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# CONTENTS

## **12.00.01 – THEORY AND HISTORY OF STATE AND LAW. HISTORY OF LEGAL DOCTRINES**

**ESHTURDIYEVA FARANGIZ BAKHODIR KIZI**

A comparative legal analysis of national legal policy models .....4

## **12.00.05 – LABOR LAW. SOCIAL SECURITY LAW**

**RAKHIMOV MIRYOQUB AKTAMOVICH**

Fundamental principles of labor law of the Kyrgyz Republic ..... 13

**AZIMOV AZIMBEK AZIZBEK UGLI**

The importance of introducing regional “Roadmaps” in supporting youth employment ... 22

## **12.00.06 – THE LAW OF NATURAL RESOURCES. AGRARIAN LAW. ENVIRONMENTAL LAW**

**ABDUSAMADOVA ZARINA SHOBIDDIN KIZI**

Legal regulation, practice, and systematic analysis of land servitude in the legislation of Uzbekistan and CIS countries ..... 30

## **12.00.07 – JUDICIAL BRANCH. PROSECUTOR’S CONTROL. ORGANIZATION OF LAW ENFORCEMENT. ADVOCACY**

**SOBITOVA UMIDAKHON MUROD KIZI**

General supervision in the mechanism of ensuring legality: the theoretical and legal aspect of prosecutorial activity ..... 38

## **12.00.08 – CRIMINAL LAW. CRIMINAL-EXECUTIVE LAW**

**ACHILOV IZZAT TULKINOVICH**

Causes of crimes against the sexual inviolability of minors and conditions contributing to their commission ..... 46

## **12.00.09 – CRIMINAL PROCEEDINGS. FORENSICS, INVESTIGATIVE LAW AND FORENSIC EXPERTISE**

**SULTONOVA LOBAR MAMARAYIM KIZI**

Extradition as a mechanism of the inevitability of criminal liability ..... 54

## **12.00.10 – INTERNATIONAL LAW**

**TILLABOEV SHOHRUKHBEK MIRZATILLO UGLI**

The challenges of legal regulation of human rights in the digital age ..... 67

## **12.00.12 – CORRUPTION PROBLEMS**

**MUSASHAYKHOV KARIMJON KHUSANXANOVICH**

Analysis of corruption factors related to match-fixing in professional sports ..... 78

**AHMADJONOV MURODULLO NURALI UGLI**

AI and the future of anti-corruption governance ..... 83



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## THE IMPORTANCE OF INTRODUCING REGIONAL “ROADMAPS” IN SUPPORTING YOUTH EMPLOYMENT

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**Abstract.** *The article analyzes modern mechanisms for ensuring youth employment, the need to develop “road maps” tailored to regional labor markets, and their practical effectiveness. Specifically, the study examines a model for regional programs aimed at increasing youth employment, drawing on data from several specific regions. Furthermore, proposals will be put forward to establish a vocational training system, taking into account the needs of the local labor market. Grounded in the President’s Address to the Oliy Majlis and the people, the article investigates regional production and employment issues, with a focus on youth demographics. Special emphasis is placed on the potential for creating a high-quality labor market by leveraging internal regional resources. The main idea of this article is that one of the priority tasks is the development of a mechanism for solving employment issues related to the group of social rights of youth, as well as the harmonious formation of this mechanism with legislative acts aimed at increasing the economic potential of the regions. It should be noted that the wide opportunities and attention given to young people by the head of state today are based on the future of our country.*

**Keywords:** *youth employment, roadmap, labor market, regional specialization, vocational training, internship, employment program*

### Introduction

In the address of the President to the Oliy Majlis and the people of Uzbekistan on December 26, 2025, the following ideas were put forward: “Development of professions and creation of a new architecture of the labor market is the fourth priority direction of our program for the coming year. From now on, the labor market of our country must operate on the basis of a completely new architecture – as a unified mechanism that integrates profession, qualifications, technology and education” (Mirziyoyev, 2025). This conceptual approach necessitates a systematic and

institutional reconsideration of the issues of regional socio-economic development and the provision of youth employment.

Indeed, the socio-economic development of regions is one of the important factors in ensuring sustainable development of any state and increasing the welfare of the population. At present, in world practice, one of the priority directions of economic development is the implementation of comprehensive reforms aimed at reducing disparities between regions, rational and efficient use of local resources, and improving the living conditions of the population. This process includes not only the development of economic sectors, but also broad tasks such as improving social infrastructure, modernizing the education and healthcare systems, ensuring environmental sustainability and, most importantly, ensuring youth employment.

After gaining independence, the issue of socio-economic development of regions was defined as one of the priority directions of state policy in the Republic of Uzbekistan. In recent years, large-scale reforms implemented in the country have been aimed at ensuring economic stability in all regions, creating new jobs and improving the standard of living of the population. In particular, within the framework of programs for “Integrated Development of Regions,” important initiatives such as modernization of infrastructure facilities, creation of favorable conditions for entrepreneurial activity, introduction of modern innovative technologies in agriculture, and improvement of socio-economic indicators of the population are being consistently implemented.

It is known that today the issue of ensuring youth employment is one of the priority directions of socio-economic policy of every state. The growing flow of young people entering the labor market, the increasing demand for new professions and skills, and the different economic potential of regions require organizing employment policy in accordance with regional characteristics.

In this context, the Resolution of the President of the Republic of Uzbekistan dated January 8, 2019 No. PD-4102 “On additional measures for the further improvement of the activities of sectors for comprehensive socio-economic development of regions.” This normative legal act defined priority tasks for the prevention of unemployment by dividing regions into sectors in order to ensure comprehensive socio-economic development of the country, radically improve the living conditions of the population and achieve significant positive changes in living standards. For example, in order to coordinate the activities of sectors and further increase their effectiveness, a vertical management system was introduced in governments, prosecutor’s offices, internal affairs and tax authorities on the principle of “district (city) – region – republic” for providing practical and methodological assistance and control over their activities. It was also noted that in order to eliminate problems identified in each region, it is necessary to develop “roadmaps” at regional and republican levels and ensure their practical implementation, as well as to define additional mechanisms aimed at increasing the effectiveness of measures envisaged in these documents.

OECD studies emphasize the importance of “place-based policy,” that is, policies based on regional characteristics, in ensuring youth employment. According to this approach, if the economic specialization and labor market structure of each region are not taken into account, employment programs will not produce the expected results (OECD, 2016). At present, Uzbekistan has a high share of youth in its demographic structure, and a significant number of new entrants join the labor market every year. At the same time, there are considerable disparities among regions in terms of economic development levels, investment flows, industrialization rates, and the volume of the service sector. As a result, youth employment has become a complex issue that should be addressed not

through a uniform nationwide approach, but by taking into account regional specialization and labor market needs.

In recent years, within the framework of “Comprehensive Regional Development” programs, a number of measures have been implemented, including infrastructure modernization, support for entrepreneurship, establishment of free economic zones, and creation of new jobs. In particular, certain regions have experienced rapid development in industry, tourism, handicrafts, agriculture, and information technologies. However, within these programs, a systematic mechanism for planning youth employment based on regional labor market needs has not yet been sufficiently formed. Existing programs are of a general nature, and in many regions the mechanisms for ensuring youth employment are not adequately aligned with local economic potential, demographic composition, and high-demand sectors. As a result, youth unemployment, skills mismatch, and lack of qualifications remain pressing issues.

Labor market economists Bell and Blanchflower consider youth unemployment to be a distinct socio-economic risk. According to them, youth unemployment leads to long-term negative consequences, including income reduction, loss of professional skills, and weakened social integration. The scholars emphasize the need to address youth employment policy separately from general employment policy (Bell & Blanchflower, 2011). Therefore, there is a clear need to develop a “Roadmap” model aimed at ensuring youth employment by taking into account the specific characteristics of regional labor markets, to analyze its practical effectiveness, and to formulate scientifically grounded proposals for its improvement.

Within the framework of this research, a model for planning youth employment based on regional specialization will be developed; the concept of a “Roadmap” will be systematized as a strategic and practical instrument for increasing youth employment; the relationship between regional economic potential and youth employment will be substantiated through analytical indicators; and the conceptual foundations of a vocational training model adapted to local labor market needs will be proposed.

### **Methods**

This research is grounded in the principles of objectivity, systematization, and determinism. To achieve its scientific objectives, the study employs a multifaceted methodological framework, including chronological and comparative legal analysis, the formal-legal method, and the logical processes of induction and deduction. These methods are applied to ensure the systemic integrity and scientific significance of the findings across the broader spectrum of legal sciences.

### **Results**

On the basis of the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated April 10, 2017, No. 196 “On measures to organize the activities of free economic zones” (Cabinet of Ministers of the Republic of Uzbekistan, 2017), a number of effective economic transformations were implemented in cities and districts such as Gijduvan, Urgut, Kokand, and Hazorasp, and it was noted that roadmaps would be developed for other cities and districts with similar infrastructure based on the experience of these developed areas.

Subsequently, on March 4, 2025, the Decree of the President of the Republic of Uzbekistan No. PD-41 “On additional measures to increase the efficiency of special economic and industrial zones” was adopted, on the basis of which measures were initiated to further improve the activities of special economic and industrial zones in the regions. A number of performance indicators were established to enhance the efficiency of special economic and industrial zones. As a result, special industrial zones were

established in several regions, including the “Nurobod Technopark” special industrial zone in the Samarkand region and the “Andijon Technopark” special industrial zone (Cabinet of Ministers of the Republic of Uzbekistan, 2025) in Andijan.

*Firstly*, technoparks contribute to the development of high value-added production in the regions. This not only increases industrial output, but also creates opportunities for the introduction of modern technologies, the production of innovative goods, and the expansion of export potential.

*Secondly*, technoparks can serve as an important instrument for ensuring youth employment. In such zones, new jobs are created in engineering, technology, and IT sectors; cooperation with vocational colleges and higher education institutions is strengthened; and opportunities for internships and practical training for young specialists are expanded.

*Thirdly*, from the perspective of regional specialization, the Samarkand region stands out for its industrial and tourism sectors, while the Andijan region is distinguished by its machinery and manufacturing potential. The establishment of technoparks serves to further strengthen this existing economic base.

At the same time, many regulatory documents are of a general nature and are aimed at increasing the economic potential of regions and developing the labor market based on the experience of developed regions, but issues of youth employment have not been approached taking into account the economic opportunities of each region, their demographic indicators and internal resources.

Nobel Prize laureate Amartya Sen, in his “capability approach” theory, views youth employment not merely as the provision of jobs, but as a process of developing human capital. According to him, vocational education and skills development ensure the economic independence of young people (Sen, 1999). Therefore, it is of great importance to develop separate “Roadmaps” for youth employment in each region, district and city.

For example, if we consider the internal opportunities of Bukhara region, special attention is paid to education in this region, and young people with higher education begin their labor activity mainly by teaching children.

Other regions also have their own highly profitable sectors, and it is possible to ensure employment of unemployed youth through them. That is, it is advisable to analyze the local labor market and identify areas with high demand for young people and organize a training system in these areas. In particular, the example of Bukhara region shows that special attention is paid to the education sector, and young people with higher education mainly work in the education system, in schools and preschool institutions. This indicates a high interest among young people in pedagogical fields in the region. Today, the need to develop programs to ensure the employment of 21,860 young people graduating from educational institutions (Cabinet of Ministers of the Republic of Uzbekistan, 2025) and entering the labor market is increasing.

Nevertheless, in Bukhara region there are also opportunities to create new jobs in areas other than education, such as tourism, services, handicrafts, information technology, agriculture and family entrepreneurship.

### **Discussion**

The effective use of regional opportunities is of great importance. Each region has its own economic potential and high-demand sectors that can provide sustainable solutions to youth employment issues. For example: agriculture, horticulture, and livestock breeding are central to the Kashkadarya and Surkhandarya regions; tourism, silk production, and handicrafts to the Samarkand and Fergana regions; information technologies, startups, and the service sector to Tashkent city; and the mining and industrial sectors to the

Republic of Karakalpakstan and Navoi region.

This specialization can also be considered at the level of districts and cities within regions: Chust district (Namangan) and Margilan city (Fergana) are known for handicrafts; Kokand city for family entrepreneurship; and Gijduvan (Bukhara) and Urgut city (Samarkand) for developed entrepreneurship.

Regarding international experience, in the European Union, one of the most effective mechanisms for ensuring youth employment is the Reinforced Youth Guarantee program. According to this approach, member states undertake to provide every young person under 25 years of age with a job, education, internship or traineeship offer within four months after becoming unemployed (European Commission [EC], 2020). The most important aspect of the program is that each state develops a separate implementation plan. These plans define responsible authorities, specific deadlines, sources of financing and partner organizations (European Social Fund & Youth Employment Initiative [ESF & YEI], 2025).

The primary advantage of this system is its recognition that youth unemployment is often a local problem and focuses on strengthening the role of local authorities and regional partners (OECD, 2014). This allows for a flexible employment policy taking into account the characteristics of regional labor markets. In Italy, a regional approach is widely used within youth employment support policy. In particular, within the Youth Employment Initiative, each region develops its own implementation plans based on its socio-economic needs (Ministry of Labour and Social Policies of Italy, 2019). This approach ensures regional flexibility while maintaining general national policy requirements.

This experience fully corresponds to the idea of developing “Roadmaps tailored to each region”. That is, general rules are set at the central level, but implementation mechanisms are formed in accordance with the specific characteristics of regions (Eurofound, 2007).

In the United Kingdom, large financial packages have been allocated to support youth employment, and it is planned to introduce the “Jobs Guarantee” program in stages in regions with the highest need (“Breaking Barriers,” 2024). The program is expected to be piloted from 2026, initially covering areas with the most difficult labor market conditions. The main advantage of this model is that youth employment measures are gradually strengthened by regions, and resources are directed to areas with the highest level of need (Institute for Employment Studies, 2026). This approach can serve as an important model for developing Roadmaps in Uzbekistan taking into account regional differences.

In Japan, the youth employment system is organized on the basis of a network of regional services. Since 2006, Regional Youth Support Stations have been established to work with young people, especially those in the NEET category (not in education, employment or training) (Japan Institute for Labour Policy and Training, 2022). In addition, specialized “Hello Work” employment offices operate for graduates and job-seeking youth. The system functions on the basis of the following chain: *regional services* → *vocational guidance* → *training* → *employment* (Ministry of Health, Labour and Welfare of Japan, n.d.).

In the People’s Republic of China, the youth employment support system is organized mainly with the active participation of local governments. The package of measures adopted to increase youth employment includes mechanisms such as providing subsidies to employers, expanding access to vocational education, financing retraining programs for young people, and developing internship and temporary employment programs (State Council of the People’s Republic of China, 2023). The most important aspect is that local governments are defined as the main responsible entities for the implementation of these

measures, which makes it possible to conduct a flexible policy taking into account regional characteristics (China Development Research Foundation, 2022).

In conclusion, to ensure youth employment, it is advisable to develop regional training programs corresponding to these sectors. This will expand opportunities to train qualified personnel that meet labor market requirements. The experience of China, Japan and the United Kingdom, where development by regions is highly improved, especially the Chinese experience with a large youth population, is most suitable for our economic and political institutions.

### **Conclusion**

Based on the above considerations, the implementation of a program based on this mechanism is expected to yield the following results:

- the level of unemployment among young people will significantly decrease;
- the number of competitive, professionally trained young specialists in the local labor market will increase;
- the socio-economic activity and entrepreneurial potential of young people will develop;
- new jobs will be created in regions;
- the role of young people in the life of the state and society will be further strengthened;
- opportunities will arise to train world-class young personnel.

The introduction of a youth employment support program carries both economic and social significance. The development and implementation of a “Youth Employment Roadmap” in each region will ensure the integration of young people into the labor market, increase their social activity and create opportunities for them to contribute to the development of the country. Therefore, it is necessary to establish effective cooperation between state bodies, the private sector and public organizations. Only then can the issue of youth employment be resolved in a systematic, stable and effective way.

Developing a youth employment support program means adopting a separate “Roadmap” for youth employment in each region and thereby gradually increasing youth employment indicators. At the same time, there are sectors in regions that bring high income and measures are being taken to develop the economy through them. A legal document of the Cabinet of Ministers has been adopted in this regard, but this normative legal act does not contain priority norms aimed specifically at increasing youth employment. It is necessary to identify sectors that bring high income in each region and will be in high demand year by year, widely involve young people in these sectors and effectively organize training courses related to these areas. Because sectors developed in one region may not have an effective impact on other regions due to differences in internal opportunities.

Taking these factors into account, the following measures are proposed for implementation within the Roadmap:

- analyze the current state of the local labor market;
- form a list of professions with high demand;
- organize short-term vocational training courses in these professions;
- create a system for gaining experience by involving young people in internships and traineeships;
- sign tripartite agreements with regional enterprises and organizations to increase youth employment;
- develop a separate media plan in each region to ensure youth social activity;

- create an ecosystem through constant monitoring of work carried out in each region, introduce artificial intelligence into this ecosystem and create an environment free from corruption and excessive bureaucracy without the human factor;
- create regions specialized in certain sectors based on high-demand areas in each region;
- ensure permanent integration between youth affairs agencies and local authorities as equally responsible bodies and form a competitive environment among local authorities in ensuring youth employment.

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