

TAJIKISTAN: ACTIVE LABOUR MARKET MEASURES FOR YOUTH

Working paper

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1 INTRODUCTION

Over the past decade, Tajikistan has demonstrated strong economic performance, with average annual growth rates exceeding 7%. Sustained economic growth has led to improvements in living standards, and the poverty rate declined from 32% of households in 2009 to 13.4% of households in 2022 (based on the international poverty line of \$3.65 per day in 2017 purchasing power parity (PPP)). Following the slowdown during the pandemic year of 2020 (to 4.5%), Tajikistan's economy has grown at relatively high rates over the past three years, according to official data: 9.2% in 2021, 8.0% in 2022, and 8.3% in 2023.¹ In 2024, Tajikistan's economy also demonstrated strong performance, exceeding expectations, with growth rates of over 8.0%. This growth was driven by strong export performance and investments in public infrastructure and was supported by significant inflows of remittances, which contributed to increased private consumption.² Tajikistan is considered to have significant growth potential, including a young and growing population, water and hydropower potential, agriculture and food processing, mineral resources, and tourism.

In 2023–24, growth was observed across all sectors of the economy. Economic growth was broad-based, with the largest contribution coming from the agricultural sector (2.4 percentage points (p.p.)), followed by industry (2.1 p.p.), construction (2.0 p.p.), and services (1.8 p.p.). Industrial production increased by 11.3%, driven by food production and the extraction of precious metals. The construction sector is experiencing a boom, with growth of 22.5%, supported by high levels of investment, particularly in transport, energy, and residential construction. The services sector, mainly retail trade, transport, and communications, grew by 2.5%; however, this growth slowed compared to 2021 and 2022. Between 2015 and 2023, average annual GDP growth was 7.2%, while average annual employment growth was only 1.3%.³

Employment growth has lagged behind the growth of the working-age population:⁴ between 2019 and 2023, the working-age population increased by 469,000 persons, reaching 5.92 million, while employment increased by nearly 162,000 persons over the same period, reaching 2.625 million. As a result, the labour force participation rate of the working-age population (economic activity rate) has been steadily declining, from 47.7% in 2015 (58.6% in 2004) to 44.66% in 2023.⁵

The quality of the labour force remains low. According to the 2020 Population Census⁶, 80.3% of employed persons do not have vocational education. Only 10.56% of employed persons have higher education, and a further 9.15% have initial or secondary vocational education. The acquisition of a profession through short-term training is not captured in education statistics. Nearly half (45%) of employed persons perform unskilled work, 11.5% are highly and medium-skilled workers, 10% are employers, and 33.5% are engaged in manual occupations.

Education is considered one of the most important resources. Young people with limited educational attainment have almost no opportunity to obtain formal employment. Young people with vocational training and higher education have more successful career prospects and significantly higher chances of securing paid employment.⁷

¹ Ministry of Economic Development and Trade of the Republic of Tajikistan: <https://medt.tj/ru/>

² World Bank Group. Tajikistan Economic Update, with a Focus on the Impact of State-Owned Enterprises and Competitive Neutrality, Summer 2024. Available at: <https://thedocs.worldbank.org/en/doc/d3c4e0dfd0251429814b709af3ed2111-0080062024/original/Tajikistan-Economic-Update-Summer-2024-ru.pdf>

³ Agency on Statistics under the President of the Republic of Tajikistan. Labour Market in the Republic of Tajikistan, 2024. www.stat.tj

⁴ Working-age population – 15–63 years for men and 15–58 years for women.

⁵ Agency on Statistics under the President of the Republic of Tajikistan. Labour Market in the Republic of Tajikistan, 2024. www.stat.tj

⁶ Agency on Statistics under the President of the Republic of Tajikistan. Population and Housing Census 2020. Volume VII. Occupations and Economic Activities of the Employed Population of the Republic of Tajikistan, Dushanbe, 2023, p. 158.

Available at: <https://www.stat.tj/en/population-and-housing-census/>

⁷ European Training Foundation (ETF). Transition from School to Work in the Republic of Tajikistan, 2012.

Employment in agriculture has traditionally predominated. In Tajikistan, two thirds of employed persons work in agriculture (61.7% in 2023). The sectoral structure of employment is gradually changing, with a transition observed from agriculture towards industry (4% of employed persons), construction (3.9% of employed persons), and services (29.4% of employed persons), although these sectors currently generate an insufficient number of jobs to significantly alter the overall employment structure.⁸

Self-employment is expanding. The main growth in employment is driven by the expansion of self-employment, particularly in agriculture. In 2023, the share of self-employed persons accounted for 52.1% of total employment (2.625 million persons), and this indicator continues to increase steadily.⁹

Wage levels in the economy remain low. Overall, the average wage of employees in the country amounted to 2,013.11 somoni (USD 185.6) at the end of 2023. In 2024, the average wage increased by nearly 15%, reaching 2,310 somoni (USD 210.8) at the beginning of 2025.¹⁰ Although wages of public sector employees were increased by 15% in both 2022 and 2023, by 40% in 2024, and are planned to increase by 20% in 2025, Tajikistan nevertheless remains significantly behind countries in the region: wages are approximately 1.5 times lower than in Uzbekistan, Kyrgyzstan, and Turkmenistan, four times lower than in Kazakhstan, and nearly five times lower than in Russia. Among wage employees, the level of productive employment remains low. For self-employed persons (non-wage workers), wage statistics are not collected.

There is a high level of informal employment in the economy. The scale of informal employment in agriculture is difficult to measure. Therefore, the Labour Force Survey 2016 (LFS-2016)¹¹ estimated informal employment at only 29.4% of total employment (46% according to LFS-2004, and 53.8% according to LFS-2009) across all sectors of the economy (excluding agriculture). If agriculture is included in this estimate (accounting for 45.8% of total employment according to LFS-2016), the share of informal employment may exceed 40%.¹² Unfortunately, updated data on informal employment are not yet available.

Based on the labour market situation, this report provides an overview of the youth labour market, institutional and governance structures, and active labour market measures with a focus on youth needs, as well as an assessment of the effectiveness of these measures, identifies challenges and gaps, and develops policy recommendations to strengthen youth employment promotion policies. The report was prepared with the support of the Agency for Labour and Employment of the Population (ALEP) within the framework of the European Training Foundation (ETF) DARYA project¹³ and is primarily based on desk research and interviews.

⁸ Agency on Statistics under the President of the Republic of Tajikistan. Labour Market in the Republic of Tajikistan, 2024. www.stat.tj

⁹ Agency on Statistics under the President of the Republic of Tajikistan. Labour Market in the Republic of Tajikistan, 2024. www.stat.tj

¹⁰ <https://www.stat.tj/ru/analiticheskie-tabliczy/>

¹¹ The Labour Force Survey (LFS) 2016 is the most recent survey of this type. The Labour Force Survey 2025 was launched in 2025.

¹² International Labour Organization (ILO) (2018). Social Protection Assessment-Based National Dialogue. Towards a Nationally Defined Social Protection Floor in the Republic of Tajikistan. https://www.ilo.org/moscow/information-resources/publications/WCMS_673587/lang--en/index.htm

¹³ <https://www.etf.europa.eu/en/what-we-do/darya-dialogue-and-action-resourceful-youth-central-asia>

2 OVERVIEW OF THE YOUTH LABOUR MARKET

Traditionally, due to high population growth rates (2.0% annually between 2015 and 2024), Tajikistan has a young population structure (children and youth under 15 years of age account for 35.9%), the working-age population accounts for 57.5%, and the share of persons above working age does not exceed 6.5% of the total population, which amounted to 10.288 million as of early 2024. The share of women is 49.3%. Youth aged 15–29 years (2.611 million persons) account for 25.3% of the total population or 44.1% of the working-age population. Of the total number of young people, 50.3% are men. This proportion of youth relative to the total population has remained stable over the past 20 years.¹⁴

Tajikistan has an excess supply of labour. According to regular statistical data, in 2023 the labour underutilisation rate amounted to 43.2% of the working-age population. Due to the fact that a large share of young people, and particularly women, are economically inactive in the labour market (not working, not seeking employment, and not studying for various reasons), the overall unemployment rate remained stable at 11.5% between 2010 and 2024, with the exception of a slight increase to 12.3% in 2020–2021.¹⁵

Regular statistical data (published annually) do not provide information on the age distribution of employed persons. According to the 2020 Population Census, young people accounted for 36.5% of the labour force and 35.3% of total employment, respectively, 49% of the unemployed, and 46.3% of the economically inactive population.

The youth unemployment rate has traditionally (between 2007 and 2024) been several times higher than the overall unemployment rate among the economically active population (labour force); between 2007 and 2009, the youth unemployment rate increased fourfold, and since 2009 this indicator (24.6%) has continued to grow gradually, reaching 27.1% in 2024.¹⁶ The capacity of the economy to create jobs remains limited. More than 150,000 young people enter the labour market in Tajikistan each year, while annual employment growth averages only 20,000–25,000 persons. Young people not absorbed by the domestic labour market either remain engaged in subsistence farming in rural areas, join the economically inactive population, or migrate abroad in search of employment. Therefore, the share of young people not in education, employment or training (NEET), according to the Labour Force Survey 2016 (LFS-2016), was 29.3%.¹⁷ According to the 2020 Population Census, the share of young people not in education and employment was 22.3%.

Low wage levels in the country and limited opportunities for productive employment are the main drivers of **labour migration** among young citizens of Tajikistan abroad (more than 14% of the working-age population). The majority of Tajik migrants are men aged 15–44. Russia remains the main destination country for labour migration from Tajikistan.

The process of labour migration of citizens of the Republic of Tajikistan abroad expanded steadily between 1993 and 2019. The lowest number of persons leaving the country for employment abroad (228,450 persons) was recorded in 2020,¹⁸ when the COVID-19 pandemic resulted in the closure of land and air transport links between Tajikistan and Russia and Kazakhstan, which are the main destination countries for Tajik migrant workers. In total, approximately 471,000 persons were abroad in 2020. During that year, many individuals were unable to leave the country, and migrants already abroad

¹⁴ Agency on Statistics under the President of the Republic of Tajikistan. Labour Market in the Republic of Tajikistan, 2024. www.stat.tj

¹⁵ World Bank Database <https://data.worldbank.org/indicator/SL.UEM.TOTL.ZS?locations=TJ>

¹⁶ World Bank Database <https://data.worldbank.org/indicator/SL.UEM.1524.ZS?locations=TJ>
https://www.etf.europa.eu/sites/default/files/2024-08/Tajikistan_Report_final_v.4.0_clean_RU.pdf

¹⁷ Mirov, L., The Impact of Education and Family Background on NEET Youth. Innovations and Investments, No. 9, 2020. <https://cyberleninka.ru/article/n/neet-molodezh-tadzhikistana-rol-obrazovaniya-i-semya>

¹⁸ Labour Market in the Republic of Tajikistan. Agency on Statistics under the President of the Republic of Tajikistan, 2023, and Population and Housing Census 2020 data. <https://www.stat.tj/en/population-and-housing-census/>

were unable to return home. The 2020 Population Census ¹⁹ showed that 98.8% of labour migrants were in the Russian Federation, approximately 82% did not have vocational education, and 86% were rural residents.

However, since 2021 this indicator has increased, and in 2022 the number of migrants leaving the country reached nearly 775,600 persons. Men account for the majority of migrants, while the share of women has remained almost unchanged at 16–19%.²⁰ Similar migration volumes were recorded in 2023 (723,100 persons) and 2024. More than 95% migrate to Russia.

Labour migration has a positive impact on improving the quality of the labour force, particularly in the construction sector among young men. To a large extent, current housing construction growth rates in Tajikistan are supported by skilled workers who are former migrants and acquired professional competences while working in Russia. In addition, migrant remittance inflows have a significant impact on the country's economy. According to World Bank experts, strong economic growth in 2022 was driven by a historic surge in remittance inflows and sustained pent-up demand. In 2022, remittance inflows into the country increased to USD 5.3 billion (49% of GDP), nearly double the amount recorded in 2021 (USD 2.9 billion). This trend continued in 2023, with total remittance inflows reaching USD 5.7 billion, representing an increase of 6.6% compared to 2022. Prior to 2023, the highest volume of remittances to Tajikistan was recorded in 2013, at approximately USD 3.7 billion.²¹ The share of youth and women among labour migrants is increasing. As shown in Table 1 below, although total migration volumes fluctuated over the years within the range of 600,000–750,000 persons (with a significant decline in 2020 due to the pandemic and a sharp increase thereafter), the share of women increased from 9.2% in 2006 to 18.75% in 2024. Similarly, the share of young migrants (aged 15–29) gradually increased from 32.45% in 2009, reaching 49.0% in 2024.

Table 1. Labour migration abroad by age and sex.

	2006	2009	2013	2016	2019	2020*	2021	2022	2023	2024*
Labour migrants, thousand persons	609,3	677,4	793,4	517,3	530,9	228,4	373,8	775,6	723,1	730,0
Including:										
– women, %	9,2	40,8	12,6	15,8	14,5	14,4	13,2	16,76	19,63	18,75
– youth aged 15–29, %	65	32,45	42,64	40,45	41,4	41,4	37,1	39,9	38,9	49,0

Source: Agency on Statistics under the President of the Republic of Tajikistan, *Labour Market in the Republic of Tajikistan, 2023*

* - data from the 2020 Population Census and the annual report of the Ministry of Labour, Migration and Employment of Population for 2024.

The Russian Federation (RF) is the main country of employment for Tajik migrant workers and, over the past two years, has strengthened control measures over irregular migration (work permits, language proficiency requirements for migrants and their children, residence registration requirements, mandatory military registration, the introduction of rules allowing deprivation of citizenship for any offence for persons who acquired citizenship other than by birth, etc.), which has led to the deportation of many young citizens of Tajikistan or the imposition of entry bans, as well as widespread violations of migrant rights. Against the backdrop of xenophobic rhetoric by the authorities, Russian society is becoming less tolerant of migrants from Central Asia. More than one million citizens of Russia of Uzbek, Tajik, and Kyrgyz ethnic origin are in a vulnerable situation.²² Regardless of such crises and economic downturns, migrants continue to remain (predominantly) in Russia, while maintaining relatively high

¹⁹ <https://www.stat.tj/barujhatgirii-aholi-2020/> , Volume 9. Migration.

²⁰ Labour Market in the Republic of Tajikistan. Agency on Statistics under the President of the Republic of Tajikistan, 2023

²¹ World Bank Group. Tajikistan Economic Update, with a Focus on the Impact of State-Owned Enterprises and Competitive Neutrality, Summer 2024. Available at: <https://thedocs.worldbank.org/en/doc/d3c4e0dfd0251429814b709af3ed2111-0080062024/original/Tajikistan-Economic-Update-Summer-2024-ru.pdf>

²² https://storage.googleapis.com/crnq/russia-migrant-discrimination.html?utm_source=telegram&utm_medium=social&utm_campaign=post

volumes of remittances, as there has been an increase in average wage levels in sectors where migrants are predominantly employed in Russia (an average increase of 1.5 times between 2021 and 2024).²³

The tightening of residence regulations and difficulties related to entry and residence in Russia have become a catalyst for Tajik migrants to seek new labour markets. While 6,601 persons left for countries in Europe and Asia in 2023, already 7,540 persons left for these regions in the first half of 2024, and by the end of 2024 this figure exceeded 10,000 persons.²⁴

In 2024, Tajikistan established partnerships in the field of labour migration with several countries. The Ministry of Labour, Migration and Employment of Population of the Republic of Tajikistan signed 41 legal acts in the field of labour with 15 countries, including the Russian Federation, Belarus, Azerbaijan, Kazakhstan, Uzbekistan, Turkmenistan, Iran, Türkiye, India, Qatar, Kuwait, the United Arab Emirates, China, Japan, and Korea. Particular attention was paid to the development of a regulatory framework to further strengthen bilateral relations. These agreements provide for language training and pre-departure preparation for migrants. The implementation of these measures has been assigned to the Migration Service and its pre-departure training centres. In addition, in 2024 the Ministry prepared 12 new draft cooperation agreements with Russia and its regions, such as Tatarstan, as well as with Georgia, Poland, Serbia, Belgium, the United Kingdom, Korea, Japan, Qatar, Kuwait, and Saudi Arabia.

In addition to Russia, migrants are increasingly interested in destinations such as employment in Korea, Japan, European countries, the United Kingdom, Qatar, and Kuwait. According to the Ministry of Labour, Migration and Employment of Population of the Republic of Tajikistan, over the past three years approximately 6,000 Tajik citizens have participated in seasonal work (in agriculture) in the United Kingdom and regularly travel to this country at the invitation of employers. More than 1,000 persons have registered for employment in Qatar, and in 2024 a total of 54 persons departed to work in that country. Workers are mainly required in livestock farming, construction, vehicle repair and automotive logistics, and hospitality services. Knowledge of English or Arabic is required. An intergovernmental agreement has been signed with Kuwait and is currently at the ratification stage. In 2025, it is planned to send the first group of migrant welders to Korea. In addition, many migrants seek employment in the Baltic States as heavy goods vehicle drivers, in construction, and in services. However, in this case there are challenges related to obtaining visas. Furthermore, migration to all these countries requires knowledge of foreign languages, at least English, which constitutes one of the barriers to large-scale labour migration. Therefore, foreign language training has been introduced at migration centres.

The analysis shows that the main challenges hindering youth employment are the lack of relevant skills and work experience, the shortage of jobs, and low wage levels. There are also challenges related to the transition from education to employment, where mechanisms ensuring a smooth transition are lacking. For example, lower secondary education curricula could include preparation for labour market entry, job search methods, and familiarisation with labour market conditions, as well as the introduction of graduate tracking systems for vocational education and training (VET) institutions and education and training institutions at all levels, and the development of logical thinking skills; career guidance and career education should be integrated into the lower secondary education system.

In 2024, changes were introduced in education policy. Prior to 2024, compulsory education covered nine grades at lower secondary level (completed at age 16). In 2024, amendments were introduced to the Law of the Republic of Tajikistan “On Education”, making 11 years of education compulsory (completed at age 18). As a result of this decision, an approximately twofold increase is expected in the number of young people enrolling in initial and secondary vocational education institutions (vocational lyceums and vocational colleges).

²³ <https://dzen.ru/a/Z5D4xBxRxc9CB5S>

²⁴ Ministry of Labour, Migration and Employment of Population of the Republic of Tajikistan. Migration statistics, 2020–2024.

3 INSTITUTIONAL STRUCTURE AND GOVERNANCE

The implementation of employment policy, labour market analysis, and forecasting of labour market demand in Tajikistan are entrusted to the Ministry of Labour, Migration and Employment of Population of the Republic of Tajikistan (MLMEP)²⁵, within whose structure operates the Agency for Labour and Employment of Population (ALEP), with a network of adult training centres and a Career Guidance Centre, as well as the Research Institute of Labour, Migration and Employment of Population. The Migration Service also operates within the structure of this Ministry, and until December 2023, initial vocational education institutions (vocational lyceums) and the Methodological Centre for Monitoring Training Quality were also included.

In February 2025, the Government²⁶ approved a new Regulation on the MLMEP, according to which, in addition to its traditional responsibilities in employment promotion and labour market development and the management of adult training centres, the Ministry will assume new responsibilities in the development of the national qualifications system and skills development, as well as tasks related to the digital transformation of the labour, migration, and employment sectors.

In 2025, a new State Institution “Centre for the Development of Occupational Competence Standards” was established under the MLMEP (based on the Methodological Centre for Monitoring Training Quality), which will promote the development of the qualifications system. In addition, the State Institution “Adult Training Centre of Tajikistan” was transformed into the “Centre for the Development of Crafts and Modern Professional Skills”.

ALEP is responsible for financing active labour market measures within the framework of the State Programme for Employment Promotion, monitoring their implementation, and is accountable to the MLMEP.

The legal framework for labour policy, social protection in case of job loss, and employment promotion is defined by the Labour Code (2017)²⁷ and the Law “On Employment Promotion” (2003), which provide for specific measures supporting youth employment.

The Labour Code includes a specific chapter (Chapter 15) and a number of articles establishing additional incentives for employers employing persons with disabilities, women, and youth, including minors, prohibiting discrimination, forced labour, and the employment of women and minors (under 18 years of age) in hazardous, underground, and harmful working conditions, and providing benefits for workers pursuing education in educational institutions. According to the Labour Code, the minimum age for employment is set at 15 years, and in exceptional cases (with parental consent), at 14 years.

According to Article 128 of the Labour Code, the State guarantees citizens the following in the field of employment:

- protection against all forms of discrimination and equal opportunities in access to occupations and employment;
- vocational training, retraining, and skills upgrading for unemployed persons, employed persons, and low-income persons engaged in childcare for children under three years of age, as well as the organisation of public works for unemployed persons;
- vocational training, retraining, skills upgrading, and the organisation of public works for workers employed on a part-time basis due to changes in production within an organisation, as well as in cases of reorganisation and/or workforce reduction by the employer;

²⁵ More information is available on the official website of the Ministry of Labour, Migration and Employment of Population of the Republic of Tajikistan: www.mehnat.tj

²⁶ Resolution of the Government of the Republic of Tajikistan No. 117 of 28 February 2025.

²⁷ The text of the Labour Code is available at: <https://ncz.tj/content/трудовай-кодекс-республики-таджикистан>

- support for the development of small and medium-sized enterprises;
- provision of labour intermediation services;
- provision of career guidance services and information on job vacancies;
- alignment of the vocational education system with labour market needs;
- development and implementation of measures to identify and formalise employment relationships;
- inclusion in investment agreements of investor obligations related to vocational training, job creation, and job retention;
- creation of conditions for vocational training, retraining, and skills upgrading directly within enterprises;
- cooperation between authorised employment authorities and employers;
- ensuring conditions for the employment of persons as provided for under the legislation of the Republic of Tajikistan.

The Law “*On Youth and State Youth Policy*” (2004) defines youth as a socio-demographic group covering persons aged 14–30. According to the classification of the Agency on Statistics under the President of the Republic of Tajikistan, youth are considered to be persons aged 15–29.

The Law “*On Employment Promotion*” includes provisions ensuring the implementation of the above-mentioned State guarantees under the Labour Code on a free-of-charge basis and defines the areas of activity of the Agency for Labour and Employment of Population as the authorised State body in the field of labour and employment. The Law also provides the following definitions:

- *active labour market measures* – measures aimed at supporting the reintegration of unemployed citizens into employment and expanding their employment opportunities. These measures include job search assistance, vocational training and retraining of unemployed persons, support for self-employment, support for small and medium-sized enterprises, and other employment promotion measures;
- *social support for unemployed citizens* – provision of employment promotion services; payment of unemployment benefits and stipends during vocational training and retraining; provision of financial assistance to family members of unemployed persons under 15 years of age who are dependants; and provision of financial assistance to unemployed persons wishing to engage in entrepreneurial activities.

This Law does not provide for specific measures exclusively targeting youth employment. Employment promotion measures are implemented within the framework of the State Programme for Employment Promotion of the Republic of Tajikistan for 2023–2027, which also includes measures aimed at promoting youth employment.²⁸

The Programme covers both active and passive labour market measures, and *active measures include* vocational training for unemployed persons, participation in paid public works, provision of concessional loans to support entrepreneurship, provision of career guidance services, employment of unemployed persons through job fairs and newly created jobs in economic sectors, employment of vulnerable groups through employment quotas, and payment of unemployment benefits. To access these services, jobseekers must register with regional offices of the Agency for Labour and Employment of Population at their place of residence. The Programme is financed through targeted allocations from the Social Protection Fund, which is funded through employer contributions (20% of payroll). The majority of this Fund is also used to finance pension payments.

To prevent increases in youth unemployment and promote youth employment, the Programme includes the following measures during its implementation period:

- facilitating youth employment through available vacancies (145,600 persons);

²⁸ Approved by Resolution of the Government of the Republic of Tajikistan No. 135 of 28 March 2023. Such programmes are adopted for a medium-term period, typically every three or five years.

- provision of career guidance and counselling services (82,500 persons);
- participation of youth in short-term vocational training, retraining, and skills upgrading programmes in occupations in demand in domestic and international labour markets (60,700 persons);
- participation of youth in paid public works (19,200 persons);
- support for youth entrepreneurship and the development of traditional crafts through the provision of concessional loans (5,900 persons);
- social support for youth through the provision of unemployment benefits (49,400 persons).

During the period 2023–2027, a total of 363,300 young people are expected to benefit from employment through the implementation of these measures.

In addition, in 2022 the Government approved the Concept for the Development of Productive Employment in the Republic of Tajikistan until 2040.²⁹ The Concept outlines various measures aimed at increasing productive employment, with a focus on intensive job creation and greater labour market participation of the working-age population. In addition, in 2020 the Government approved the State Programme for Vocational Training of Citizens of the Republic of Tajikistan for 2021–2025. In 2023, the Government approved³⁰ the Medium-Term Programme for the Training of Skilled Workers in Initial and Secondary Vocational Education for 2023–2027, which emphasises expanding access to education for young people.

The Committee on Youth and Sports under the Government of the Republic of Tajikistan also operates as the authorised State body responsible for youth affairs and performs executive, supervisory, regulatory, and other functions in the field of youth policy, physical culture, and sports.³¹ In the field of employment, this Committee cooperates with the MLMEP and ALEP and contributes to:

- the development of youth entrepreneurship and crafts and the creation of favourable conditions for youth economic independence;
- youth training and the creation of favourable conditions to support and encourage talented young people;
- cooperation with relevant State authorities to promote youth employment, create additional jobs, including employment abroad, and provide training in occupations, specialisations, and languages.

However, this Committee does not have its own financial resources to implement the above-mentioned measures.

4 ACTIVE LABOUR MARKET MEASURES FOR YOUTH

The activities of the Agency for Labour and Employment of Population (ALEP) in promoting employment are defined within the framework of the State Programme for Employment Promotion of the Republic of Tajikistan for 2023–2027.

As shown in Table 2 (below), the number of jobseekers applying to the employment service (ALEP) increased by 1.55 times between 2015 and 2024 (from 72,521 to 112,545 persons), while the number of persons placed in employment increased by 1.88 times (from 38,952 to 73,258 persons). The number of unemployed persons who received training increased by 1.08 times, and participation in public works increased by 1.25 times. At the same time, support for entrepreneurial initiatives (in the form of

²⁹ Resolution of the Government of the Republic of Tajikistan No. 263 of 28 May 2022.

³⁰ Resolution of the Government of the Republic of Tajikistan No. 420 of 31 August 2023.

³¹ http://www.portali-huquqi.tj/publicadliya/view_qonunhoview.php?showdetail=&asosi_id=19877

repayable financial assistance) declined by 32%, and the number of young people receiving career guidance services increased by 28.6% between 2015 and 2023, but declined sharply in 2024 to the level recorded in 2015.

More than 73% of registered unemployed persons do not have an occupation or professional experience and are unable to compete in the labour market, and more than 62% of unemployed persons are young people aged 15–29. This indicator has remained virtually unchanged since 2015. Of the 48,300 unemployed persons registered in 2023, young people aged 15–18 accounted for 4.8%, those aged 18–24 accounted for 23.2%, and those aged 25–29 accounted for 32.7%.³²

³² Agency on Statistics under the President of the Republic of Tajikistan. Labour Market in the Republic of Tajikistan, 2024.

Table 2. Performance indicators of the Agency for Labour and Employment of Population (ALEP), 2015–2024

Parameters	Who can benefit from the programme	Main services provided and duration (if applicable)	2015	2018	2019	2020	2021	2022	2023	2024*
Registered with ALEP, persons	All persons registered with ALEP	Within one year	72 521	92 631	106 542	103 457	106 262	110 484	106 579	112 545
<i>Of whom:</i> – youth, %	All young people aged 15–29 registered with ALEP	Within one year	42,6	50,3	47,7	50,2	41,3	70,1	47,5	48,0
Passive measures in the labor market										
Recognised as unemployed, persons	Official unemployment status is granted by a special commission	Recognition on the 11th day after the date of registration with ALEP	51 122	49 662	48 967	49 888	54 564	53 519	48 328	64 577
<i>Of whom:</i> – received unemployment benefits, person	Only officially recognised unemployed persons have access to unemployment benefits	<i>Benefits are paid for a period of three months</i>	9 839	11 012	14 140	14 350	12 899	12 993	15 714	18 377
Active measures in the labor market										
Total number of persons employed, persons	All persons registered with ALEP	Within one year	38 952	63 100	76 374	72 189	70 641	74 529	72 798	73 258
<i>Of whom:</i> • employed through job fairs, persons	All persons registered with ALEP	Within one year	–	722	752	864	847	1031	1003	786
Referred to public works, persons	All persons registered with ALEP	2–3 months	5 346	5 486	5 511	5 912	6 132	6 334	6 261	6 706
Referred to short-term vocational training, ³³ persons	All persons registered with ALEP	1–3 months of training	18 397	16 710	17 900	17 958	21 207	22 384	20 700	20 100
Received career guidance services, persons	All persons registered with ALEP	Within one year	28 982	30 994	33 925	33 859	43 363	46 409	37 272	28 904
Received repayable financial assistance to start a business, persons	All persons registered with ALEP	Within one year	3 937	3 956	3 981	3 618	3 323	3 240	2 802	2 670

Source: Agency on Statistics under the President of the Republic of Tajikistan, Labour Market in the Republic of Tajikistan, 2024

* - preliminary data from the annual report of ALEP for 2024.

³³ Short-term vocational training for unemployed persons referred by the Agency for Labour and Employment of Population (ALEP) is financed by ALEP, and participants receive a stipend.

Vocational training. Of the 20,700 persons (49.1% youth) referred to training in 2023 with funding from the Agency for Labour and Employment of Population (ALEP), 19,430 completed the training, and more than 62% of those trained were subsequently employed. Of those who completed training, young people accounted for 47.3%.³⁴

At the same time, vocational training for unemployed persons is not limited to ALEP funding, as unemployed persons also finance their own training.

Traditionally, Tajikistan has faced a shortage of training places at the traditional levels of vocational education (initial, secondary, and higher vocational education). Therefore, since 1991, the country has actively developed short-term vocational training³⁵ through a network of training centres for unemployed persons established under ALEP.³⁶ In 2008, by Government Resolution No. 115 of 5 March 2008, the State Institution “Adult Training Centre of Tajikistan” (ATCT) was established with four branches under ALEP, subordinated to the Ministry of Labour, Migration and Employment of Population of the Republic of Tajikistan (MLMEP).³⁷ By 2025, the ALEP system included a network of 38 adult training centres (ATCs),³⁸ providing various forms of short-term training. In 2025, the ATCT was transformed into the State Institution “Centre for the Development of Crafts and Modern Professional Skills”, which was removed from the ALEP system and placed under the authority of the MLMEP.³⁹

In total, in 2024, 55,361 persons were trained in various ATCs within the ALEP system, representing an increase of 4,034 persons compared to 2023. Of these, 20,100 persons received training through ALEP referral (funded by ALEP and with stipend support). The remaining 34,660 persons financed their own training, of whom 12,033 persons underwent validation⁴⁰ of professional competences and independently paid for this service provided by ATCs.⁴¹ Validation is of particular interest to young returning migrants. The remaining participants independently financed their training. These centres provide not only vocational training but also life skills training, language courses, and basic literacy courses. Importantly, admission to these centres is open to all persons aged 15 years and above, without any requirements regarding prior education. The share of women among trainees in ATCs is 47.64%. In short-term vocational training provided with the support of the public employment service, the share of women reached 74.3%.⁴² Statistics on youth participation in various forms of training are collected but not published.

Employment intermediation. One of the main areas of activity of ALEP is employment intermediation, which is carried out by referring unemployed persons to employers based on declared vacancies, conducting information and outreach activities, organising job fairs, and publishing vacancies on the national job portal www.kor.tj

According to ALEP data on employment outcomes by sector, as shown in Table 3, employment growth can be observed in industry, transport and communications, and construction. The largest numbers of persons are employed in the following sectors: agriculture, education, industry, construction, trade and catering, and services overall. Statistics on youth employment outcomes are collected but not published.

³⁴ Agency on Statistics under the President of the Republic of Tajikistan. Labour Market in the Republic of Tajikistan, 2024.

³⁵ This short-term training is not yet integrated into the system of initial and secondary vocational education.

³⁶ Three training centres were established in the cities of Dushanbe, Khujand, and Kulob) based on the reorganisation of vocational schools.

³⁷ http://portali-huquqi.tj/publicadlye/view_gonunhoview.php?showdetail=&asosi_id=9069

³⁸ The ALEP training centre system includes 35 adult training centres, 2 training centres (in the form of state unitary enterprises in the cities of Dushanbe and Khujand), and the Modular Training Centre in Dushanbe with branches.

³⁹ Resolution of the Government of the Republic of Tajikistan No. 117 of 28 February 2025 “On the Ministry of Labour, Migration and Employment of Population of the Republic of Tajikistan”.

⁴⁰ Validation is defined as the recognition of professional competences acquired by adult learners through non-formal and informal learning, regardless of where and when they were acquired, and the issuance of an official state-recognised certificate based on achieved outcomes (Article 1 of the Law of the Republic of Tajikistan “On Adult Education”).

⁴¹ Agency for Labour and Employment of Population (ALEP). Annual Report, 2024.

⁴² Agency for Labour and Employment of Population (ALEP). Annual Report, 2024.

Table 3. Employment through the Agency for Labour and Employment of Population (ALEP), by economic sector, 2015–2023

	2015	2020	2021	2022	2023
Total number of persons employed, persons	37 952	72 189	70 641	74 529	72 798
Including by sector:					
• industry	2 436	5 628	5 238	14 699	6 372
• agriculture	4 827	10 551	9062	9534	7688
• transport and communications	749	1 637	1623	1646	1789
• construction	3 881	5 497	4531	4625	5629
• trade and catering	2 139	4 553	4248	4515	3249
• housing and communal services	1 644	2 992	2078	2228	2529
• personal services	1 643	1 684	2921	2629	2584
• healthcare	5 213	6 591	5707	5831	1488
• education	445	9 433	7900	9846	7238
• culture and arts	244	1 390	545	793	700
• public administration	488	1 410	809	2 704	1 695
• other sectors	14 240	20823	25 979	15479	31837

Source: Agency on Statistics under the President of the Republic of Tajikistan, *Labour Market in the Republic of Tajikistan, 2024*.

Paid public works. As shown in Table 2, between 2015 and 2024 participation in paid public works increased by 25% (from 5,346 to 6,706 persons). ALEP can cover only 50% of the costs of public works, while the remaining 50% must be covered by employers in the form of wages. Therefore, the implementation of this form of temporary employment largely depends on the financial capacity of employers. Of the 6,261 persons who participated in public works in 2023, 46% were young people.⁴³

Financial support for business start-ups. Another area of ALEP activity is support for entrepreneurial initiatives among unemployed persons. As shown in Table 2, although the number of beneficiaries of this service declined by almost one third between 2015 and 2024 (from 3,937 to 2,670 persons), this service remains in demand among unemployed persons. The amount of interest-free repayable financial assistance ranges from 2,000 to 8,000 somoni and is provided for productive activities for a period of one year.⁴⁴ Statistics disaggregated by youth are collected but not published.

Career guidance services. ALEP also operates a Career Guidance Centre, which provides unemployed persons with career guidance services commissioned by ALEP and independently visits schools to provide services to school graduates. Each year, more than 28,000 young people receive various career guidance services, representing 15–18% of all youth entering the labour market annually (graduates of grades 9 and 11). There is no dedicated career guidance structure within the education system.

Insufficient attention is given to the consolidation of statistical data on youth-related activities, as existing youth statistics are not published, creating challenges in assessing youth participation in active labour market measures.

Over the past 5–7 years, demand for digital services in the labour market has increased in Tajikistan, creating a need to expand the activities of labour and employment authorities in digital formats.

The Agency for Labour and Employment of Population (ALEP) has demonstrated successful examples of introducing innovations and new services. In Tajikistan, a free offline course on digital freelancing is offered through the Ilmhona Skills Accelerator.⁴⁵ It was developed under a United Nations Children’s Fund (UNICEF) project in partnership with the Ministry of Labour, Migration and Employment of Population of the Republic of Tajikistan (MLMEP). In addition, with UNICEF support, five remote employment centres were established within the MLMEP structure over a three-year period (in Dushanbe, Bokhtar, and Shughnon district based on vocational lyceums, in Panjakent based on an

⁴³ Agency for Labour and Employment of Population (ALEP). Annual Report, 2024.

⁴⁴ Based on the ALEP Annual Report, 2024.

⁴⁵ <https://ilmhona.org/course-digital-freelance>

adult training centre under ALEP, and in Khorog as a private centre). Each centre provided training to approximately 700 persons. These centres offered training in graphic design, website development, social media marketing, accounting, and data entry. Approximately 2,000 persons were subsequently employed. Total earnings amounted to USD 150,000–160,000, with minimum daily earnings of USD 156. This practice should be further expanded.

There is no unified information space in the country where comprehensive information on various aspects of the labour market and available employment intermediation services can be accessed. Labour market information in Tajikistan is only partially available and originates from multiple sources (various websites of the MLMEP and its subordinate institutions), located in different places and formats. In the digital environment, access to reliable information remains limited. In the field of vocational education, numerous web resources exist, but they are not integrated into a unified information space. The newly established Committee on Initial and Secondary Vocational Education has created its website (www.tahsilot.tj) and is developing a sectoral information system.

The Ministry of Labour, Migration and Employment of Population of the Republic of Tajikistan (MLMEP) operates an official website under the domain www.mehnat.tj, which provides official information on the Ministry's activities.

Within the MLMEP structure operates the Agency for Labour and Employment of Population (ALEP), which maintains its official website www.shugl.tj, where information on the Agency's services is available. In addition, the State Institution "Centre for the Development of Crafts and Modern Professional Skills" and its network of training centres operate under the MLMEP and maintain the website www.kasb.tj. The Migration Service, which is also part of the MLMEP structure, operates its official website www.migration.tj.

These websites are similar in design and structure, their functions are operational, materials and documents can be downloaded, and content is updated. However, they do not provide comprehensive information on legislation and secondary regulations governing the labour market, labour market conditions and development prospects, occupational demand, career choice, and career development, statistical information is limited, and there is no option to register with ALEP or access its services. Functionally, these are informational websites, although the Migration Service website includes some additional user features.

There is also a job portal www.kor.tj, which is periodically updated. Although this website has been updated several times in recent years with the support of various projects, a review of the portal identified the following issues: illogical functionality and improper site structure, including content layout and navigation elements; absence of news in the "news" section; lack of functionality to apply for vacancies; inconvenient jobseeker registration procedures with excessive requirements (registration only via telephone number); absence of a clear and user-friendly employee search system; incomplete employer contact functionality; failure of the system to save CV data fields; incomplete saving of user profile data; and the presence of only seven CVs on the platform, which appear to be test entries.

In addition, vacancy information is not entered at the local level but is collected in paper form at the central ALEP level and subsequently uploaded. As a result, published vacancy information becomes outdated. Accessing the website via personal computers is also difficult, as licensed antivirus software generates warnings indicating that "one or more certificates of this website are invalid and their authenticity cannot be guaranteed, as the site owner has not renewed the certificate," although the mobile application functions properly.

Therefore, in 2024, the World Bank (WB) project "Social Protection Modernization and Economic Integration" supported the development and establishment of a Labour Market Information System (LMIS) in the Republic of Tajikistan, which is expected to be launched in 2026. The creation of a unified digital platform in the form of the LMIS will establish an integrated digital environment accessible to all stakeholders on a 24-hour basis, regardless of location.

Under the Law of the Republic of Tajikistan "On Training Specialists in Accordance with Labour Market Needs", the LMIS is defined as a single online entry point consolidating information on job availability,

career choice, training opportunities provided by skills development institutions, and other relevant information on domestic and international labour markets. This Law and its implementing regulations also provide for the establishment of a National Qualifications System (NQS) and the integration of its elements into the LMIS platform. The MLMEP, as the authorised State body in the field of labour and employment, is also responsible for:

- assessing domestic and international labour market competence needs and preparing analyses and forecasts in cooperation with relevant State authorities, employers, and employer associations;
- establishing and maintaining the Labour Market Information System (LMIS) in cooperation with relevant State authorities, employers, and skills development institutions, with the involvement of local government authorities;
- coordinating the overall development and implementation of the National Qualifications System (NQS).

The MLMEP plans to assign responsibility for the operation and development of the LMIS to ALEP. Given the existing human resource capacity and limited resources, there is a significant risk that ALEP may be unable to fulfil this function, and the LMIS may remain a static website with infrequent updates. This will require a review of ALEP's organisational structure and redistribution of functions, staff training, and amendments to legislation and regulatory provisions.

5 EFFECTIVENESS AND IMPACT OF ACTIVE LABOUR MARKET MEASURES, CHALLENGES AND GAPS

In assessing the effectiveness of active labour market measures, it can be noted that 65% of citizens who apply to the Agency for Labour and Employment of Population (ALEP) obtain employment. This is a relatively high indicator. However, it is important to understand that only a small share of unemployed persons apply voluntarily to the public employment service, mainly young people and women who do not have vocational education or work experience. Overall, labour market intermediation mechanisms are limited in scale, as only 20.4% of the total number of unemployed persons apply to ALEP. As a result, the registered unemployment rate is only 1.9–2%, which is 4.9 times lower than the overall unemployment rate (7.98%).⁴⁶ The limited range of active labour market measures, ALEP's constrained financial capacity, and the shortage of productive vacancies make ALEP services insufficiently attractive for the more active segment of the labour force. The activities of ALEP and the Ministry of Labour, Migration and Employment of Population of the Republic of Tajikistan (MLMEP) do not include mechanisms for assessing ALEP performance and linking results to staff incentive schemes. There is no accessible information on how effective labour market policy is with regard to youth. Limited statistics and the lack of published statistical data, particularly disaggregated by youth, do not allow for monitoring the effectiveness of youth employment promotion policy.

This is confirmed by a survey of young people themselves, who state that “Young people in the Central Asia region do not feel that school prepares them for the future. They want more practical, ‘real-world’ experience during their education. They believe they receive insufficient information about possible jobs and career pathways. They lack reliable information and career guidance to make decisions, and their choices are often shaped by family, social expectations or gender. **They do not turn to public employment services**, perceiving them as outdated and not suited to modern conditions. They would like career guidance with teachers or at school, but many teachers do not have the necessary skills and resources. In the absence of other guidance, they turn to the Internet and social media to understand

⁴⁶ Based on a comparison of ALEP statistical data (2020) – 49.9 thousand registered unemployed persons, and Population Census 2020 data – 244.6 thousand total unemployed persons.

evolving labour market and technology trends, the skills required and ways to acquire them. However, online information is often too diverse and unreliable, leaving young people disoriented or lost.”⁴⁷

Local employment service offices are involved in identifying and gathering young men for military conscription, which ultimately discourages young people from approaching the public employment service.⁴⁸

At present, due to weak human resource capacity (low wages, high staff turnover and rotation, and the absence of pre-service training programmes for new employees), there are virtually no innovations in employment policy and labour market infrastructure development, and the level of digitalisation in this area is very low. The new initiatives that do exist—past and ongoing skills needs assessments, the Labour Force Surveys (LFS), the establishment of the Labour Market Information System (LMIS) and a labour market observatory unit, the establishment of the National Qualifications System (NQS) and its digital platform, and capacity-building for NQS development based on EU experience—are initiatives of various international projects supported by the MLMEP.

In addition, an analysis of strategic and programme documents for the development of individual economic sectors and regions shows that these documents do not link development priorities to the assessment of skills needs and, accordingly, do not generate demand for the vocational education and training (VET) system to train specialists with specific qualifications and the required set of competences. Over the past 8–10 years, no regional employment programmes have been developed, there has been no practical contribution by local authorities to the implementation of active labour market measures, and these measures are not aligned with the regional needs of local labour markets.

Although national-level employment promotion programmes are adopted periodically, they reflect only the activities of the public employment service in promoting employment, are formulated at national level, and do not include linkages demonstrating how sectoral and regional development contributes to employment outcomes.

While there are no legal barriers to participation in active labour market measures, limited funding means that ALEP activities cannot be expanded in line with actual labour market conditions; therefore, ALEP does not promote its services in order to attract more unemployed persons.

Vocational training programmes also face quality challenges due to insufficient funding, while the costs of purchasing consumables or undertaking more in-depth training require substantial additional expenditure by trainees. Assessment of learning outcomes is also carried out without employer participation, as their services would need to be paid for. Training cost estimates are not revised over several years, training and validation costs are not indexed, and low teacher remuneration prevents the recruitment of the best vocational trainers. As a result, the employment rate of graduates of such training courses is low (around 40%).⁴⁹

Legislation does not provide incentives for employers to create jobs and employ vulnerable groups through ALEP referrals, and there are no tax incentives for them.

The programme of financial support for entrepreneurship among unemployed persons is financially limited, there are challenges related to the transparency of project selection and the provision of financial support to unemployed persons, and there is no clarity regarding repayment of these funds. In addition, beneficiaries of this financial support do not receive specialised training, and ALEP staff are not always sufficiently competent to provide advisory support to unemployed persons’ business projects and to accompany them throughout the implementation period.⁵⁰

⁴⁷ United Nations Children’s Fund (UNICEF) and European Training Foundation (ETF), Building a Resilient Generation in Central Asia and Europe: Youth Views on Lifelong Learning, Inclusion, and the Green Transition, 2021. The original version is available at: www.etf.europa.eu/sites/default/files/2021-06/resilient_generation_central_asia_europe.pdf

⁴⁸ Based on interviews with staff of regional employment services, May 2025.

⁴⁹ Based on the ALEP Annual Report, 2024.

⁵⁰ Analysis conducted under the World Bank Project “Modernisation of Social Protection and Economic Integration” in preparation for the establishment of the Labour Market Information System (LMIS).

Digital opportunities for employment promotion are underutilised. Labour market information in Tajikistan is only partially available and originates from multiple sources, located in different places and formats. In the digital environment, access to reliable information remains limited. It is also important to consider that a large share of the population lives in remote mountainous areas and has limited access to reliable labour market information and employment promotion services.

Although participation of young people in active employment promotion measures is not formally restricted, in practice young people are poorly informed about ALEP opportunities. ALEP itself does not promote its services due to funding constraints and, in the event of a large influx of young people to local ALEP offices, would be unable to provide services to all due to its limited budget.

6 CONCLUSION

The review of the labour market situation and active employment promotion measures has identified the following aspects:

- An increase in youth unemployment and youth labour market inactivity has been observed;
- The ALEP financing system is not adaptive to labour market conditions, and the financing model does not correspond to the dynamics of change;
- There are many positive examples of new approaches to employment promotion, including within ALEP practice through the use of digital technologies. For example, cooperation with the Ilmhona Skills Accelerator and the establishment of five remote employment centres represent good examples of introducing new approaches to promoting youth employment through ALEP. Overall, this requires separate analysis, as the introduction of new active labour market measures will require a revision of financing volumes;
- The potential of digital technologies for labour market intermediation is not utilised, there is no unified information space, there is no possibility for online registration, and such measures are not provided for in legislation. With the adoption of the Law of the Republic of Tajikistan “On Training Specialists in Accordance with Labour Market Needs” in 2021, a legal framework was established for the creation of the National Qualifications System (NQS) in Tajikistan, and the Ministry of Labour, Migration and Employment of Population of the Republic of Tajikistan (MLMEP) was assigned new responsibilities for the development of the NQS, the concept of the Labour Market Information System (LMIS) was defined, and MLMEP’s responsibility for its establishment and development was determined. In this Law, the LMIS is defined as a single online entry point consolidating information on job availability, career choice, training opportunities provided by skills development institutions, and other relevant information on domestic and international labour markets. The establishment of the LMIS will require updates to employment legislation;
- ALEP activities related to information and outreach among youth are limited and require fundamental revision to ensure maximum coverage and effectiveness, with the involvement of local authorities; career guidance coverage is also limited, and the secondary school curriculum does not include labour market information;
- Insufficient attention is given to the consolidation of youth-related statistical data, and activities targeting youth are neither adequately analysed nor published.

Based on the above, the following conclusions can be formulated:

1. The range of active labour market measures for youth employment should be expanded through the study of international experience and the adaptation and implementation of new practices. In this regard, expert support from development partners is essential and should be mobilised through the development of new projects;
2. Mechanisms facilitating the transition from education to employment should be established. For example, lower secondary education curricula could include preparation for labour market entry,

job search methods, and familiarisation with labour market conditions; graduate tracking systems should be introduced for vocational education and training (VET) institutions and education and training institutions at all levels; career guidance and career education should be integrated into lower secondary education; entrepreneurship education should be introduced at all levels of vocational education; and flexibility and accessibility of education should be expanded through the development of various forms of learning, including work-based learning and apprenticeships aligned with employer needs;

3. Employment legislation should be reformed to support the introduction of new active labour market policy measures with a focus on youth needs. The financing model for active labour market measures should also be revised;
4. Opportunities for information and outreach activities and the provision of remote services should be expanded, with a focus on youth, through the use of digital tools and platforms. This will require a review of ALEP's organisational structure to establish a unit or department responsible for digital service development, including management of the LMIS;
5. Capacity development of ALEP staff, particularly pre-service training, should become a priority of human resource policy within ALEP and across the MLMEP institutional structure;
6. Given the low level of vocational skills among unemployed youth, career guidance, vocational training, and career development programmes should be expanded, with a focus on quality, employer engagement, practical training, and apprenticeship opportunities aligned with labour market needs;
7. Mechanisms for evaluating ALEP performance should be developed and linked to staff incentive systems, and labour market statistics should be strengthened and published, particularly with youth-disaggregated data.

Overall, ALEP operations should be reviewed in line with client-oriented principles, technically modernised, and aligned with modern approaches, particularly in relation to youth employment services.

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