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WAYS OF USING INTERNATIONAL EXPERIENCE TO INCREASE EMPLOYMENT AND WELFARE IN UZBEKISTAN

Hulkar Umidulloyevna Umarova
Lecturer, Asian International University

Abstract: This article examines effective approaches to improving employment and public welfare through the adaptation of advanced international experiences. The study analyzes successful labor market policies implemented in various countries and explores their applicability to Uzbekistan's socioeconomic conditions. Particular attention is given to active labor market programs, vocational education, digital employment opportunities, and policies aimed at enhancing workforce competitiveness. Based on international best practices, several scientific and practical recommendations are proposed to expand employment opportunities, reduce poverty, and improve the overall well-being of the population in Uzbekistan.

Keywords: employment, public welfare, international experience, labor market, self-employment, poverty reduction, digital economy, employment policy, human capital.

Introduction

Employment and public welfare are among the most important indicators of a country's economic stability and social development. Sustainable economic growth cannot be achieved without creating sufficient employment opportunities and ensuring a decent standard of living for citizens. Consequently, governments around the world place employment promotion and poverty reduction at the center of their socioeconomic policies.

In Uzbekistan, large-scale reforms aimed at improving living standards and strengthening human capital have been implemented in recent years. A significant milestone in this process was the adoption of the Presidential Decree No. PF-60 of January 28, 2022, entitled *"On the Development Strategy of New Uzbekistan for 2022–2026."* This strategic document established comprehensive measures to increase employment, improve labor market efficiency, support entrepreneurship, and reduce poverty. Furthermore, the *"Uzbekistan–2030 Strategy"* has reinforced these objectives by emphasizing sustainable economic growth, social protection, and the development of a competitive labor force.

The rapid demographic growth of Uzbekistan presents both opportunities and challenges. Every year, hundreds of thousands of young people enter the labor market, increasing the demand for quality jobs. Under such conditions, traditional employment policies alone may not be sufficient. Therefore, studying and adapting successful international experiences has become an important prerequisite for achieving sustainable employment and improving public welfare.

International Experience in Enhancing Employment and Welfare

Different countries have adopted various approaches to promoting employment and improving living standards. Despite differences in economic structures and social systems, successful examples

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demonstrate that investments in education, workforce development, innovation, and social protection significantly contribute to sustainable economic prosperity.

Sweden is widely recognized for its comprehensive welfare state model. The Swedish government actively supports employment through labor market programs that facilitate job placement, vocational retraining, and professional development. Individuals facing unemployment receive assistance in acquiring new skills that match current labor market demands. At the same time, a strong social protection system provides unemployment benefits, healthcare services, and pension support, ensuring social stability and reducing income inequality. Sweden's emphasis on lifelong learning has also contributed to maintaining a highly skilled and adaptable workforce.

South Korea presents another notable example of successful employment policy. Since the 1980s, the country has transformed its economy through technological innovation and export-oriented industrialization. Significant investments in research and development, information technology, and advanced manufacturing have generated millions of jobs and increased labor productivity. Government support for export industries has stimulated economic growth while simultaneously expanding employment opportunities across various sectors of the economy.

Singapore's development model demonstrates the importance of economic openness and human capital development. The country has established a business-friendly environment that encourages entrepreneurship, foreign investment, and innovation. Continuous modernization of the education system ensures that workers possess skills relevant to rapidly changing market conditions. Through extensive workforce training programs, Singapore has successfully prepared its population for participation in knowledge-based industries and the digital economy.

Norway provides an example of how natural resource wealth can be effectively managed to improve public welfare. Revenues generated from the oil and gas sector have been invested in social development, education, healthcare, and infrastructure. The government's prudent management of resource income has enabled Norway to maintain high living standards while ensuring long-term economic sustainability. Strong public institutions and inclusive social policies have further contributed to social well-being and employment stability.

Germany is particularly renowned for its dual vocational education and training system. This model combines classroom-based theoretical education with practical workplace training, enabling students to acquire both academic knowledge and professional experience simultaneously. As a result, graduates enter the labor market with skills that closely match employers' needs. Germany's active labor market policies and targeted employment programs have also played a significant role in reducing unemployment, especially among young people and vulnerable social groups.

Implications for Uzbekistan

The experiences of these countries highlight several important lessons that can be adapted to Uzbekistan's development strategy. First, strengthening vocational education and expanding dual training systems would help reduce the gap between labor market requirements and workforce qualifications. Closer cooperation between educational institutions and employers could improve graduate employability and increase labor productivity.

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Second, the expansion of digital employment opportunities should become a strategic priority. The development of information technologies, remote work platforms, freelancing opportunities, and digital entrepreneurship can create new sources of income, particularly for young people and women. The growth of the digital economy may also contribute to the formalization of employment and the reduction of informal labor activities.

Third, support for small businesses and self-employment should be further enhanced. International experience demonstrates that entrepreneurship serves as a major source of job creation. Providing affordable financing, business consulting services, and professional training can encourage the establishment of new enterprises and stimulate local economic development.

Finally, strengthening social protection mechanisms remains essential for ensuring inclusive growth. Effective unemployment assistance, retraining programs, and targeted support for vulnerable groups can help individuals adapt to structural changes in the economy and maintain stable incomes.

Conclusion

Improving employment and public welfare in Uzbekistan requires not only the creation of new jobs but also the development of productive, sustainable, and high-income employment opportunities. International experiences demonstrate that successful employment policies are based on a combination of workforce development, technological innovation, entrepreneurship promotion, and effective social protection.

The adaptation of best practices from countries such as Germany, South Korea, Sweden, Singapore, and Norway to Uzbekistan's socioeconomic conditions can significantly contribute to poverty reduction, labor market modernization, and human capital development. By integrating these approaches into national development strategies and local employment initiatives, Uzbekistan can create a more competitive labor force, expand formal employment, and improve the overall welfare of its population.

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