
Activities of households employing workers for their own needs	27				
Activities of extremist organizations	28				
b) Sectors items, total	29	Row 30 + Row 31 + Row 32			
of which:					
in the formal sector	30				
in the informal sector	31				
those who left to work abroad	32				
Number of employed persons in need (unemployed)	33				
Number of economically inactive population related to labor resources	34	Line 35 + Line 36 + Line 37			
of which:					
students separated from production	35				
women on maternity leave or caring for children under 3 years old	36				
voluntarily unemployed (those who do not want to work, have no opportunity to find a job)	37				
Additional supply to the labor force (need for employment), total	38	Line 39 + Line 40 + Line 44 + Line 45 + Line 46 + Line 47			
including:					
persons in need of employment at the beginning of the reporting period	39				
graduates of educational institutions entering the labor market for the first time	40	Line 41 + Line 42 + Line 43			
of which:					
graduates of academic lyceums and general education schools	41				



graduates of vocational colleges	42				
graduates of higher educational institutions	43				
persons dismissed from work as a result of structural changes	44				
persons discharged from military service	45				
able-bodied persons released from penal institutions	46				
foreign Returned labor migrants	47				
Additional demand for labor (job supply), total	48	The sum of rows 49 - 52			
including:					
vacant jobs at the beginning of the reporting period	49				
creation of new jobs	50				
jobs vacated for natural reasons (retirement, death, migration)	51				
employment (housing construction, improvement, infrastructure facilities, seasonal and temporary work in agriculture, etc.)	52				
organized sending to work abroad	53				
BALANCE (difference between additional demand and supply of labor (+/-))	54	Row 38 — Row 48			
For information:					
Employment rate by individual categories, %	55				
including:					
graduates of educational institutions entering the labor market for the first time	56				
persons discharged from military service	57				
able-bodied persons released from penal institutions	58				
others	59				

The table above presents various statistical indicators, which include various statistics on the state of the labor market and the labor force. To analyze this data, the following steps can be considered:

### 1. Labor Resources (labor force):

Number of labor resources (03): This indicator constitutes the total labor resources (labor force) of Uzbekistan. When we observe this indicator from 2000 to 2023, we can see the growth of labor resources. The increase in this indicator from year to year indicates the expansion of the country's economic activity and the increase in the population.

## 2. Working-age population:

Working-age population (02): This indicator, in turn, represents the number of people who are able to work among the population. The increase in this indicator indicates the interest of the population in the labor market and its participation in economic activity. The increase in this indicator from year to year is associated with increased economic activity and the expansion of the labor force.

## 3. Economically Active Population:

Economically active population, total (06): The economically active population refers to the number of people actively involved in the labor market. Analysis of this indicator gives an idea of the number of people working or available for work in the economy. The growth of the economically active population reflects the overall development of the economy.

## 4. Employment Distribution by Sector:

Number of jobs in economic sectors (07): This indicator represents the number of people employed in different sectors of the economy. The separate display of employment in each sector shows which sectors economic activity is directed to. For example, sectors such as Agriculture, forestry and fishing (08), Manufacturing (09), Construction (12) constitute the main areas of employment.

## 5. Formal and Informal Sectors:

Number of people employed in the formal sector (30) and the informal sector (31). These indicators show the distribution of economic activity into formal and informal sectors. Observing the difference between the formal and informal sectors of the Uzbek labor market indicates in which sectors formal jobs are created in the country and in which sectors informal employment exists.

## 6. Supply and Demand in the Labor Market:

Additional Demand for Labor (38) and Additional Supply for Labor (48): These indicators show the difference between the demand for and supply of labor. If demand is higher than supply, then there is a shortage of jobs. If supply is higher than demand, this may indicate a decrease in the employment rate and an increase in jobs.

## 7. Unemployment and Employment:

Number of Unemployed (33) and Persons in Need of Employment (33) indicators. These indicators show the level of unemployment and the number of persons in need of employment. Monitoring the level of unemployment in the labor market of Uzbekistan is important for increasing employment and ensuring social stability.

## 8. Graduates of Vocational Colleges and Education:

Graduates of educational institutions entering the labor market for the first time (40): This indicator shows young people who are prepared to enter the labor market. The employment



status of graduates of educational institutions helps to analyze the effectiveness of vocational education in the country and the preparation of a new workforce.

In other words, using the above indicators, it is possible to study the general state of the labor market, the level of employment, the distribution of the economically active population, the difference between the formal and informal sectors, job creation, and the distribution of the labor force. These statistical indicators help analyze the state of the Uzbek labor market, the effectiveness of employment policies, and the impact of economic development.

### **Conclusions and Results**

Today, the labor market of Uzbekistan is undergoing rapid changes and development processes. The country has significantly increased the growth of labor resources, the expansion of the labor force, and the effectiveness of measures to ensure employment. However, at the same time, there are some problems and challenges in the labor market.

#### **1. Growth of labor resources and population growth**

Along with the growth of the population of Uzbekistan, labor resources are also increasing. Since 2000, the number of economically active people has been increasing year by year. This is a positive trend, expanding the capabilities of the labor force in the country. However, along with the growth of the population, the issues of creating new jobs and ensuring employment are becoming more urgent. A state policy to increase economic activity and create jobs is necessary.

#### **2. The problem of unemployment and employment**

The situation on the labor market in Uzbekistan is closely related to issues of employment and job creation. The effectiveness of government programs and initiatives aimed at ensuring employment is noticeable. However, the availability of sufficient jobs remains a problem. Additional measures are needed to create jobs, especially for young people and graduates of new educational institutions. This once again confirms the importance of vocational education, since training qualified workers who can meet the requirements of the time is an important factor.

#### **3. The importance of vocational education**

Great attention should be paid to the development of the vocational education system. Uzbekistan is looking to train qualified workers in the labor market through various forms of education for students. Graduates of vocational colleges and students of higher educational institutions should be in great demand in the labor market. Therefore, it is necessary to further strengthen the system of vocational education and practical training. This will allow training workers in accordance with the changing requirements of the labor market.

#### **4. Labor migration and its impact**

Labor migration in Uzbekistan is also an important economic factor. Every year, thousands of Uzbeks go abroad to work, especially to countries such as Russia and Kazakhstan. Such migration, in particular, contributes to economic growth and the return of workers, improving their skills. However, there are also negative aspects of this process. Many migrants who return



from labor migration face problems in starting their own businesses. The opportunities to use their new skills in the country may be limited.

### **5. The difference between the formal and informal sector**

The difference between the formal and informal sectors in the labor market still persists. The informal sector is especially widespread in the areas of small business, entrepreneurship and agriculture. Although these sectors have the potential to create many jobs within themselves, they have fewer social protections and legal guarantees compared to the formal sector. Therefore, a number of measures should be taken to formalize those working in the informal sector, provide them with health care and social security.

### **6. Impact on the country's economic development**

Changes in the labor market of Uzbekistan have a significant impact on the overall development of the economy. An increase in labor resources and the creation of new jobs contribute to economic growth. Also, improving the skills of the workforce and strengthening the vocational education system increase economic efficiency. The development of the labor market helps to create new opportunities for the country's integration into the global economy.

### **7. Policy and economic strategies**

The government's labor market policy and economic strategies are of great importance in addressing the issues of adapting the labor force to market requirements, ensuring employment, and managing the consequences of migration. To solve problems in the labor market, it is necessary to introduce innovations in education and employment systems, create innovative approaches, and create effective management systems.

Today, Uzbekistan's labor market is developing and undergoing many changes. Policies to manage population growth, vocational education, employment, and the positive and negative effects of labor migration continue to support economic growth. However, for the labor market to function effectively, more initiatives and measures are needed to create jobs, formalize workers in the informal sector, and train new skilled workers.

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