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MUNDARIJA

GERMANIYA VA XITOIY TAJRIBASI ASOSIDA O'ZBEKISTONNING YASHIL EKSPORT SALOHİYATINI OSHIRISH YO'NALISHLARI.....	12
To'xliyeva Gulrux Dovron qizi	
Djurayeva Rano Abdullayevna	
TASHKILOT MUVAFFAQIYATIDA XODIMLARNI BOSHQARISH VA KUCHLI JAMOANING O'RNI	24
Abdullayeva Dinora Abduali qizi	
YASHIL ISH O'RINLARINING IQTISODIY AHAMIYATI VA QAYTA TIKLANUVCHI ENERGIYA SOHASIDA YASHIL ISH O'RINLARI TASHKIL ETISH ISTIQBOLLARI	28
Rahmatova Nargizaxon A'zamxonovna	
Atoyev Navro'zbek Rinatovich	
YO'L XO'JALIGI SOHASINI MOLIYALASHTIRISH HAMDA YO'L AKTIVLARINI BOSHQARISHDA XALQARO TAJRIBA	35
Shikirov Feruz Boxodirovich	
KICHIK BIZNES SUBYEKTLARINING INVESTITSİYALASH SAMARADORLIGIGA TA'SIR ETUVCHI OMILLAR VA ULARNI QIYOSIY TAHLILI	39
Jo'rayeva Moxinur Axmadjon qizi	
HUDUDLARNING QIYOSIY USTUNLIK LARI ASOSIDA YUQORI DAROMADLI ISH O'RINLARINI YARATISH: "HUDUD-IXTISOSLASHUV-KASB-ISB BERUVCHI-DAROMAD" MODEL I	49
Abdumukhtarov Anvarjon Akramjonovich	
QURILISH XIZMATLARI KO'RSATUVCHI KORXONALARNING IQTISODIY SAMARADORLIGINI SHAKLLANTIRISH SSENARIYLARI	55
Mamadiyev Ahmad Ulashovich	
RAQAMLI TRANSFORMATSIYA SHAROITIDA O'ZBEKISTON SANOAT KORXONALARIDA ISHLAB CHIQARISH SAMARADORLIGINI OSHIRISHNING SOLIQ-BYUDJET MEXANIZMLARI	62
Shokirova Dildora Shoyim qizi	
O'ZBEKISTONDA AVTOMOBIL YO'LLARI TARMOG'INING HOZIRGI HOLATI VA YO'L QURILISHI XIZMAT KO'RSATISHINI RIVOJLANISH TENDENSIYALARINI TAHLILI	66
Qurbonov Sharofiddin Xurramovich	
ONLAYN VA SKORING TIZIM LARI ORQALI BERILADIGAN TEZKOR KREDIT LARNI SUG'URTALASHDAGI YANGI TENDENSIYALAR	73
Yusupov Ruslan Muxtarovich	
ASSESSMENT MODEL FOR THE EFFECTIVENESS OF PUBLIC SERVICE TRANSFORMATION IN THE DIGITAL ECONOMY	81
An Kwangmin	
BIRLIK DOIRADA ANALITIK FUNKSIYALAR UCHUN YUQORI TARTIBLI DIFFERENSIAL SUBKOORDINATSIYA VA SUPERORDINATSIYA XOSSALARI	87
Jabborov Nasridin Mirzoodilovich	
Sadullayeva Gulasal Ulug'bek qizi	
SOLID PROPELLANT COMPOSITION AND ITS EFFECT ON THE LAUNCH PERFORMANCE OF MODEL ROCKETS	93
Karimov Mustafo Aminboevich	
Berdiyev Usmon Tolib o'g'li	
BANKLAR ORQALI KORXONALARNING INVESTITSIYA SAMARADORLIGINI OSHIRISH: O'ZBEKISTON TAJRIBASI	97
Gafurova Dilshoda Farxotovna	



ANALYSIS OF INVESTMENT ATTRACTION PRACTICES ACROSS ECONOMIC SECTORS	102
Tolqin Imomqulov	
Ulugbek Turaqulov	
INNOVATION MECHANISMS ASOSIDA O'ZBEKISTONDA MIGRATSIYA JARAYONLARINI SAMARALI BOSHQARISH	105
Yoqubjon Toxirov	
O'ZBEKISTONDA ICHKI TURIZM XIZMATLARI BOZORINING RIVOJLANISH TENDENSIYALARI VA TARKIBIY TAHLILI	109
Muxtarov Botir Abdusattarovich	
СТРУКТУРА ФОРМИРОВАНИЯ СТОИМОСТИ В ТЕКСТИЛЬНОЙ И ШВЕЙНОЙ ПРОМЫШЛЕННОСТИ УЗБЕКИСТАНА: СДВИГ ЭКСПОРТНОЙ СТРУКТУРЫ ОТ ПРЯЖИ К ГОТОВОЙ ПРОДУКЦИИ	114
Муниса Турдибаева	
OILAVIY KORXONALARNI BOSHQARISHDA ULARNING IQTISODIY MEKANIZMIGA TA'SIR ETUVCHI OMILLARDAN FOYDALANISH TAHLILI	124
Sultonov Bobirmirzo Mavlonjon o'g'li	
QURILISH MATERIALLARINI ISHLAB CHIQUVCHI KORXONALARDA ISHLAB CHIQUV HAJMINI OSHIRISH YO'NALISHLARI	133
Toshpulatov Asronbek Mutalibovich	
KICHIK BIZNES SOHASIGA INVESTITSIYALARNI JALB ETISHNING XORIJIY TAJRIBASI	139
Bolliyev Shamsiddin Tursunmamatovich	
O'QUV MARKAZLARI MISOLIDA ZAMONAVIY VA AN'ANAVIY MARKETINGNING AFZALLIKLARI VA KAMCHILIKLARI	143
Dilshodjon Khikmatov	
РОЛЬ ЧЕЛОВЕЧЕСКОГО ФАКТОРА В ПОВЫШЕНИИ ЭФФЕКТИВНОСТИ ГОСУДАРСТВЕННЫХ ФИНАНСОВ ЧЕРЕЗ ПОВЫШЕНИЕ ФИНАНСОВОЙ ГРАМОТНОСТИ НАСЕЛЕНИЯ	151
Тожионов Жавохир Алимджанович	
KICHIK BIZNESNI RIVOJLANTIRISHNING NAZARIY-METODOLOGIK ASOSLARI	157
Dadaboyeva Marg'uba Mamasoliyevna	
HUDUDIY SANOAT RIVOJI SAMARADORLIGINI OSHIRISHNING INSTITUTSIONAL VA IQTISODIY VOSITALARI HAMDA KORXONA MEKANIZMINI BAHOLASH USLUBIYOTI	164
Yusupova Nigina Djurayevna	
O'ZBEKISTONDA BOJXONA TO'LOVLARINING DAVLAT BUDJETI DAROMADLARINI SHAKLLANTIRISHDAGI FISKAL AHAMIYATI VA RIVOJLANISH TENDENSIYALARI	169
Fayzullayev Farrux Sharofovich	
АНАЛИЗ ЗАРУБЕЖНОГО ОПЫТА УЧАСТИЯ БАНКОВ В ИНВЕСТИЦИОННЫХ ПРОЕКТАХ И ВОЗМОЖНОСТИ ЕГО АДАПТАЦИИ В НАЦИОНАЛЬНЫХ УСЛОВИЯХ УЗБЕКИСТАНА	178
Юлдашева Шохсанам Дилмуродовна	
ИННОВАЦИОННЫЕ ТЕХНОЛОГИИ УПРАВЛЕНИЯ В ЖЕЛЕЗНОДОРОЖНОЙ ЛОГИСТИКЕ (SMART LOGISTICS)	182
Мурадов Бахром Акрамжанович	
Машарипов Масуд Нуможонович	
ЭКОЛОГИЧЕСКИЕ СТАНДАРТЫ КАК ДРАЙВЕР ТЕХНОЛОГИЧЕСКОГО ТРАНСФЕРА: ВЛИЯНИЕ НА ЭКСПОРТНУЮ ПОЛИТИКУ РАЗВИВАЮЩИХСЯ СТРАН	187
Тураева Сурия Тельмановна	
Мерзайтова Хилола Наби кизи	
TURIZM SALONIYATINI RIVOJLANTIRISHDA BOJXONA XIZMATLARINI RAQAMLASHTIRISHNING NAZARIY-METODOLOGIK ASOSLARI	198
Ergashev Qobiljon Ernazarovich	



TIJORAT BANKLARIDA RISKKA YO'NALTIRILGAN ICHKI AUDITNI TASHKIL ETISHNING XALQARO STANDARTLAR BILAN INTEGRATSIYALASHGAN ALGORITMI	203
Narziyev Xayotjon Azamatovich	
MOLIYAVIY INVESTITSIYALARNING QADRSIZLANISHINI KUTILAYOTGAN KREDIT ZARARLARI (ECL) MODEL ASOSIDA HISOBGA OLISH METODIKASI	210
Jumamurodov To'libay Yeldashbayevich	
UZOQ MUDDATLI AKTIVLAR QADRSIZLANISHIDAN KO'RILGAN ZARARLARNI TAN OLISH, TAQSIMLASH VA QAYTA TIKLASH OPERATSIYALARINING HISOB TA'MINOTINI TAKOMILLASHTIRISH	216
Fayzullayev Begzod Baxtiyor o'g'li	
YENGIL SANOAT KORXONALARIDA ICHKI AUDIT XIZMATINI TASHKIL ETISHNING OPTIMAL MODEL VA FAOLIYATI SIFATINI BAHOLASH TIZIMI	222
Tojiyeva Shahlo Mahmatmurodovna	
DAVLAT MOLIYAVIY NAZORATIDA «XAVF TAHLILI» TUSHUNCHASINING IQTISODIY MOHIYATI VA XAVFLARNI KOMPLEKS TASNIFLASH.....	229
G'ayimov Abdumalik Norbekovich	
DAVLAT XARIDLARI AUDITIDA MUHIMLIKNI (MATERIALLIKNI) ANIQLASH USLUBI.....	235
Rajabov Shuxrat Ismayilovich	
DAVLAT SEKTORI ICHKI AUDITIDA MUHIMLIK VA RISK DARAJALARINI ANIQLASH JARAYONLARINI RAQAMLASHTIRISH: BIG DATA VA MASHINAVIY O'RGANISHGA ASOSLANGAN IT-AUDIT PLATFORMASI KONSEPSIYASI.....	241
Ismatillayev Baypo'lat Xushvaqtovich	
ICHKI AUDITNING GLOBAL STANDARTLARI TALABLARINI TIJORAT BANKLARI AMALIYOTIGA JORIY ETISHNING USTUVOR YO'NALISHLARI.....	249
Ismailov Azizbek Madaminovich	
AHOLI REAL DAROMADLARINI OSHIRISHNI DAVLAT TOMONIDAN TARTIBGA SOLISH MEXANIZMLARI.....	258
Toshtemirov Shohruh Toshpo'latovich	
SUG'URTA TASHKILOTLARIDA SUG'URTA ISHINI YURITISH XARAJATLARI: TAHLIL VA ANALITIK HISOBNI TAKOMILLASHTIRISH MASALALARI	265
Murodov Habibullo Qodir o'g'li	
NUKUS SHAHRI MISOLIDA MAHALLALARNING DEMOGRAFIK SIG'IMI ASOSIDA LOKAL XIZMAT KO'RSATISH OBYEKTLARINI NORMATIV LOYIHALASHTIRISHNING IQTISODIY ASOSLARI.....	273
Bauetdinov Berdaq Zinatdin o'g'li	
OLIY TA'LIM MUASSASALARINING INSTITUTSIONAL MUSTAQILLIGI VA TASHKILIY SAMARADORLIGI O'RTASIDAGI BOG'LIQLIK.....	278
Berdiyev Sunnatullo Alikulovich	
IQTISODIY O'SISH VA EKOLOGIK BARQARORLIKNI TA'MINLASHDA YASHIL FISKAL SIYOSATNI RIVOJLANTIRISHNING XORIY TAJRIBASI	283
Madaminova Maftuna Baxtiyor qizi	
DAVLAT BUDJETIDA SOLIQ TUSHUMLARI O'ZGARISHINING EKONOMETRIK TADQIQOTI (XORAZM VILOYATI MISOLIDA).....	288
Suvanova Muxlisa Umar qizi	
ENERGETIKA RESURLARIDAN SAMARALI FOYDALANISHNING IQTISODIY-MATEMATIK MEXANIZMINI TAKOMILLASHTIRISH	292
Masharipov Aziz Axmadjanovich	
ENERGETIKA INFRATUZILMASI RIVOJLANISHINING HUDUD IQTISODIY O'SISHIGA TA'SIRINI EKONOMETRIK BAHOLASH.....	297
Sadullayev Axmadjon Ikrom o'g'li	



TOVAR YETKAZIB BERISH ZANJIRINI BOJXONA NAZORATI MAQSADLARIDA BOSHQARISHNI TAKOMILLASHTIRISHNING USTUVOR YO'NALISHLARI VA ULARNING IQTISODIY SAMARADORLIGI.....	303
Kilichov Nazar Bafojevich	
Ergashev Qobiljon Ernazarovich	
VINOCHILIK SANOATI KORXONALARIDA MOLIYAVIY HISOBOT AUDITINI TAKOMILLASHTIRISH MASALALARI	310
Botirov Lazizbek Botirovich	
KATTA MA'LUMOTLAR ASOSIDA TURISTIK XIZMATLARGA BO'LGAN TALABNI PROGNOZLASHNING IQTISODIY-MATEMATIK MODELINI ISHLAB CHIQISH	314
Temirov Elyor Iskandarovich	
TIJORAT BANKLARIDA DEPOZIT BAZASI SAMARADORLIGINING IQTISODIY MOHIYATI.....	322
Marpatov Shavkat Mavlonxonovich	
KICHIK BIZNES SUBYEKTLARIGA AJRATILAYOTGAN BANK KREDITLARINING IQTISODIY SAMARADORLIGINI BAHOLASH.....	328
Alijonov Ilyosbek Alijonovich	
THE ECONOMIC CHARACTERISTICS OF NON-PERFORMING LOANS AND THEIR IMPLICATIONS FOR BANK OPERATIONAL EFFICIENCY	334
Rustamov Jonibek Ravshanbek o'g'li	
IQTISODIY TARMOQLAR RIVOJIDA TIJORAT BANKLARINING INVESTITSION KREDITLARIDAN FOYDALANISH SAMARADORLIGINI OSHIRISH.....	341
Zaynutdinov Bunyodjon Odiljon o'g'li	
TASHQI SAVDONI BOZOR NAZARIYASI ASOSIDA MINTAQANING BARQAROR RIVOJLANISH OMILLARI	346
Dilnoza Ochilova Ismoil qizi	
TO'QIMACHILIK SANOATIDA INVESTITSION LOYIHALARNING SINERGIK SAMARALARINI BAHOLASH METODIKASINI TAKOMILLASHTIRISH	351
Qurbonov Jasurbek Pozilovich	
LOGISTIK TERMINALLAR FAOLIYATINI EKSPERT BAHOLASH USULI ASOSIDA TADQIQ ETISH.....	357
Zohidov Muhriddin G'ofurjon o'g'li	
Jumayev Sherzod Bahrom o'g'li	
SAMARQAND VILOYATI MISOLIDA XIZMATLAR SOHASINING IJTIMOIIQTISODIY KO'RSATKICHLARI VA HUDUDIIY TAFOVUTLAR DARAJASI.....	367
Boboqulov Sanjar Baxronkulovich	
Sherzodova Diyora Sherzod qizi	
QASHQADARYO VILOYATINING IJTIMOIIQTISODIY OMILLARNING AHOLI FAROVONLIGIGA TA'SIRINI STATISTIK BAHOLASH	373
Maxmatqulova Hikoyat G'iyosiddin qizi	
DIGITAL NOMADS AND THE CHANGING FACE OF GLOBAL TOURISM	379
Sirojiddinova Shahrizoda Davronovna	
O'ZBEKISTON TIJORAT BANKLARIDA RAQAMLI BANK XIZMATLARI SAMARADORLIGINI OSHIRISHNING USTUVOR YO'NALISHLARI.....	385
Sharipov Tohir Miraximovich	
URGANCH JAMOAT TRANSPORTI YO'NALISHLARINING MURAKKABLIK DARAJASINI BAHOLASH USLUBI	390
Abdullayeva Shahzodaxon Fazliddin qizi	
AUDIT O'TKAZISH USLUBIYOTINI KORXONANI HAYOTIIY AYLANISH BOSQICHLARI TAHLILI ASOSIDA TAKOMILLASHTIRISH: USLUBNING MOHIYATI.....	395
Muydinov Erkin Djamaldinovich	



HUDUDLARNING IJTIMOIIY-IQTISODIY RIVOJLANISHINI BOSHQARISHDA KLASTERLARNI SHAKLLANTIRISHNING AHAMIYATI	399
Raximov Jo'rabek Raximovich	
MINTAQQA IQTISODIYOTINI INVESTITSION JOZIBADORLIGINI OSHIRISH OMILLARI.....	405
Mahmatrayimov Shahzod	
HUDUDLAR IQTISODIYOTINI RIVOJLANTIRISH JARAYONLARIDA RAHBAR KADRLAR SAMARADORLIGINI BAHOLASH TIZIMINI TAKOMILLASHTIRISH	410
Bekchanov Davron Masharipovich	
O'ZBEKISTON TASHQI SIYOSATIDA KO'P VEKTORLILIK: XITOIY, ROSSIYA VA G'ARB O'RTASIDA MUVOZANATNI TA'MINLASH STRATEGIYASI	419
Omonova Maxliyo	
Haydarova Malika	
QISHLOQ XO'JALIGIDA INNOVATSIYALARNI JORIY ETISHNING ILMIY-USLUBIY ASOSLARINI TAKOMILLASHTIRISH YO'LLARI.....	423
Djalalova Durdona Dilshodbekovna	
QURILISHDAGI IQTISODIY TEJAMKORLIK ASOSIDA LEGO G'ISHT MATERIALLARINI TAHLIL QILISH	427
Askarov Xasanjon	
RIVOJLANGAN DAVLATLARDA YER VA SUV RESURSLARINI INTEGRATSIYALASHGAN BOSHQARISH TAJRIBASI	432
Matkarimov Mansur	
KICHIK BIZNES SUBYEKTLARINING INNOVATSION RIVOJLANISH TENDENSIYALARI VA IQTISODIY SAMARADORLIGI.....	439
Madrakhimov Kakhramon	
Vaisov Dilshod Ibodullayevich	
THE IMPACT OF ARTIFICIAL INTELLIGENCE ON THE GLOBAL LABOR MARKET	445
Rahmatova Nargizaxon A'zamxonovna	
Xamrayeva Sevinch Ikromjonovna	



THE IMPACT OF ARTIFICIAL INTELLIGENCE ON THE GLOBAL LABOR MARKET



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Abstract: Artificial Intelligence (AI) and the digital economy are transforming the global labor market by changing employment structures, required skills, and business operations. Automation and digital technologies have increased productivity and created new employment opportunities while simultaneously replacing routine jobs. This study examines the impact of AI and digitalization on employment patterns, identifies the sectors most affected, and analyzes the challenges and opportunities faced by developing countries, with particular attention to Uzbekistan. The research employs comparative analysis and a review of international reports published by organizations such as the International Labour Organization (ILO), the World Economic Forum (WEF), and the Organisation for Economic Co-operation and Development (OECD). The findings indicate that although AI may reduce demand for certain occupations, it also stimulates the creation of new professions requiring digital and analytical competencies. The study concludes that governments, educational institutions, and businesses should cooperate to improve digital literacy, promote lifelong learning, and develop policies that ensure inclusive labor market transformation.

Keywords: Artificial Intelligence, Digital Economy, Global Labor Market, Automation, Digital Skills, Employment.

Annotatsiya: Sun'iy intellekt (SI) va raqamli iqtisodiyot bandlik tuzilmasi, kasbiy ko'nikmalarga qo'yiladigan talablar hamda biznes jarayonlarini o'zgartirish orqali global mehnat bozorini tubdan o'zgartirmoqda. Avtomatlashtirish va raqamli texnologiyalar mehnat unumdorligini oshirish hamda yangi ish o'rinlarini yaratishga xizmat qilayotgan bo'lsa, bir vaqtning o'zida takrorlanuvchi va oddiy kasblarga bo'lgan ehtiyojni kamaytirmoqda. Mazkur tadqiqotda sun'iy intellekt va raqamlashtirishning bandlik tarkibiga ta'siri o'rganilib, texnologik o'zgarishlardan eng ko'p ta'sirlanayotgan tarmoqlar aniqlanadi hamda rivojlanayotgan mamlakatlar, xususan, O'zbekiston duch kelayotgan imkoniyat va muammolar tahlil qilinadi. Tadqiqot Xalqaro mehnat tashkiloti (ILO), Jahon iqtisodiy forumi (WEF) va Iqtisodiy hamkorlik va taraqqiyot tashkiloti (OECD) hisobotlari asosida qiyosiy tahlil usulida amalga oshirildi. Tadqiqot natijalari shuni ko'rsatadiki, sun'iy intellekt ayrim kasblarga bo'lgan talabni qisqartirsa-da, raqamli va analitik kompetensiyalarni talab qiluvchi yangi kasblarning shakllanishiga xizmat qiladi. Xulosa sifatida hukumat, ta'lim muassasalari va biznes subyektlari raqamli savodxonlikni



rivojlantirish, uzluksiz ta'limni qo'llab-quvvatlash hamda mehnat bozorining inklyuziv transformatsiyasini ta'minlovchi siyosatni ishlab chiqishda o'zaro hamkorlik qilishi zarurligi ta'kidlanadi.

Kalit so'zlar: sun'iy intellekt, raqamli iqtisodiyot, global mehnat bozori, avtomatlashtirish, raqamli ko'nikmalar, bandlik.

Аннотация: Искусственный интеллект (ИИ) и цифровая экономика трансформируют мировой рынок труда, изменяя структуру занятости, требования к профессиональным навыкам и бизнес-процессы. Автоматизация и цифровые технологии способствуют повышению производительности труда и созданию новых рабочих мест, одновременно вытесняя рутинные профессии. В данном исследовании рассматривается влияние искусственного интеллекта и цифровизации на структуру занятости, определяются отрасли, наиболее подверженные технологическим изменениям, а также анализируются возможности и вызовы, с которыми сталкиваются развивающиеся страны, с особым акцентом на Узбекистан. Исследование основано на сравнительном анализе и обзоре международных отчетов Международной организации труда (МОТ), Всемирного экономического форума (ВЭФ) и Организации экономического сотрудничества и развития (ОЭСР). Полученные результаты показывают, что, несмотря на сокращение спроса на отдельные профессии, искусственный интеллект способствует появлению новых специальностей, требующих цифровых и аналитических компетенций. В заключение подчеркивается необходимость сотрудничества государства, образовательных учреждений и бизнеса для развития цифровой грамотности, поддержки непрерывного обучения и разработки эффективной политики, обеспечивающей инклюзивную трансформацию рынка труда.

Ключевые слова: искусственный интеллект, цифровая экономика, мировой рынок труда, автоматизация, цифровые навыки, занятость.

INTRODUCTION

The rapid development of Artificial Intelligence (AI), automation, and digital technologies has become one of the defining characteristics of the Fourth Industrial Revolution. Over the past decade, digital transformation has reshaped industries, accelerated innovation, and changed how people work across the world. Businesses increasingly rely on AI-powered systems, cloud computing, big data, and robotics to improve efficiency and reduce operational costs.

While these technological advances create new economic opportunities, they also raise concerns regarding job displacement, income inequality, and the future of work. Routine and repetitive tasks are becoming automated, while demand for highly skilled workers capable of managing digital technologies continues to increase.

According to recent international reports, millions of jobs will undergo significant transformation during the next decade. Rather than completely eliminating employment, AI is expected to redefine job responsibilities and require workers to continuously update their skills.

For developing economies such as Uzbekistan, digital transformation represents both an opportunity and a challenge. The country is actively implementing digital reforms and expanding information technologies, making it essential to understand how these changes influence employment, education, and economic competitiveness.

Therefore, this study aims to analyze the influence of Artificial Intelligence and the digital economy on the global labor market, identify emerging employment trends, and provide recommendations for policymakers, educational institutions, and businesses.

REVIEW OF LITERATURE ON THE SUBJECT

The rapid advancement of Artificial Intelligence (AI) and the digital economy has become one of the most widely discussed topics in contemporary economic research. Scholars, international organizations, and policymakers have extensively examined how technological innovation influences employment, productivity, and economic development. While many studies acknowledge the significant benefits of AI, they also emphasize the challenges associated with workforce displacement, skill mismatches, and growing income inequality.

One of the earliest influential studies on automation was conducted by **Frey and Osborne (2017)**, who estimated that approximately 47% of jobs in the United States could be at risk of automation. Their research argued that occupations involving routine and predictable tasks are particularly vulnerable to technological substitution, whereas jobs requiring creativity, critical thinking, and interpersonal communication are less likely to be automated.



In contrast, Autor (2015) suggested that technological progress does not simply eliminate jobs but changes the composition of employment. According to his task-based approach, automation primarily replaces routine tasks while simultaneously increasing demand for occupations requiring analytical, technical, and social skills. This perspective indicates that technological change reshapes labor markets rather than causing permanent unemployment.

International organizations have reached similar conclusions. The World Economic Forum (2025) highlights that AI, digitalization, robotics, and green technologies will significantly transform global employment during the coming years. Although millions of existing jobs may disappear, technological progress is also expected to create new occupations, particularly in data science, cybersecurity, software development, AI engineering, and digital business management. Consequently, continuous reskilling and lifelong learning have become essential for maintaining workforce competitiveness.

The International Labour Organization (ILO, 2023) emphasizes that AI should be viewed as a tool for augmenting human work rather than replacing workers entirely. The organization argues that the impact of AI differs across countries depending on education systems, labor market institutions, and the level of digital infrastructure. Developing countries may face greater challenges due to limited digital skills and unequal access to technology.

Similarly, the Organisation for Economic Co-operation and Development (OECD, 2023) reports that workers with higher educational attainment and advanced digital competencies are more likely to benefit from technological transformation. The OECD stresses the importance of government policies that support digital education, vocational training, and social protection to minimize labor market disruptions.

The World Bank (2023) also recognizes digital transformation as an important driver of economic growth, particularly in emerging economies. Investments in digital infrastructure, internet accessibility, and innovation ecosystems can improve productivity, attract foreign investment, and generate new employment opportunities. However, the organization warns that countries failing to invest in human capital may experience widening economic disparities.

Recent studies increasingly focus on the relationship between AI adoption and productivity growth. Researchers argue that AI improves business efficiency by automating repetitive tasks, enhancing decision-making through data analytics, and reducing operational costs. Nevertheless, these benefits are unevenly distributed across industries. Manufacturing, finance, logistics, healthcare, and information technology are among the sectors experiencing the fastest digital transformation, while labor-intensive industries may encounter greater adjustment challenges.

Despite the growing body of literature, relatively limited research examines the implications of AI-driven labor market transformation in developing countries, particularly in Central Asia. Existing studies mainly concentrate on advanced economies, leaving a gap in understanding how countries such as Uzbekistan can successfully adapt to digital transformation while maintaining inclusive economic growth. This study seeks to contribute to the literature by analyzing international evidence and discussing its relevance for emerging economies, with particular attention to workforce development, digital skills, and policy recommendations.

RESEARCH METHODOLOGY

This study adopts a qualitative research approach based on the analysis of secondary data. Information was collected from reliable sources, including reports published by the World Economic Forum (WEF), International Labour Organization (ILO), OECD, World Bank, and peer-reviewed academic journals. The research applies literature review, comparative analysis, and descriptive analysis to examine the impact of Artificial Intelligence and the digital economy on the global labor market. The study focuses on identifying employment trends, changes in skill requirements, and the opportunities and challenges created by AI, with particular attention to developing countries such as Uzbekistan.

ANALYSIS AND RESULTS

Artificial Intelligence (AI) has become one of the most influential technologies shaping the global economy in the twenty-first century. Together with the rapid development of the digital economy, AI is transforming production processes, business models, and labor markets worldwide. Governments and companies increasingly invest in AI technologies to improve productivity, reduce operational costs, and strengthen their competitive advantage. Consequently, the structure of employment is changing, requiring workers to acquire new knowledge and digital competencies.¹

¹ OECD. OECD Employment Outlook 2023: Artificial Intelligence and the Labour Market. Paris: OECD Publishing, 2023.



One of the most visible effects of AI is the automation of routine and repetitive tasks. Technologies such as machine learning, robotics, and intelligent software systems can perform many activities faster and more accurately than humans. Administrative work, data processing, customer support, bookkeeping, and assembly-line manufacturing are among the occupations most affected by automation. This technological shift allows businesses to increase efficiency while reducing labor costs.²

However, AI does not simply replace workers. Instead, it changes the nature of work by shifting employees toward more complex and creative responsibilities. Jobs requiring problem-solving, innovation, leadership, communication, and emotional intelligence remain difficult to automate. As a result, demand for highly qualified professionals continues to increase.³

According to the World Economic Forum's Future of Jobs Report (2025), technological progress is expected to create approximately 170 million new jobs globally while displacing around 92 million existing jobs by 2030, resulting in a net increase of 78 million jobs. The report identifies Artificial Intelligence specialists, data analysts, cybersecurity experts, software developers, fintech engineers, and renewable energy professionals as some of the fastest-growing occupations. At the same time, clerical and administrative positions, cashiers, bank tellers, and data-entry workers are expected to decline significantly due to automation.

Another important trend is the increasing demand for digital skills. Employers are no longer seeking only technical expertise but also adaptability, creativity, analytical thinking, and continuous learning abilities. The modern labor market requires employees who can effectively work alongside AI technologies rather than compete with them. Therefore, lifelong learning has become an essential component of career development.

Educational institutions also play an increasingly important role in supporting digital transformation. Universities and vocational training centers continue to update their curricula to better align with the evolving demands of the digital economy. Courses related to programming, artificial intelligence, data analytics, cybersecurity, cloud computing, and digital business management are becoming increasingly important. In addition, soft skills such as communication, teamwork, leadership, and critical thinking remain essential because they complement technological competencies.

Artificial Intelligence has affected industries in different ways. The healthcare sector has experienced substantial improvements through AI-assisted diagnosis, medical imaging analysis, robotic surgery, and personalized treatment recommendations. These technologies help doctors make more accurate decisions while reducing diagnostic errors.

In the financial sector, AI supports fraud detection, algorithmic trading, credit risk assessment, customer service chatbots, and financial forecasting. Banks increasingly rely on AI to process large amounts of financial data within seconds, improving operational efficiency and customer satisfaction.

The manufacturing industry has adopted smart factories, industrial robots, predictive maintenance systems, and automated quality control. These innovations increase production efficiency while minimizing waste and equipment failures.

In education, AI-powered learning platforms personalize educational content according to students' learning needs. Intelligent tutoring systems provide immediate feedback, helping students improve learning outcomes while assisting teachers in monitoring academic progress.

The logistics and transportation sector also benefits from AI through route optimization, warehouse automation, demand forecasting, and autonomous vehicle technologies. These innovations reduce transportation costs and improve supply chain efficiency.⁴

Although AI creates numerous opportunities, it also raises several social and economic concerns. One of the major challenges is technological unemployment among low-skilled workers. Individuals employed in routine occupations may struggle to find new jobs unless they receive appropriate retraining. This situation may increase income inequality and widen the gap between highly skilled and low-skilled employees.

Another challenge is unequal access to digital technologies. Developed countries generally possess stronger digital infrastructure, better educational systems, and greater investment capacity, allowing them to adopt AI more rapidly. In contrast, many developing countries continue to face limited internet access, insufficient technological infrastructure, and shortages of qualified specialists. These differences may increase the global digital divide if appropriate policies are not implemented.

For developing economies such as Uzbekistan, AI represents both an opportunity and a strategic challenge. The government has launched several digital transformation initiatives aimed at modernizing public

2 Frey, C. B., & Osborne, M. A. The Future of Employment: How Susceptible Are Jobs to Computerisation? *Technological Forecasting and Social Change*, Vol. 114, 2017, pp. 254–280.

3 Autor, D. H. Why Are There Still So Many Jobs? The History and Future of Workplace Automation. *Journal of Economic Perspectives*, Vol. 29, No. 3, 2015, pp. 3–30.

4 International Labour Organization. *Generative AI and Jobs: A Global Analysis of Potential Effects on Job Quantity and Quality*. Geneva: ILO, 2023.



administration, expanding e-government services, supporting the IT sector, and increasing digital literacy. These reforms contribute to improving the country's investment climate and economic competitiveness.

Nevertheless, further progress depends on several important factors. First, educational institutions should integrate AI-related subjects into university programs and vocational education.⁵ Second, businesses should actively invest in employee training and professional development. Third, policymakers should create regulatory frameworks that encourage innovation while protecting workers' rights and ensuring ethical AI implementation.

Furthermore, cooperation between universities, private companies, and government institutions is essential for preparing future specialists. Public-private partnerships can accelerate technological innovation, promote entrepreneurship, and increase employment opportunities in high-value digital industries.

Overall, the analysis demonstrates that Artificial Intelligence is fundamentally transforming the global labor market. Rather than causing widespread unemployment, AI is changing job structures, increasing demand for digital competencies, and creating entirely new occupations.⁶ Countries that prioritize education, innovation, technological infrastructure, and workforce reskilling will be better positioned to benefit from the opportunities offered by the digital economy. Conversely, economies that fail to adapt to technological change may experience slower economic growth, reduced competitiveness, and greater labor market inequality.

The findings of this study therefore support the proposed hypothesis: Artificial Intelligence does not simply eliminate jobs; instead, it reshapes employment by reducing routine work while creating new opportunities that require advanced digital, analytical, and interpersonal skills. This transformation highlights the importance of continuous education, flexible labor market policies, and strategic investment in human capital for achieving sustainable economic development.

CONCLUSIONS AND SUGGESTIONS

To maximize the benefits of Artificial Intelligence (AI) and the digital economy while minimizing labor market risks, the following recommendations are proposed for Uzbekistan:

1. Strengthen digital education and AI-related skills. Universities and vocational training centers should integrate courses on Artificial Intelligence, data analytics, cybersecurity, cloud computing, and digital entrepreneurship into their curricula. Developing digital competencies will prepare graduates for the future labor market.

2. Promote lifelong learning and workforce reskilling. The government and private sector should establish continuous training programs to help workers adapt to technological change. Employees in occupations vulnerable to automation should be provided with opportunities to acquire new digital and analytical skills.

3. Support innovation and AI startups. Expanding financial incentives, startup incubators, and technology parks can encourage entrepreneurs to develop AI-based products and services. Strong support for innovation will enhance productivity and create high-value employment opportunities.

4. Improve digital infrastructure. Continued investment in high-speed internet, cloud computing facilities, data centers, and digital public services is essential for accelerating AI adoption across industries and increasing national competitiveness.⁷

5. Strengthen cooperation between universities, businesses, and government institutions. Public-private partnerships should focus on research, internships, technology transfer, and practical AI projects that address labor market needs. Such collaboration will reduce the gap between education and industry requirements.

6. Develop a comprehensive legal and ethical framework for AI. Uzbekistan should establish clear regulations regarding data protection, cybersecurity, algorithm transparency, and ethical AI use to ensure responsible technological development and increase public trust.

7. Attract foreign investment in AI and digital technologies. Creating favorable investment conditions, offering incentives for international technology companies, and supporting joint ventures can accelerate AI development and generate high-skilled employment.

Implementing these recommendations would strengthen Uzbekistan's digital transformation, improve workforce competitiveness, attract greater foreign investment, and contribute to sustainable economic growth. By investing in human capital, innovation, and modern digital infrastructure, Uzbekistan can successfully adapt to the rapidly evolving global labor market and achieve the objectives of its AI Development Strategy and the *Uzbekistan-2030* agenda.

⁵ Government of the Republic of Uzbekistan. Artificial Intelligence Development Strategy and Digital Uzbekistan Initiatives. 2024.

⁶ Autor, D. H. Why Are There Still So Many Jobs? Journal of Economic Perspectives, 2015.

⁷ United Nations Development Programme (UNDP). Digital Economy in Uzbekistan: The State of Digital Entrepreneurship and Artificial Intelligence. Tashkent: UNDP Uzbekistan, 2024.



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