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PROSPECTS FOR CREATING NEW JOBS AND ENSURING EMPLOYMENT IN THE CONTEXT OF A GREEN ECONOMY

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Abstract: This article examines the impact of the green economy on the labor market, the opportunities for creating new jobs, and their role in ensuring employment. The study explores emerging occupations and employment models resulting from the adoption of renewable energy sources, resource-efficient technologies, and environmental innovations. The findings indicate that the transition to a green economy contributes not only to environmental sustainability but also to the creation of additional jobs, the improvement of human capital quality, and the achievement of sustainable economic growth.

Keywords: green economy, green jobs, employment, labor market, sustainable development, renewable energy, human capital, environmental innovations, green growth.

Introduction. In recent years, climate change, environmental challenges, and the need for the rational use of natural resources have contributed to the widespread adoption of a new approach in the global economy—the concept of a green economy. According to the United Nations and the International Labour Organization, "the transition to a green economy not only ensures environmental sustainability but also creates opportunities to generate millions of new jobs"[1] . The growing global population, persistent unemployment, and structural changes in the labor market necessitate the development of new forms of employment. In this process, renewable energy, waste management and recycling, energy efficiency, and environmental services are becoming increasingly important.

In Uzbekistan, a strategy for the transition to a green economy through 2030 has also been adopted, and large-scale reforms are being implemented across various sectors of the economy to improve energy efficiency and ensure environmental safety. This, in turn, is considered one of the important factors contributing to the creation of new jobs and ensuring employment for the population. According to the International Labour Organization, the transition to a green economy could result in the creation of up to 24 million new jobs worldwide by 2030."[2]. The aim of this article is to analyze the prospects for creating new jobs in the context of a green economy and to assess their importance in ensuring employment for the population.

Methodology. This article employs the methods of systematic analysis, comparative analysis, statistical data synthesis, economic analysis, and scientific abstraction. In the course of the study, data from the United Nations Environment Programme (UNEP), the International Labour Organization (ILO), the World Bank, and the Statistics Agency under the President of the Republic of Uzbekistan were examined, along with scientific works by national and international scholars.

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[1]UNEP. *Towards a Green Economy: Pathways to Sustainable Development and Poverty Eradication*. 2011.

[2] ILO. *World Employment and Social Outlook 2018: Greening with Jobs*. Geneva, 2018.

Discussion. The environmental and technological changes observed in the global economy are leading to structural transformations in the labor market. In particular, the implementation of green economy principles is expanding opportunities to create new jobs, modernize existing jobs, and promote environmentally oriented employment across various sectors of the economy. From this perspective, "the development of a green economy is emerging not only as a means of ensuring environmental sustainability but also as an important factor in increasing employment among the population."[3] .

In Uzbekistan, state policy on the transition to a green economy has been consistently implemented in recent years. In particular, the "Strategy for the Transition of the Republic of Uzbekistan to a Green Economy for 2019–2030" sets out objectives aimed at improving the energy efficiency of economic sectors, expanding the use of renewable energy sources, and ensuring the rational use of resources.[4]. As is well known, the implementation of these objectives will lead to a growing demand for new professions and specializations in the labor market.

According to researchers' analyses, the renewable energy sector is emerging as one of the areas with the greatest employment potential within the green economy. The construction, operation, and maintenance of solar and wind power plants are increasing the demand for engineers, energy specialists, technical personnel, and digital management professionals. In particular, Uzbekistan's climatic conditions offer favorable opportunities for the development of solar energy, which may contribute to the creation of thousands of new jobs in the future."[5].

Table 1. Key Sectors with Potential for Creating New Jobs within the Green Economy [6].

Sector	Types of New Jobs	Impact on Employment
Renewable Energy	Engineers, technicians, operators	High
Waste Recycling	Sorters, technologists, logistics specialists	Medium–High
Green Construction	Designers, engineers, energy specialists	High
Organic Agriculture	Agronomists, farmers, technologists	Medium
Ecotourism	Guides, managers, service personnel	Medium

The waste recycling sector, which is an important component of the green economy, also plays a significant role in ensuring employment for the population. Currently, improving waste collection, sorting, and recycling processes not only contributes to addressing environmental problems but also creates new business entities and employment opportunities. The participation of small businesses and private entrepreneurship in this sector can serve as an additional source of employment for the population. Similarly, the introduction of green technologies in agriculture has a positive impact on the labor market. In particular, the expansion of water-saving technologies, drip irrigation systems, organic farming, and agroecological approaches is contributing to the emergence of new types of employment in rural areas.

This not only helps ensure employment for the population but also contributes to increasing labor productivity and promoting the efficient use of natural resources[7]. From the perspective of

[3] Qurbonov, R.Q. *Green Economy and Sustainable Development Challenges*. Tashkent: Iqtisodiyot, 2023.

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[4] Republic of Uzbekistan. Resolution of the President of the Republic of Uzbekistan No. PP-4477 dated October 4, 2019. *On Approval of the Strategy for the Transition of the Republic of Uzbekistan to a Green Economy for 2019–2030*.

[5] Vakhobov, A.V., Khajibakiyev, Sh.Kh., & Muminov, N.G. *World Economy and International Economic Relations*. Tashkent: Voris Nashriyot, 2021.

[6] Source**:** Compiled by the author based on the author's own research.

[7] Agency of Statistics under the President of the Republic of Uzbekistan. *Statistical Data*. Tashkent, 2025.

labor economics, the transition to a green economy is creating new requirements for the quality of human capital. Most green jobs require the use of modern technologies, digital skills, and a strong level of environmental awareness. Therefore, training specialists who meet the new demands of the labor market has become increasingly important for educational institutions. As Abdurahmonov notes, "the quality of human capital is one of the key drivers of economic development and ensures competitiveness in the labor market"[8]. At the same time, the transition to a green economy may also lead to a reduction in labor demand in certain traditional sectors. For instance, workers employed in energy-intensive and environmentally harmful industries may need to undergo retraining and acquire new skills for emerging occupations. From this perspective, institutional support for the labor market, the expansion of vocational retraining programs, and the development of a workforce aligned with the requirements of the green economy are of particular importance[9].

Table 2. Priority Areas for Increasing Employment through the Green Economy in Uzbekistan [10].

Direction	**Expected Outcome**
Expansion of solar energy projects	Creation of new high-skilled jobs
Introduction of energy-efficient technologies	Increased labor productivity
Establishment of waste recycling clusters	Additional employment opportunities
Support for green entrepreneurship	Growth in the number of small businesses
Improvement of the workforce training system	Development of competitive human capital

Based on the above analysis, it can be concluded that the development of a green economy in Uzbekistan is an important factor in creating new sources of employment, improving the qualitative characteristics of the labor market, and developing human capital. In particular, renewable energy, green construction, waste recycling, and environmental services are expected to remain among the priority areas for the creation of new jobs in the coming years.

Conclusion. The findings of the study demonstrate that the transition to a green economy is one of the important factors contributing to economic growth, environmental sustainability, and employment generation. Indeed, increased investment in green economy sectors contributes to the creation of new jobs, the emergence of new occupations in the labor market, and the qualitative development of human capital.

In the context of Uzbekistan, employment can be increased through the development of renewable energy, energy efficiency, waste recycling, and green agriculture. Based on these considerations, it is advisable to implement the following recommendations:

- Improving the system of workforce training for the green economy;
- Expanding mechanisms to promote green investments;
- Providing government support to green entrepreneurship entities;
- Developing programs to create green jobs for young people and women;
- Introducing a national monitoring system for the green labor market.

[8] Abdurahmonov, Q.Kh. *Human Development*. Tashkent: Fan va texnologiya, 2020..
[9] Abdurahmonov, Q.Kh. *Labor Economics: Theory and Practice*. Tashkent: Fan va texnologiya, 2019.
[10] **Source:** Compiled by the author based on the author's own research..

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