



**TASHKENT STATE
UNIVERSITY OF ECONOMICS**

VOLUME 7 / 2024

LABOR ECONOMICS

MEHNAT IQTISODIYOTI VA INSON KAPITALI

ilmiy elektron jurnali

**LABOR ECONOMICS AND
HUMAN CAPITAL**

scientific electronic journal

2026-yil 1-son

Volume 5, Issue 1, 2026



**МЕХНАТ ИҚТИСОДИЙОТИ
ВА ИНСОН КАПИТАЛИ
ISSN: 3030-3117**



LABORECONOMICS.UZ

МЕХНАТ ИҚТИСОДИЙОТИ ВА ИНСОН КАПИТАЛИ

№ 1-2026

**ЭКОНОМИКА ТРУДА И ЧЕЛОВЕЧЕСКИЙ
КАПИТАЛ**

LABOR ECONOMICS AND HUMAN CAPITAL

“Mehnat iqtisodiyoti va inson kapitali” ilmiy elektron jurnali O‘zbekiston Respublikasi Oliy ta’lim, fan va innovatsiyalar vazirligi huzuridagi Oliy attestatsiya komissiyasi (OAK) rayosatining 2023-yil 3-iyundagi 328/3-sonli qarori bilan ro‘yxatga olingan.

Muassis: “Mehnat iqtisodiyoti va inson kapitali” ilmiy maktabi.

Tahririyat manzili:

100066, Toshkent shahri, Islom Karimov ko‘chasi,
49 uy

Elektron manzil: ilmiymaktab@gmail.com

Jurnal web-sayti: www.laboreconomics.uz

Bog‘lanish uchun telefonlar:

+998998818698

Tahririyat Kengashi raisi:

(Chairman of the Editorial Board)

Abduraxmanov Qalandar Xodjayevich, O'zFA akademigi

Tahririyat Kengashi a'zolari:

(Members of the Editorial Board)

Sharipov Kongratboy Avezimbetovich, t.f.d., prof.
Yusupov Axmadbek Tadjiyevich, i.f.d., prof.
Raifkov Kudratilla Mirsagatovich, i.f.d., prof.
Xalmuradov Rustam Ibragimovich, i.f.d., prof.
Umurzakov Baxodir Xamidovich, i.f.d., prof.
Nazarov Sharofiddin Xakimovich, i.f.d., prof.
Jumayev Nodir Xasiyatovich, i.f.d., prof.
Abduraxmanova Gulnora Kalandarovna, i.f.d., prof.
Zokirova Nodira Kalandarovna, i.f.d., prof.
Xudoyberdiyev Zayniddin Yavkachevich, i.f.d., prof.
Muxiddinov Erkin Madorbekovich, i.f.f.d., (PhD)
Xolmuxammedov Muhsinjon Murodullayevich, i.f.n., dots.
G'oyipnazarov Sanjar Baxodirovich, i.f.d., prof.
Irmatova Aziza Baxramovna, i.f.d., prof.
Shakarov Zafar Gafarovich, i.f.f.d., (PhD)

Jamoatchilik Kengashi a'zolari:

(Community Council members)

Bred Bodenxauzen (AQSh)
Jon Ankor (Buyuk Britaniya)
Odegov Yuriy Gennadevich (Rossiya Federatsiyasi)
Xeynz Miller (AQSh)
Sung Dong Ki (Koreya Respublikasi)
Masato Xivatari (Yaponiya)
Gerxard Feldmayer (Germaniya)
Eko Shri Margianti (Indoneziya)
Ahmed Mohamed Aziz Ismoil (Misr)
Rohana Ngah (Malayziya)
Sharifah Zanniyerah (Malayziya)
Teguh Dartanto (Indoneziya)
Nur Azlinna (Saudiya Arabistoni)
Muhammed Xoliq (Pokiston)
Alisher Dedaxonov (Toshkent)

Mas'ul muharrir (Editor-in-Chief): G'oyipnazarov Sanjar Baxodirovich

Ijrochi muharrir (Executive Editor): Iskandarova Dilafuz Ikrom qizi

Veb-administrator (Web admin): Mamatxo'jayev Otabek

MUNDARIJA (CONTENTS)**MEHNAT BOZORI VA MEHNAT MUNOSABATLARI**

A.B.Irmatova M.A.Ibodullayeva	<i>Raqamli texnologiyalarning joriy etilishining ijtimoiy mehnat munosabatiga ta'siri</i>	5-13
I.A.Bakiyeva Z.A.Azamatova	<i>O'zbekistonda mehnat bozori transformatsiyasi sharoitida iqtisodiy tengsizlikni keltirib chiqaruvchi sabablari va omillari</i>	14-25
M.O.Hamroqulov	<i>Barqaror demografik rivojlanish va mehnat resurslarining hududiy muvozanati</i>	26-37

DEMOGRAFIYA

T.Q.Aliyev Sh.T.Aliyev	<i>Factors affecting demographic development in Azerbaijan and opportunities to use them</i>	38-57
---	--	-------

INSON KAPITALI

S.M.Dusanov	<i>Ta'lim tizimi moliya resurslaridan foydalanish samaradorligini oshirishga to'g'ri va aks ta'sir etuvchi omillar</i>	58-68
G.Z.Ubaydullayev	<i>Improvement of regional socio-economic development based on human capital management</i>	69-76
S.R.Xolbayeva	<i>Классификация участия человека в экономической системе по признаку его функциональной роли и институционального положения в воспроизводственном процессе</i>	77-93

INSON TARAQQIYOTI

F.A.Abduraxmonov	<i>Digital silk road and Uzbekistan: infrastructure upgrading, inclusion, and digital services growth</i>	94-103
Sh.Z.Karimova	<i>Hududlar kesimida ijtimoiy-iqtisodiy tabaqalashuv darajasini baholashning nazariy asoslari</i>	104-109
O.S.Mirzamurodov	<i>Namangan viloyati aholi daromadlari darajasi bo'yicha ijtimoiy-iqtisodiy tabaqalanish dinamikasining tahlili</i>	110-118

KAMBAG'ALLIKNI QISQARTIRISH

D.I.Iskandarova D.R.Ro'zimurodova	<i>Kambag'allikni qisqartirish va yoshlar bandligini ta'minlashda davlat siyosatining o'rni</i>	119-128
--	---	---------

MIGRATSIYA

O.O.Dlyanchev	<i>Фактор миграционной политики ФРГ в обеспечении национальных интересов Республики Узбекистан</i>	129-140
----------------------	--	---------

INSON RESURSLARINI BOSHQARISH

O'X.Abdukarimov	<i>Davlat fuqarolik xizmatida inson resurslarini rivojlantirishning tashkiliy va iqtisodiy mexanizmlarini takomillashtirish: xalqaro tajriba va O'zbekiston uchun xulosalar</i>	141-157
F.Z.Tolibova	<i>Raqamli iqtisodiyot sharoitida strategik boshqaruv samaradorligini ta'minlashda hr analitikaning o'rni</i>	158-165

TADBIRKORLIKNI RIVOJLANTIRISH

A.S.Abdullayev	<i>Tabiiy falokatlar (NATCAT) qayta sug'urtalashida PML ko'rsatkichini baholashning ekstremal qiymatlar ekonometrikasi</i>	166-174
E.D.Abduxakimov	<i>Роль малого бизнеса в обеспечении занятости населения в Узбекистане</i>	175-182
M.M.Anvarova	<i>Kichik biznes subyektlarining raqamli platformalar orqali rivojlanishi nazariy asoslari</i>	183-190
Sh.U.Karimova	<i>Ekologik barqaror transport turlarini iqtisodiyotga ta'sirini aniqlash va baholash</i>	191-199
D.T.Salimov S.D.Tojiyev J.A.Fayziyev	<i>Kobba–Duglas funksiyasi yordamida ishlab chiqarish jarayonlarini modellashtirish</i>	200-217
M.O.Shadmanova	<i>Mintaqalarda kichik biznes subyektlarini rivojlantirish imkoniyatlari (Toshkent shahri va Toshkent viloyati misolida)</i>	218-231



MEHNAT IQTISODIYOTI VA INSON KAPITALI

ISSN: 3030-3117

<https://laboreconomics.uz/>



BARQAROR DEMOGRAFIK RIVOJLANISH VA MEHNAT RESURLARINING HUDUDIIY MUVOZANATI

Hamrokulov Mirabbos Ortiqovich

“O‘zbekiston iqtisodiyotini rivojlantirishning ilmiy
asoslari va muammolari” ilmiy-tadqiqot markazi doktoranti

hamrokulovmirabbos073@gmail.com

DOI: https://doi.org/10.55439/LEHC/vol2_iss1/a240

Annotatsiya. Barqaror demografik rivojlanish va mehnat resurslarining hududiy muvozanatli taqsimlanishi iqtisodiy o‘sish hamda ijtimoiy barqarorlikning muhim omillaridan biridir. Mazkur tadqiqotda tug‘ilish, o‘lim va migratsiya jarayonlari hamda mehnat resurslari taqsimoti o‘rtasidagi o‘zaro bog‘liqlik tahlil qilinadi. Tadqiqotning maqsadi mehnat bozorida hududiy nomutanosiblik omillarini aniqlash va ularni kamaytirishga qaratilgan siyosiy tavsiyalar ishlab chiqish.

Statistik va qiyosiy tahlillar asosida demografik rivojlanishdagi notekislik, ichki migratsiya va iqtisodiy imkoniyatlardagi farqlar mehnat resurslari nomutanosibligining asosiy manbalari ekani aniqlandi. Shuningdek, inson kapitali, hududiy siyosat va institutsional mexanizmlarning ushbu muammolarni kamaytirishdagi o‘rni ta’kidlanadi. Natijalar muvozanatli mehnat bozori uchun demografik siyosat, ta’lim va bandlik sohalarida muvofiqlashtirilgan choralar, shuningdek, hududiy infratuzilmani rivojlantirish va ish o‘rinlari yaratish zarurligini ko‘rsatadi.

Kalit so‘zlar: demografik rivojlanish; mehnat resurslari; hududiy muvozanat; mehnat bozori; migratsiya; inson kapitali; aholi dinamikasi; hududiy siyosat; iqtisodiy rivojlanish; mehnat resurslari taqsimoti.

СТАБИЛЬНОЕ ДЕМОГРАФИЧЕСКОЕ РАЗВИТИЕ И РЕГИОНАЛЬНЫЙ БАЛАНС ТРУДОВЫХ РЕСУРСОВ

Хамрокулов Мираббос Ортиқович

Докторант Научно-исследовательского центра “Научные основы и
проблемы развития экономики Узбекистана”

при Ташкентском государственном
экономическом университете

Аннотация. Стабильное демографическое развитие и сбалансированное территориальное распределение трудовых ресурсов являются важными факторами экономического роста и социальной стабильности. В исследовании анализируется взаимосвязь между процессами рождаемости, смертности и миграции, а также распределением трудовых ресурсов. Цель работы — выявление факторов региональных дисбалансов на рынке труда и разработка направленных на их снижение политических рекомендаций.

На основе статистического и сравнительного анализа установлено, что неравномерность демографического развития, внутренняя миграция и различия в экономических возможностях выступают основными источниками дисбалансов

трудовых ресурсов. Также подчёркивается роль человеческого капитала, региональной политики и институциональных механизмов в их снижении. Результаты показывают необходимость согласованных мер в области демографической политики, образования и занятости, а также развития региональной инфраструктуры и создания рабочих мест.

Ключевые слова: демографическое развитие; трудовые ресурсы; региональный баланс; рынок труда; миграция; человеческий капитал; демографическая динамика; региональная политика; экономическое развитие; распределение рабочей силы

STABLE DEMOGRAPHIC DEVELOPMENT AND THE REGIONAL BALANCE OF LABOR RESOURCES

Khamrokulov Mirabbos Ortiqovich

Doctoral researcher at the scientific research center “Scientific foundations and problems of developing the economy of Uzbekistan” under Tashkent state university of economics

Abstract. Stable demographic development and the balanced territorial distribution of labor resources are important factors for economic growth and social stability. This study analyzes the interrelationship between demographic processes—such as fertility, mortality, and migration—and the distribution of labor resources. The aim of the research is to identify the factors behind regional labor market imbalances and to develop policy recommendations to mitigate them.

Based on statistical and comparative analyses, the findings reveal that uneven demographic development, internal migration, and disparities in economic opportunities are the main sources of labor resource imbalances. The study also highlights the role of human capital, regional policy, and institutional mechanisms in reducing these challenges. The results indicate that achieving a balanced labor market requires coordinated measures in demographic policy, education, and employment, as well as the development of regional infrastructure and the creation of jobs.

Keywords: demographic development; labor resources; regional balance; labor market; migration; human capital; population dynamics; regional policy; economic development; workforce distribution

Introduction

Stable demographic development and the balanced distribution of labor resources across regions constitute fundamental conditions for sustainable economic growth, social stability, and effective labor market functioning. In the context of globalization, technological transformation, and demographic transition, many countries face increasing challenges related to population aging, declining fertility rates, and intensified internal and external migration. These processes significantly affect both the quantitative and qualitative characteristics of labor resources, thereby creating imbalances in regional labor markets [1]. Demographic dynamics play a decisive role in shaping the supply of labor. Variations in birth rates, mortality levels, and life expectancy influence the size and structure of the working-age population, while migration processes redistribute labor resources across territories. In many cases, economically developed regions attract a disproportionate share of the

labor force, leading to labor shortages in peripheral areas and excessive concentration in urban centers. Such disparities hinder balanced regional development and exacerbate socio-economic inequalities [2].

The issue of regional imbalance in labor resources is particularly relevant for countries undergoing structural economic transformation. Uneven economic development, differences in infrastructure, and disparities in access to education and employment opportunities contribute to the spatial misallocation of human capital. As a result, some regions experience labor surpluses, while others face acute shortages of skilled workers. This situation undermines productivity growth and limits the effectiveness of national labor market policies [3]. Ensuring stable demographic development requires a comprehensive approach that integrates population policy, education systems, and labor market regulation. At the same time, achieving a balanced distribution of labor resources necessitates targeted regional policies aimed at stimulating economic activity in less-developed areas, improving living standards, and enhancing labor mobility in a controlled and efficient manner [4].

Despite the growing body of literature on demographic change and labor markets, there remains a need for a more integrated analysis of how demographic stability interacts with the regional allocation of labor resources. This study seeks to address this gap by examining the key determinants of demographic development and their impact on regional labor balance. The research aims to identify the main factors contributing to territorial disparities and to propose policy recommendations for achieving a more balanced and sustainable labor resource distribution.

Literature Review

The relationship between demographic development and the regional distribution of labor resources has been extensively explored in economic and demographic literature. Foundational studies emphasize that population dynamics—particularly fertility, mortality, and migration—determine both the size and structure of the labor force. These demographic components influence not only the quantitative availability of labor but also its qualitative characteristics, thereby shaping regional economic performance and labor market outcomes [5]. A substantial body of research is devoted to the effects of demographic transition on labor markets. In many countries, declining fertility and increasing life expectancy have resulted in population aging, which reduces the proportion of the working-age population and increases dependency ratios. This demographic shift poses challenges for labor supply sustainability and places additional pressure on pension systems [6].

Migration represents another critical mechanism influencing the spatial allocation of labor resources. Empirical evidence confirms that economically advanced regions tend to attract labor, especially skilled workers, while less-developed areas experience outmigration and labor shortages. Such trends contribute to uneven regional development and may intensify socio-economic

inequalities [7]. The role of human capital has also been widely acknowledged in the literature. Human capital theory posits that investments in education, skills development, and health enhance labor productivity and mobility. Regions with higher levels of human capital are more likely to attract investment and generate employment opportunities, thereby reinforcing their economic advantages. Conversely, regions with limited access to quality education and training often face persistent labor market imbalances [8].

Recent studies highlight the importance of institutional and policy frameworks in addressing demographic and labor market challenges. Government interventions such as regional development strategies, labor market regulations, and family support policies can significantly influence both demographic behavior and labor distribution [9]. In addition, the spatial dimension of economic activity has been examined through the lens of regional and urban economics. Theories of agglomeration and new economic geography explain how economic activities and labor tend to concentrate in specific areas due to factors such as infrastructure, market accessibility, and network effects. While such concentration can enhance productivity and innovation, it may also lead to regional disparities if peripheral areas are not adequately supported by targeted development policies [10].

Despite the breadth of existing research, there remains a need for integrated approaches that simultaneously address demographic stability and regional labor balance. Much of the literature treats these issues separately, limiting the ability to develop comprehensive policy responses. Therefore, further research is required to better understand the interaction between demographic processes and labor resource distribution and to design effective strategies that ensure both sustainable population development and balanced regional labor markets [11]. This study contributes to the literature by offering an integrated analytical perspective that combines demographic and labor market approaches, thereby providing a more holistic understanding of the mechanisms underlying regional labor imbalances and demographic instability [12].

Analysis

The formation of regional labor resources and their participation in economic activity are formed under the influence of many factors, such as demographic processes, economic development, regional infrastructure, and institutional policy. In Uzbekistan, the rapid population growth, the high proportion of young people, and the intensification of internal migration processes have a significant impact on the dynamics of labor resources. By 2026, the country's population will exceed approximately 38 million people, and labor resources will amount to 20.35 million people. At the same time, the economically active population is 15.57 million people, and the employed population is 14.81 million people. These indicators show that demographic processes are causing an increase in the supply of labor in the labor market. The birth rate is the most important demographic factor determining the

future formation of labor resources. The birth rate in Uzbekistan is relatively high, with the overall birth rate averaging 3.5 children meaning that the natural population growth in the country is high.

The age structure of the population directly affects the volume of labor resources and the level of economic activity. In Uzbekistan, 63% of the population is of working age, 31% are children, and 5-6% are elderly. This demographic structure indicates the possibility of a demographic dividend in the country. That is, a high proportion of the working-age population creates favorable conditions for economic growth. However, the high proportion of young people also increases the demand for jobs in the labor market. Therefore, the creation of new jobs in the economy is one of the important tasks. The demographic load coefficient is a demographic indicator that reflects the number of age groups (children and the elderly) less involved in labor activity compared to the working-age population. It characterizes the age structure of the population and shows the level of demographic pressure on the working-age population. Usually, the demographic load factor is calculated by the number of children and the elderly per 100 working-age population. In Uzbekistan, the coefficient of demographic load is about 58.6 percent, and this situation may lead to an increase in social expenditures from the state budget.

Table 1

Analytical assessment of factors affecting the balance of labor resources

Factors	Main indicator	The situation in Uzbekistan	Impact level	Analytical note
Birth rate	Total birth rate	Approximately 26 per 1000 population	high	leads to an increase in labor resources in the long run
Age composition	Share of the working-age population	63%	high	creates a demographic dividend opportunity
Demographic load	Share of youth groups	57 - 58%	medium	increases social spending
GDP growth	economic growth rate	5-6%	high	serves to create new jobs
Investments	capital investments	About 30% of GDP	high	develops industry and services
Urbanization	share of urban population	51%	medium	labor resources gravitate towards cities.

The demographic and economic policies implemented by the state play an important role in managing labor resources. A number of state programs are being implemented in the country to provide employment, develop entrepreneurship, and create new jobs. Employment programs are aimed at reducing unemployment in the labor market. In recent years, the

unemployment rate has gradually decreased from 10.5% in 2020 to 4.9% in 2025. This shows the effectiveness of labor market regulation mechanisms. Institutional mechanisms of the labor market serve to coordinate the supply and demand for labor. Employment centers, vocational training systems, and entrepreneurship support programs contribute to the efficient use of labor resources.

It can be seen from the table that demographic boom, economic development and investment are considered as the most influential factors to the balance of labor resources. In addition, urbanization and migration also affect noticeably.

Demographic processes and the level of economic development in Uzbekistan differ significantly by region. Despite the fact that the rapid growth of the country's population serves to increase the volume of labor resources, there are certain imbalances in the distribution of labor resources between regions and the level of their economic activity. At the beginning of 2026, the population of Uzbekistan exceeded 38 million people expanding the volume of labor resources. In particular, the following territories are of particular importance in terms of the formation and distribution of labor resources:

- Fergana Valley
- Tashkent city
- Republic of Karakalpakstan
- Southern regions (Kashkadarya and Surkhandarya)

In these regions, demographic growth, economic opportunities, and migration processes are different.

Table 2
Population and labor resources of certain regions of Uzbekistan

Area	Population (million)	Working-age population (%)	Economically active population (%)	Employment rate (%)	Unemployment (%)
Fergana Valley (Andijan, Namangan, Fergana)	10.73.	62.	60.	94.	6.
Tashkent city	3.11.	67.	65.	95.	5.
Karakalpakstan	2.03.	60.	57.	92.	8.
Kashkadarya	3.63	61.	58.	93.	7.
Surkhandarya	2.94	60.	57.	92.	8.

As can be seen from the data in the table above, the volume of labor resources and the level of economic activity differ significantly by region. In Tashkent, the share of the economically active population is high, and the

labor market is considered developed. The Fergana Valley is one of the regions with the highest population density in Uzbekistan. In total, more than 10 million people live in Andijan, Namangan, and Fergana regions and demographic growth is high, and the share of the working-age population is also large. However, due to the limited economic infrastructure and insufficient job creation, there is an excess supply of labor resources which stimulate labor migration.

Table 3

Analysis of labor resources in the Fergana Valley

Indicator	Andijan	Namangan	Fergana
Population (million)	3.46.	3.13.	4.14.
Labor resources (%)	62.	61.	63.
Employment (%)	94.	93.	94.
External labor migration (%)	12.	14.	11.

The Fergana Valley has a high share of labor resources and a high population density. Labor migration from this region to Russia, Kazakhstan, and other countries is observed at a high level.

The city of Tashkent is the main economic center of the country. Industry, services, and the financial sector are developed here. In recent years, the flow of internal migration has intensified, and many citizens are moving to Tashkent in search of work. For example, in 2025, almost half of the population who moved across the country came from the city of Tashkent and the Tashkent region.

The state of labor resources in the Republic of Karakalpakstan is more complex than in other regions. The main reasons are environmental problems, limited economic infrastructure and low level of industrial development. These factors intensify labor migration and cause the population to move to other regions.



Figure 1. Internal migration routes

This image shows one of the main migration routes in the country. Many labor resources are moving to the city of Tashkent, where economic opportunities are high. In this study, not all regions of Uzbekistan were selected, but such regions as the Fergana Valley, the city of Tashkent, the Republic of Karakalpakstan, and southern regions (Kashkadarya and Surkhandarya), which are exemplary from the point of view of the balance of labor resources and demographic processes. This is due to the fact that the selected regions reflect different demographic and economic conditions in the country. The Fergana Valley is the region with the highest population density in the country. Here, the share of the population and labor resources is large, and the labor supply in the labor market is formed at a high level. The city of Tashkent is the main economic, financial, and industrial center of the country. Here, the high demand for labor resources and the large volume of internal migration flows are important for analyzing the equilibrium of the labor market. The Republic of Karakalpakstan differs from other regions in its ecological and economic conditions. The consequences of the Aral Sea crisis, limited economic opportunities, and migration processes have a serious impact on the balance of labor resources in this region. Kashkadarya and Surkhandarya regions are the regions with the highest birth rate in the country. Rapid population growth in these regions leads to a sharp increase in the supply of labor resources.

When analyzing the balance of labor resources in Uzbekistan, it is important to consider some regions of the country with central and industrial specialization. In particular, Samarkand, Bukhara, Navoi, and Syrdarya regions differ to a certain extent from other regions in terms of economic specialization, population density, and the structure of the labor market. Samarkand is one of the largest demographic and economic centers of the country. The population of the region as of 2026 is approximately 4.29 million people. The share of the working-age population is high, and the service sector, tourism, and trade sectors are the main sources of employment for labor resources. The city of Samarkand, as an international tourist center, plays an important role in the creation of new jobs in the service sector. The economy of Bukhara region is characterized by industry and tourism. The population of the region is approximately 2.07 million people. The majority of labor resources are employed in industrial enterprises, the oil and gas industry, and the service sector. The historical and cultural heritage of the city of Bukhara contributes to the development of the tourism industry and an increase in the share of the service sector in the labor market. The economy of the Navoi region is mainly characterized by the mining and metallurgical industry and a resource-based economy. The population of the region is relatively small - about 1.09 million people. However, due to the large volume of industrial production, the demand for labor resources is high.

Table 4

Labor resource indicators in Samarkand, Bukhara, Navoi, and Syrdarya regions

Area	Population (million)	Working-age population (%)	Economically active population (%)	Main economic specialization
Samarkand	4.29.	63.	61.	tourism, services, trade
Bukhara	2.07	64.	60.	industry, oil and gas, tourism
Navoi	1.09	66.	63.	mining and metallurgy, industry
Syrdarya	0.93	64.	60.	agriculture, energy

The table data show that there is a certain correlation between the structure of labor resources and economic specialization in these regions. For example, the high level of development of industrial sectors in the Navoi region increases the demand for labor resources. In Samarkand and Bukhara regions, the tourism and services sector constitutes the main segment of the labor market. In Syrdarya region, the agricultural sector prevails, and a certain part of labor resources migrates to other regions.

Discussion

In Uzbekistan, ensuring sustainable demographic development of the population and a balance of regional labor resources is one of the priority areas of state socio-economic policy. Ensuring a balance between demographic growth rates and labor market opportunities is an important condition for the country's sustainable economic development. In modern conditions, it is necessary to develop comprehensive and systemic mechanisms to ensure the balance of labor resources. These mechanisms should cover such areas as demographic policy, regional economic policy, migration management, and human capital development.

Demographic policy refers to a system of measures aimed at ensuring sustainable population growth and the balanced formation of the demographic structure. In the context of Uzbekistan, the main goal of demographic policy is to coordinate population growth with economic opportunities. Birth policy is one of the main factors of demographic development. The birth rate in Uzbekistan is relatively high, which will lead to an increase in the volume of labor resources in the future. Therefore, it is advisable for the state to implement the following measures:

- Expansion of motherhood and childhood protection programs;
- economic support for large families;
- Further development of social infrastructure for childcare.

These measures, along with ensuring stable demographic growth of the population, will create an important basis for the formation of labor resources in the future.

Strengthening the institution of the family is an important factor in ensuring demographic stability. By providing socio-economic support to families, it is possible to improve the quality of life and well-being of the population. In this direction, measures such as expanding mortgage and housing programs for young families, introducing benefits for children's education and medical services, and further supporting family entrepreneurship are of great importance. These mechanisms ensure the social stability of the population and contribute to a balanced course of demographic development. Regional economic policy is aimed at ensuring a balanced distribution of labor resources across regions. In some regions of Uzbekistan, the supply of labor resources is high, while in other regions, economic activity and jobs are insufficient. Therefore, further strengthening of regional economic policy is of great importance. At the same time, the development of regional industry is an important mechanism for the effective use of labor resources. Especially important is the creation of industrial zones in areas with limited economic opportunities and the stimulation of their effective activity.

Conclusion

This study examined the interrelationship between demographic development and the regional balance of labor resources, with particular reference to the case of Uzbekistan. The analysis demonstrates that demographic processes—especially high birth rates, a growing working-age population, and active migration flows—play a decisive role in shaping the volume and structure of labor resources. At the same time, economic development, regional specialization, and institutional mechanisms determine the efficiency of labor resource utilization and their spatial distribution. The findings indicate that Uzbekistan currently possesses significant demographic potential, characterized by a relatively young population and a high share of working-age individuals. This creates favorable conditions for achieving a demographic dividend. However, the benefits of this demographic structure are not evenly realized across regions. Substantial territorial disparities exist, as some regions such as the Fergana Valley experience excess labor supply, while others particularly economically developed areas like Tashkent demonstrate higher labor demand and attract internal migration flows. Furthermore, the study reveals that external labor migration remains a significant factor affecting the national labor market, leading to a temporary outflow of labor resources. At the same time, internal migration intensifies regional imbalances, contributing to the concentration of economic activity in urban centers and the relative stagnation of peripheral regions.

Based on the findings of the study, the following recommendations are proposed:

Strengthening regional economic development policies. Promote industrialization and service sector expansion in labor-surplus regions through targeted investments and the creation of special economic and industrial zones.

- Enhancing job creation mechanisms. Support small and medium-sized enterprises (SMEs), entrepreneurship, and self-employment initiatives, particularly in regions with high population growth.

- Improving human capital development. Expand access to quality education, vocational training, and skill development programs aligned with regional labor market needs.

- Managing internal and external migration effectively. Develop policies that regulate migration flows, encourage return migration, and facilitate the productive reintegration of migrant workers into the domestic economy.

- Developing regional infrastructure. Invest in transport, communication, and social infrastructure to reduce regional disparities and improve labor mobility across territories.

The implementation of these measures will contribute to achieving a more balanced distribution of labor resources, improving labor market efficiency, and ensuring sustainable demographic and economic development.

References

1. Bloom, D. E., Canning, D., & Sevilla, J. (2003). *The Demographic Dividend: A New Perspective on the Economic Consequences of Population Change*. Santa Monica: RAND Corporation.
2. Lee, R., & Mason, A. (2010). “Fertility, Human Capital, and Economic Growth over the Demographic Transition.” *European Journal of Population*, 26(2), 159–182.
3. Todaro, M. P., & Smith, S. C. (2020). *Economic Development* (13th ed.). Pearson Education.
4. World Bank (2024). *World Development Report: Migrants, Refugees, and Societies*. Washington, DC: World Bank.
5. Becker, G. S. (1993). *Human Capital: A Theoretical and Empirical Analysis, with Special Reference to Education* (3rd ed.). Chicago: University of Chicago Press.
6. United Nations (2024). *World Population Prospects 2024*. New York: United Nations Department of Economic and Social Affairs.
7. Harris, J. R., & Todaro, M. P. (1970). “Migration, Unemployment and Development: A Two-Sector Analysis.” *American Economic Review*, 60(1), 126–142.
8. Mincer, J. (1974). *Schooling, Experience, and Earnings*. New York: Columbia University Press.
9. OECD (2021). *Regional Development Policy: Policy Responses in a Changing World*. Paris: OECD Publishing.

10. Krugman, P. (1991). “Increasing Returns and Economic Geography.” *Journal of Political Economy*, 99(3), 483–499.
11. World Bank (2024). *World Development Report 2024: Trading for Development in the Age of Global Value Chains*. Washington, DC: World Bank.
12. International Labor Organization (ILO) (2024). *World Employment and Social Outlook: Trends 2024*. Geneva: ILO.
13. Reports of National Statistics Committee of the republic of Uzbekistan (2025).

Mehnat iqtisodiyoti va inson kapitali



+998 71 239 28 13

Tashkent, Uzbekistan

ilmiymaktab@gmail.com

www.laboreconomics.uz