

DEVELOPMENT TRENDS OF REMOTE WORK IN UZBEKISTAN

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Abstract:

This article analyzes the development trends of remote work in Uzbekistan. The role of remote work in the process of high globalization, its importance in the country's economy and its current state are considered. At the same time, the factors influencing the development of remote work are considered. The study was based on statistical data, foreign experience and analysis of local conditions.

Keywords: Remote work, digital economy, labor market, Uzbekistan, motivation, organizational and economic mechanism.

Introduction

The rapid development of modern means of digital communications has led to the emergence of new forms of employment, namely remote and freelance employment, each of which is now a full-fledged competitor to the standard form of work. In recent years, remote workers have taken their place in the global labor market. It is no secret that the COVID-19 pandemic has accelerated this process, as many countries and companies have been forced to switch from traditional office work to remote work. Due to the growth of information and communication technologies (ICT) and the digital economy, this trend is also developing in Uzbekistan. This article aims to study the development trends of remote work in Uzbekistan and analyze its impact on the economic and social spheres.

The current state of remote work. The development of remote work in Uzbekistan is associated with several factors, including:

Development of technological infrastructure : In our country, the speed and coverage of Internet connections have increased significantly over the past five years. As of 2023, the number of mobile operators in Uzbekistan serves more than 21 million users, most of whom are active Internet users. Between 2020 and 2023, the average Internet speed in our country increased from 10 Mbit/s to 25 Mbit/s, which accelerated the work process in all sectors and created favorable conditions for those engaged in remote work. About 70% of the population has access to high-speed Internet, and in rural areas this figure is around 50% ¹.

Digital economy policy : One of the most pressing areas today, the special attention paid to the development of the ICT sector at the meeting of the President of the Republic of Uzbekistan on February 13, 2020, has created the basis for remote work, and sectors of the economy have gradually become digitalized, resulting in significant changes

¹of the Republic of Uzbekistan. (2023). " The State and Development Prospects of Internet Infrastructure in Uzbekistan ". Official Report, Tashkent



Impact of the Pandemic:

In 2020-2021, the pandemic forced many companies to switch to a remote work format, which tested the capabilities of this format.

According to statistics , the level of remote work in Uzbekistan is high mainly in the IT, education, marketing and customer service sectors. For example, the IT sector accounted for 2.5% of the country's GDP in 2022, and the number of remote workers in this sector is growing. In the education sector, during the Pandemic (2020-2021), more than 500,000 students switched to distance learning, which led to about 30% of teachers working remotely.

in Uzbekistan is currently at an early stage, and its impact on economic, social and technological spheres is expected to increase in the future. To accelerate and effectively develop this process, it is necessary to develop measures in a number of areas.

Table 1 Remote and freelance workers the development sector and future prospects in Uzbekistan are analyzed ².

No.	Development area	Analytical information	Result
1	Development of technological infrastructure	Current status: By 2023, 70% of Uzbekistan 's population will have high-speed internet, but in rural areas this figure remains around 50% . Future direction : The introduction of 5G technology and the expansion of fiber-optic communication networks can increase the coverage of remote work to 90%. By 2025, it is planned to increase internet speed to an average of 50 Mbps.	This will expand remote work to rural areas, increasing employment opportunities in all regions of the country .
2	Developing digital skills	Current status: In 2023, approximately 20% of Uzbek youth will have sufficient digital skills to participate in international projects Future direction: 5G To train more than 100,000 young people for remote work by 2025 through online education platforms (Coursera, Udemy) and local IT academies. It is possible to expand training programs specialized in remote work in the IT Park	An increase in the number of qualified personnel will increase Uzbekistan's competitiveness in the international remote services market.
3	Expanding international cooperation	Current status: In 2023, more than 5,000 specialists participated remotely in international projects, and IT services exports reached \$200 million. Future direction: Using the experience of the US, EU and South Korea, increase exports to \$300 million by 2025. Remote service centers for international IT companies can be established in Uzbekistan.	This will increase foreign exchange inflows and further enhance the expertise of local professionals in the global market.
4	Developing remote work in small and medium-sized businesses	Current situation: Currently, remote work is mainly active in the IT and education sectors, but is not very developed in the service and trade sectors. Future direction: Establish remote call centers, online sales teams, and marketing teams for small businesses. Involve more than 10,000 small businesses in remote work by 2025.	This will optimize costs and create new jobs in rural areas.

in Uzbekistan is developing under the influence of a number of social, economic and technological factors. Development trends are closely related to the country's strategy for transition to a digital economy and globalization processes. Below we will consider the main

² Developed by the author



development trends and their characteristics:

growth of the IT industry. The IT sector is a leader in the development of remote and freelance workers in our country. The IT Park, established in 2020, has served to increase the number of companies providing remote services. For example, the number of IT Park residents increased from 300 in 2020 to almost 1,000 in 2023, more than 60% of which are engaged in the export of remote services to the international market³. At the same time, Uzbekistan earned \$ 140 million from the export of IT services in 2022, and this figure is expected to reach \$ 200 million in 2023 (according to IT Park data). This growth will further increase the economic importance of remote work and expand the opportunities for IT specialists to work remotely.

The younger generation's interest in remote work. **More than 60% of** Uzbekistan 's population is under 35 years old, and this demographic group is increasingly choosing to work remotely. The measures in the "Uzbekistan -2030" strategy to engage young people in the digital economy are supporting the development of remote work. For example, the level of remote work among citizens aged 25-34 is increasing compared to previous years⁴. This trend is increasing opportunities not only in the local market, but also in international projects.

Strengthening international cooperation. **Remote cooperation of** Uzbek specialists with international companies (for example, EPAM, Accenture, Google) is increasing. In 2023, more than 5,000 specialists participated remotely in international projects organized through the IT Park⁵. This trend not only increases economic income, but also serves to bring the skills of local specialists into line with international standards.

Nowadays, the development of technological infrastructure and the expansion of the Internet network are further increasing the opportunities for remote work. Remote jobs are increasing in many areas, in particular, in the fields of information technology, marketing, design and education. Also, through cooperation with international companies, Uzbek specialists provide remote services for foreign markets.

Conclusion

in Uzbekistan is consistent with the trends of the digital economy and globalization. This process allows creating new jobs in the economy, ensuring youth employment, and developing international cooperation. At the same time, this sector can develop more rapidly by eliminating existing problems in infrastructure and legislation. Remote work is developing as a strategic sector for Uzbekistan, which allows creating new jobs, ensuring youth employment, and increasing competitiveness in the global market. Further acceleration of this process requires the cooperation of the state, the private sector, and the population.

In the future, remote and flexible working has the potential to become an integral part of the Uzbek labor market.

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³ "Strategy of Uzbekistan -2030". Official document, Tashkent

⁴ Ministry of Employment and Labor Relations. (2023). "Employment Statistics in Uzbekistan: Results of 2023". Tashkent.

⁵ International Labor Organization Telework Report, 2022.



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