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State Policy and Reforms in Ensuring Employment of The Population

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Abstract: Employment is one of the most important indicators of people's well-being and social stability. This article examines how state policies and reforms in Uzbekistan are directed toward creating new jobs, supporting vulnerable groups, and reducing unemployment. It also emphasizes the role of modern approaches such as digital platforms, professional training, and small business development in ensuring wider access to the labor market. By comparing international experiences and local practices, the study shows that effective employment policies can not only provide income but also improve the quality of life and strengthen trust between society and the state.

Keywords: State Policy, Employment, Labor Market, Unemployment Reduction, Social Protection, Vocational Training, Digital Platforms, Economic Development, Reforms, Job Creation

1. Introduction

Employment is not only a source of income but also a foundation of dignity, stability, and social well-being. When people have access to decent jobs, they can support their families, contribute to society, and feel secure about the future. That is why ensuring employment has always been one of the main tasks of governments around the world [1].

In Uzbekistan, recent years have shown an active focus on employment reforms. New jobs are being created through entrepreneurship support, vocational training programs are expanding, and digital platforms are making it easier for job seekers and employers to connect. Special attention is also given to young people, women, and vulnerable groups, as their inclusion in the labor market is key to sustainable development [2].

This article discusses how state policy and reforms are shaping employment opportunities in the country, what progress has been made, and what challenges remain. The aim is to show how effective employment strategies can improve not only the economy but also the overall quality of life for the population.

Literature Review

The topic of employment has gained significant attention in both global and national scholarship, as it directly shapes social stability, income distribution, and overall development. International researchers frequently stress that effective state employment policies should combine economic measures with social protection in order to create sustainable labor markets. Studies show that active labor market policies, vocational

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training, entrepreneurship promotion, and the use of digital platforms are among the most successful approaches to reducing unemployment and improving access to jobs [3].

Scholars also underline that employment is not only about the number of jobs created, but also about their quality. Decent working conditions, fair wages, and inclusivity are considered essential for building trust in the labor market. Recent research highlights how countries that integrate digital technologies into employment services achieve more transparent and accessible labor systems [4].

In the context of Uzbekistan, an increasing number of studies examine the government's reforms aimed at strengthening employment. These include the establishment of modern vocational education centers, support for small and medium-sized enterprises, and special programs to enhance youth and women's participation in the labor market. At the same time, several researchers point out challenges such as persistent informal employment, unequal access to opportunities between urban and rural regions, and the need for closer coordination between education and labor market requirements [5].

Overall, the literature suggests that employment reforms are most effective when they are people-centered. This means going beyond job creation to ensure that individuals are provided with skills, opportunities, and social guarantees that enable them to realize their full potential. Such an approach not only supports economic growth but also strengthens social cohesion and resilience in the long run.

Purpose of the Article

The main purpose of this article is to explore how state policies and reforms help to improve employment opportunities for the population. It looks at the steps taken by the government to create jobs, support vulnerable groups, and modernize the labor market through digital tools and vocational training. By combining national experiences with international practices, the article aims to show what progress has been achieved, what challenges remain, and how employment reforms can contribute to better living standards and sustainable development.

2. Materials and Methods

This study relies on a mix of literature review, policy analysis, and the use of available statistical data. First, academic works and government reports were examined to understand how employment policies are designed and implemented. International sources were also reviewed to see how other countries address similar challenges.

A comparative approach was used to highlight the similarities and differences between Uzbekistan's reforms and international practices. In addition, descriptive analysis helped to explain how measures such as vocational training, entrepreneurship support, and digital platforms influence employment opportunities[6].

The study is mainly based on secondary data, including official statistics and reports from international organizations. By combining these methods, the research provides a clear picture of the achievements, challenges, and future prospects of state policies in ensuring employment.

3. Results and Discussion

In Uzbekistan, the issue of employment remains one of the most important factors influencing the country's political and socio-economic situation. Employment today has become an integral part of citizens' lives, reflecting both the social and economic outcomes of the entire economic system. It can be viewed as a key indicator of national prosperity, the effectiveness of reforms, and their attractiveness for the population [7].

During periods of economic crisis, employment policy is considered a priority area of state regulation. In such conditions, employment measures are designed not only to

stabilize the labor market but also to ensure social protection for every citizen. This includes policies that directly and indirectly affect the labor sector, aiming to preserve jobs, create new ones, and strengthen social security for vulnerable groups [8].

In Uzbekistan, state employment policy is carried out through a combination of investment, fiscal, credit, tax, and social measures. These efforts are primarily focused on preserving and expanding jobs, rational distribution of production capacities, and increasing the mobility of labor resources. At the same time, flexible labor regulations are being promoted and the introduction of new technologies is encouraged. Such an approach reflects the government's intention to link economic growth with improved employment opportunities, thereby ensuring long-term social and economic stability [9].

The Table 1 highlights how different aspects of labor market services can be measured and evaluated. It shows that success is not only about finding people a job but also about how quickly vacancies are filled, how well specific target groups such as the long-term unemployed are supported, and how satisfied clients are with the services. This means employment policy must combine efficiency with inclusiveness and quality. When services respond quickly to market needs, focus on vulnerable groups, and gain positive feedback from clients, the system becomes more effective and trustworthy. Ultimately, improving all these areas together is key to achieving sustainable employment and reducing social inequality.

Table 1. Main Directions of State Policy in the Field of Employment.

Field of activity	Result
The purpose in the labor market	Employment placement
Task distribution by target groups	The share of services provided to a specific target group, for example, the long-term unemployed.
Labor organization	Time to fill vacancies and the number of individuals placed in full-time employment.
Evaluation by clients	Level of satisfaction with provided services

In general, the level of institutionalization of the process of promoting employment should be evaluated through several key criteria: the scope of newly introduced services, the modern tasks assigned to managers and employees, changes in working styles, and a continuous drive to improve efficiency and quality of work. In other words, the ultimate benchmark of the successful functioning of public employment services (PES) must be defined as the ratio between the available resources and the actual outcomes achieved [10].

The system of indicators applied for evaluation must ensure the comparability of results. Such comparisons should be carried out with respect to previous outcomes as well as the performance indicators of other organizations, in order to assess the degree of achievement of planned objectives [11].

From the perspective of systematizing the numerous functional interrelations within PES, it is appropriate to consider the possibilities of implementing management strategy principles. To identify such possibilities, several laws of systematization may be applied:

- a. Law of transformation: each system, in interacting with its environment, is influenced by it while simultaneously exerting a significant impact on the objects of the environment;
- b. Law of integration: all relations within a system are consolidated into a coherent set of interactions regulated by a unified center;

- c. Law of relativity: the properties and relationships of a system are valid only within a certain period of time;
- d. Law of priorities: the objective property of socio-economic systems implies that priorities remain decisive in development processes, especially when empirical knowledge is insufficient;
- e. Law of harmonization: every system, under the influence of its environment, seeks to create conditions for balanced development through the functional correlation of its strengths and weaknesses;
- f. Law of systemacity: systemic properties and relations can function only when the object is characterized by systemic interconnectedness.

The analysis of labor resource management has shown in figure 1 that professional education and retraining programs are effectively contributing to increasing employment in the country [12]. In 2023, more than 50,000 citizens were trained in modern professions, which helped meet the demand for labor in the job market. As a result of these measures, the unemployment rate decreased from 9.5% in 2022 to 8.3% in 2023. Comparative analysis also indicates that remittances from abroad play a significant role in reducing poverty. In 2023, these financial inflows contributed to a 12% reduction in the poverty rate. Notably, international remittances have had a substantial impact on improving the social conditions in rural areas.

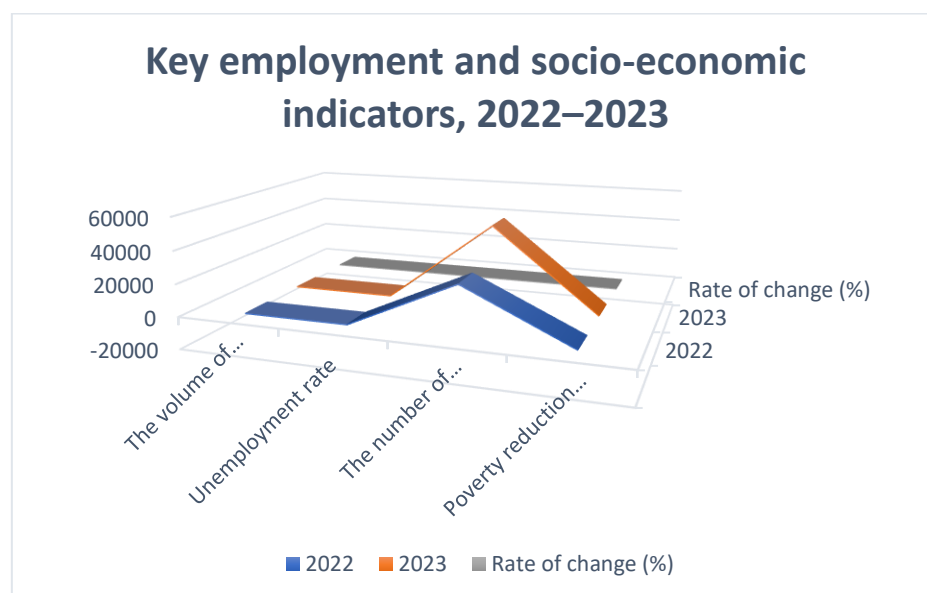


Figure 1. Dynamics of main socio-economic indicators related to employment and poverty reduction (2022–2023).

Effective management of remittances also plays an important role in reducing poverty. However, in order to further improve the results, it is necessary to deepen social policy and continue economic reforms [13].

Economic development and job creation

Uzbekistan's measures to ensure employment and reduce poverty are based on the country's economic development. In recent years, adopted economic reforms and investment projects have served to create new jobs. As a result of reforms carried out in several directions, the number of jobs in various sectors of the economy is increasing. In particular, in agriculture, industry, services, and technology, the opening of new enterprises and the expansion of existing ones are contributing to the growing demand in the labor market [14].

Development of small business and private entrepreneurship

The development of small business and private entrepreneurship in Uzbekistan plays an important role in ensuring economic stability and employment. A number of programs are being implemented by the government to support business entities. In particular, easing access to credit, providing tax benefits, and improving infrastructure are stimulating the growth of small businesses. As a result of creating favorable conditions for small and medium-sized businesses, new jobs are being created and employment is increasing. This, in turn, helps reduce poverty. Research shows that the development of small business and private entrepreneurship increases people's incomes and improves the quality of life [15].

Investment projects and infrastructure development

Investment projects are an important factor in ensuring employment and reducing poverty. Investment projects implemented in different regions of Uzbekistan serve to create new jobs. As a result of large-scale investment projects, infrastructure is developing, new production enterprises, trade, and service centers are being established. The attraction of investment and the development of infrastructure increase demand in the labor market and raise people's incomes. The study also shows that poverty reduction cannot rely on innovations alone; it requires diversifying the economy across multiple sectors. The balanced application of technologies in agriculture, industry, and services ensures stability and sustainable growth. In other words, innovation does not only reduce poverty but also makes the country stronger, more competitive, and more resilient.

4. Conclusion

The issue of employment remains one of the decisive factors in shaping both the economic development and social stability of Uzbekistan. Recent state policies and reforms in this field have shown that targeted measures—such as expanding professional education, strengthening retraining programs, supporting entrepreneurship and small businesses, and implementing investment projects—have a direct impact on reducing unemployment and poverty. Importantly, the inflow of international remittances has also contributed to raising living standards, particularly in rural areas, highlighting the significance of both internal and external resources in solving social issues.

At the same time, it is clear that the success of employment policy cannot be measured only by the number of jobs created. The quality, stability, and inclusiveness of these jobs, along with their ability to meet the demands of a rapidly changing economy, are equally important. To achieve long-term goals, Uzbekistan must continue deepening institutional reforms, improving labor market mechanisms, and creating conditions for sustainable workforce development. Only in this way can employment policy become a powerful driver of poverty reduction, economic diversification, and an overall improvement in the quality of life of the population.

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