



Institut suisse de droit comparé  
Schweizerisches Institut für Rechtsvergleichung  
Istituto svizzero di diritto comparato  
Swiss Institute of Comparative Law

**25 may 2023**  
**ISDC and online**

## **Rencontres informelles de l'Institut suisse de droit comparé**

### **INFORMAL EMPLOYMENT IN CENTRAL ASIA**

### **COMPARATIVE STUDY OF ATYPICAL WORKERS IN UZBEKISTAN**

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Does extending labor contracts to atypical workers (part-time, seasonal and agency workers) in Uzbekistan lead to a reduction in its rate of informal employment? A former soviet socialistic republic, Uzbekistan became independent after the collapse of the USSR and subsequently formulated its own development action plan, with employment and social security as top priorities.

In order for employment to constitute formal employment, a number of aspects of labor law must be satisfied; one of the key components is a contract of employment, allowing an individual to be considered as a worker. This study considers how labor contract arrangements can be adapted to atypical workers to limit the legal obstacles associated with formal employment. As well as highlighting the current situation of informal workers in Uzbekistan, practices in neighboring Kazakhstan as well as those of Japan will be examined, particularly with regard to the conclusion of part-time contracts for workers. However, it will also be shown that the introduction of new types of labor contracts is unlikely to be enough for tackling the overall high levels of informal employment in Uzbek labor market. Nevertheless, the hypothesis remains that flexible labor relationships can still be achieved through labor contracting; not only does such a system promote the transformation from informal to formal job creation (women in rural areas especially) by stimulating individuals to enter into the formal labor market, but it ultimately leads to recognition of, and respect for, the labor rights of atypical workers.

**Thursday 25 May at 12.00**  
**salle von Overbeck, ISDC**

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