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## TRANSFORMATION OF PROFESSIONS IN THE DIGITAL ECONOMY, MOST IN DEMAND IN THE LABOR MARKET OF UZBEKISTAN

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### ABSTRACT

The article assesses the relevance of the vocational education and training system in terms of the requirements of the labor market. Of practical interest is the study and use of foreign approaches to the creation of a labor market forecasting system, consisting of the balance of labor resources and the economy's need for personnel in the context of vocational and qualification groups of workers in Uzbekistan. Vocational education and training in Uzbekistan does not have the skills that businesses need to be successful. The measures currently being taken to introduce effective mechanisms to strengthen interaction between vocational educational institutions, vocational training centers and employers in Uzbekistan will serve to train qualified personnel in vocational educational institutions, taking into account

### ARTICLE INFO

*Article history:*

Received 06 May 2023

Received in revised form

06 Jun 2023

Accepted 06 Jul 2023

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**Keywords:** labor  
market, employment,  
classifier of professions,  
Internet economy, ICT,

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the needs of employers and the demand of sectors of the economy.

vocational education .

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## Introduction

The labor market of the Republic of Uzbekistan is changing rapidly and unpredictably, but at the same time the labor market is a predictable sector of the economy. The transition of the Republic of Uzbekistan to an innovative path of development, changes in the economy and the emergence of new professions require quantitative and qualitative forecasting of qualified specialists with modern competencies and, accordingly, the professional qualification structure of training.

In this regard, the study and use of foreign approaches to the creation of a labor market forecasting system consisting of the balance of labor resources and the need of the economy for personnel in the context of professional qualification groups of workers in Uzbekistan is of practical interest. In the Republic of Uzbekistan, a survey of households on employment issues was conducted, as well as the determination of the number of people in need of employment, based on a new methodology for balancing labor resources, employment and employment of the population. Overcoming structural problems in the labor market, primarily the gap between supply and demand for labor by professions and skills, is largely related to the issue of increasing the effectiveness of its interaction with the educational services market in its context of digitalization of the economy.

In the Republic of Uzbekistan, trade / sales specialists are most in demand. According to statistics, the number of vacancies in this industry is 15.1% of the total number of offers in Uzbekistan (Fig. 1.) The results of the assessment of the relevance of the vocational education and training system in terms of labor market requirements conducted by World Bank experts in 2019 indicate that the available data are limited and contradictory. While teachers, management personnel and students believe that the system is aligned with the needs of the labor market, employer surveys have shown that graduates of the Vocational Education and Training (VET) system do not have the skills that enterprises need in order to successfully carry out their activities.

Employers and administrators of professional colleges interviewed during the evaluation of the VET system in 2019 believe that today students and graduates of the VET system entering the labor market lack socially emotional skills. The VET system in Uzbekistan has sufficient potential to contribute to the creation of jobs and solve the problems of employers related to the lack of skills. According to

experts, interest in VET in Uzbekistan is growing, especially due to the fact that it is a viable solution to these problems.

This interest is based on the assumption that the skills that students acquire during their training in the VET system, including technical skills developed during practical training, will meet the needs of employers. Employers who took part in the pilot survey of the Republican Scientific Center for Employment and Labor Protection of the Ministry of Employment and Labor Relations in 2019, as the main problems related to the development of labor potential and the needs of the market for specialists called:

- (a) low competitiveness of graduates, lack of necessary knowledge and skills in most of them;
- (b) the discrepancy between the professional qualifications of graduates to the needs of the region's economy and the structure of available vacancies;
- (c) the absence of a mechanism ensuring the relationship between the labor market and the market of educational services, etc.

As studies show based on the analysis of the hh posted on the website.uz vacancies and resumes of applicants In January-February 2020. before the quarantine period, the most popular range of salaries among applicants was from 3.8 to 5.1 million soums.

In second place is the range from 1.9 to 2.5 million soums. In 2021, the most popular profession in Uzbekistan is HR specialists / Business coaches, whose average salary is 285395 soums.

In second place, TOP management - 193048 soums, third place Secretaries / Office managers - 103748 soums (Fig. 2.) Insufficient development of the system of vocational training on the principle of "Lifelong education", which manifests itself in a lack of communication skills, teamwork and higher-order thinking skills, the presence of skills that do not meeting the requirements of the labor market leaves a significant number of adults, as well as young people and persons with disabilities in need of employment unclaimed by the labor market.

According to the data of paragraph B.1.1., the unemployment rate is 9% in 2019 against 9.3% in 2018. Unemployment among youth and women is almost twice as high as in the country (15% in 2019, 15.3% in 2018). In its research, the Center for Economic Research noted that the supply of labor in Uzbekistan significantly exceeds demand in the youth labor market segment, and this is exacerbated by an imbalance in the structure of training and their quality. For example, participants of focus groups in Namangan and Jizzakh noted two acute problems in the field of education. Firstly, many college graduates do not have sufficient skills and knowledge to perform the work for which they have been trained. The second problem is the discrepancy between the skills that graduates were trained in and the skills actually needed by enterprises using modern technologies.

A study conducted by the World Bank showed that industrial enterprises experienced the greatest difficulties in identifying the required skills among the available workforce, with 49.0% saying that there were not enough qualified specialists with higher education. The lack of interconnection of the educational system with business has led to a lack of practical skills among graduates.

This also indicates a low level of dialogue and feedback between employers and developers of educational and vocational training programs. Taking into account the urgency of the issue of ensuring that the skills of students of the VET system meet the needs of employers, the introduction of a national

qualification framework would be a fundamental step forward on the part of the Government of the country in close cooperation with practitioners and representatives of various industries. Thus, the measures currently being taken to introduce effective mechanisms to strengthen cooperation between vocational educational institutions, vocational training centers and employers in Uzbekistan will serve to train qualified personnel in vocational educational institutions, taking into account the needs of employers and the demand of economic sectors.

The difficulties of young people and women in starting an entrepreneurial activity consisted in the fact that 35.4% did not have enough funds for entrepreneurial activity and 28.8% of respondents did not know how to start an entrepreneurship. At the same time, most of them expressed a desire and willingness to master new professional skills (Fig. 3). It is also relevant to create an information database on persons who have improved their professional skills, effective use of the potential, abilities and knowledge of experienced youth and women in the most relevant specialties for the Republic of Uzbekistan, providing them with work and transferring their experience to young personnel, organizing training courses and seminars with their participation, comprehensive support for their business and the formation of entrepreneurial activity.

Uzbekistan is at the initial stage of digitalization of the economy. Currently, the Concept of the national strategy "Digital Uzbekistan 2030" has been developed. New technologies, especially artificial intelligence, are associated with significant changes in the labor market, including job cuts in some sectors and the creation of new opportunities in others on a massive scale. In connection with the digital transformation in the sectors of the economy, as envisaged by the Concept of "Digital Uzbekistan – 2030", there is a need to revise the list of skills in terms of their demand in the labor market.

According to analysts at ERGO Research & Advisory, the lack of digital skills in the country can become a serious obstacle to digital transformation. According to a study by this company devoted to assessing the lack of qualification skills in the Uzbek labor market, 68.0% of the surveyed companies noted the importance of IT and computer skills as one of the key reasons for hiring new candidates. Many experts agree that digital technologies will significantly affect the labor market in the near future. In this issue, the digital problem lies not only in the loss of jobs, but in their regrouping, where the share of middle-level professions is decreasing, and the share of lower-segment jobs will increase. In Uzbekistan, more than 60.0% of the country's population belong to the youth, and the average age of the population in the country does not exceed 29 years.

And this, in turn, creates a serious basis for the formation of a digital intellectual society. The digital economy requires new knowledge and skills, respectively, large investments are needed for the development of education focused not only on the learning process itself, but also on teaching methods of organizing this process, as well as ensuring universal access to educational services throughout life. In the context of digital transformation, the main challenges of professional educational institutions are to stimulate the interest of young people in natural sciences and the training of qualified personnel, taking into account the impact of the digital economy on the transformation of the labor market. As in many high-income countries, digital literacy and the ability to apply information and communication technologies in the near future will become the basic skills required by default in the labor market in Uzbekistan.

The possession of these skills can help to reduce the level of low security, as people will have an additional opportunity to enter the labor market and develop entrepreneurship. The development of digital competence is becoming one of the main requirements for the training of highly qualified personnel in institutions of higher and secondary special education.

The problem of shortage of qualified personnel in the field of digitalization is relevant today. In order to train highly qualified specialists in the field of information technology, the One Million Uzbek Coders project was launched at the end of 2019, which will provide everyone with the opportunity to learn digital skills based on the training programs of leading American companies. The implementation of this project will allow to involve broad segments of the population in the development of new professions in the field of ICT, to employ young people, including people with disabilities.

Therefore, the introduction of modern information technologies in the process of training middle-level specialists, taking into account the requirements of the labor market in the conditions of digitalization of economic sectors, becomes the primary task of the country's VET system. According to research by UNICEF experts, as the working-age population in Uzbekistan increases, in the coming decades it is extremely important that future workers are well-trained and have skills that are easily applicable in the labor market.

For example, changing the curriculum of a "production-oriented" school in the Republic of Korea in the 1970s helped students gain knowledge and skills that meet the requirements of employers.

The introduction of advanced foreign experience in the educational process, the use of innovative pedagogical technologies, the creation of digital electronic textbooks, textbooks and other educational literature, as well as the implementation of distance learning forms will give significant and expected results to both subjects and objects of the learning process.

The new network of educational institutions is designed to teach young people the skills of using digital and information and communication technologies and to train specialists who are able to quickly master and adapt to rapidly improving technologies and, consequently, to constantly changing qualification requirements. In order to ensure that the qualifications of personnel meet the requirements of the labor market, the Presidential Decree defines the tasks for the implementation of the National Qualifications System, which includes such elements as the National Qualification Framework of the Republic of Uzbekistan, Qualification Frameworks for all sectors of the economy, National professional Standards and other elements of the national qualification system based on advanced foreign experience. In the Republic of Uzbekistan, work has begun on the phased implementation of the national qualification system.

Work continues at the sectoral levels and at the level of the relevant ministries. In this regard, the issue of introducing educational programs is being reviewed, taking into account the requirements of professional standards and qualification requirements for specialties demanded by the labor market. Advanced training and retraining of personnel in the field of information technology and communications by conducting short- and medium-term specialized courses, including with the invitation of foreign specialists; The improvement of training courses for advanced training of employees responsible for the introduction of information technologies and communications in accordance with international standards is also an activity within the framework of the "Roadmap",



focused on the sector and covers the VET system.

The Ministry of Employment and Labor Relations regularly conducts a survey of the labor market in order to carry out a comprehensive analysis, qualitative and objective assessment of the quantity and quality of labor resources, as well as the effectiveness of measures to ensure employment and employment of the population. The development of the vocational education system directly depends on how well the professional development of management and teaching staff is organized. This process requires new approaches. Each step should serve to eliminate the existing problems and shortcomings step by step, to achieve the intended goals in a short time.

Therefore, proposals have been developed to radically improve the system of advanced training and retraining of personnel.<sup>1</sup> In this regard, the needs for professional skills and their impact on vocational education and training have been identified in the Republic of Uzbekistan. Economic processes in the republic have a direct impact on the change in the structure of demand for labor, both in quantitative and qualitative aspects.

Enterprises need more and more qualified workers, and the development of small businesses and private entrepreneurship requires new skills from people. Currently, key tools such as enterprise activity analysis, forecasts of supply and demand of professional skills, identification of critical professions required for certain specializations, and tracking the learning outcomes of graduates of VET educational institutions are not implemented in the labor market in the republic. The Republic has a Regulation on the procedure for the formation of a state order for the creation of jobs and training of personnel, taking into account the current and future needs of the labor market.

Coordination of the formation of the state order for the creation of jobs is carried out by the Ministry of Employment and Labor Relations and the Ministry of Economy of the Republic of Uzbekistan; training in educational institutions is carried out by the Ministry of Economy, the Ministry of Education and Science and the Ministry of Education of the Republic of Uzbekistan.<sup>92</sup>

Since January 1, 2018, a methodology for calculating the unemployed population in need of employment and developing a balance of labor resources, employment and employment of the population<sup>93</sup> has been put into practice. It is designed to analyze and evaluate labor resources in a territorial context in order to employ the population, especially able-bodied youth entering the labor market for the first time.

The calculation uses statistical and departmental data provided by the relevant ministries, departments according to the approved scheme, as well as the results of household surveys on employment issues. On the basis of these indicators, the reporting, estimated and forecast balances of labor resources are developed. The estimated balance of labor resources is formed by the Ministry of Employment and Labor Relations and the Ministry of Economic Development and Poverty Reduction together with the State Statistics Committee.

On its basis, specific measures are being developed to ensure employment of the population, and, if necessary, to adjust the parameters of job creation. The balance sheet is developed annually by the Ministry of Employment and Labor Relations together with the State Statistics Committee, in accordance with the approved program of statistical work. The forecast balance of labor resources is being developed by the Ministry of Economic Development and Poverty Reduction together with the

Ministry of Employment and Labor Relations for the coming period (depending on the goals - for 1 year, 5, 10 years, etc.). These data are used by local authorities in determining the need to create new jobs and the parameters of territorial employment programs for the future, taking into account the demographic characteristics of the regions.

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