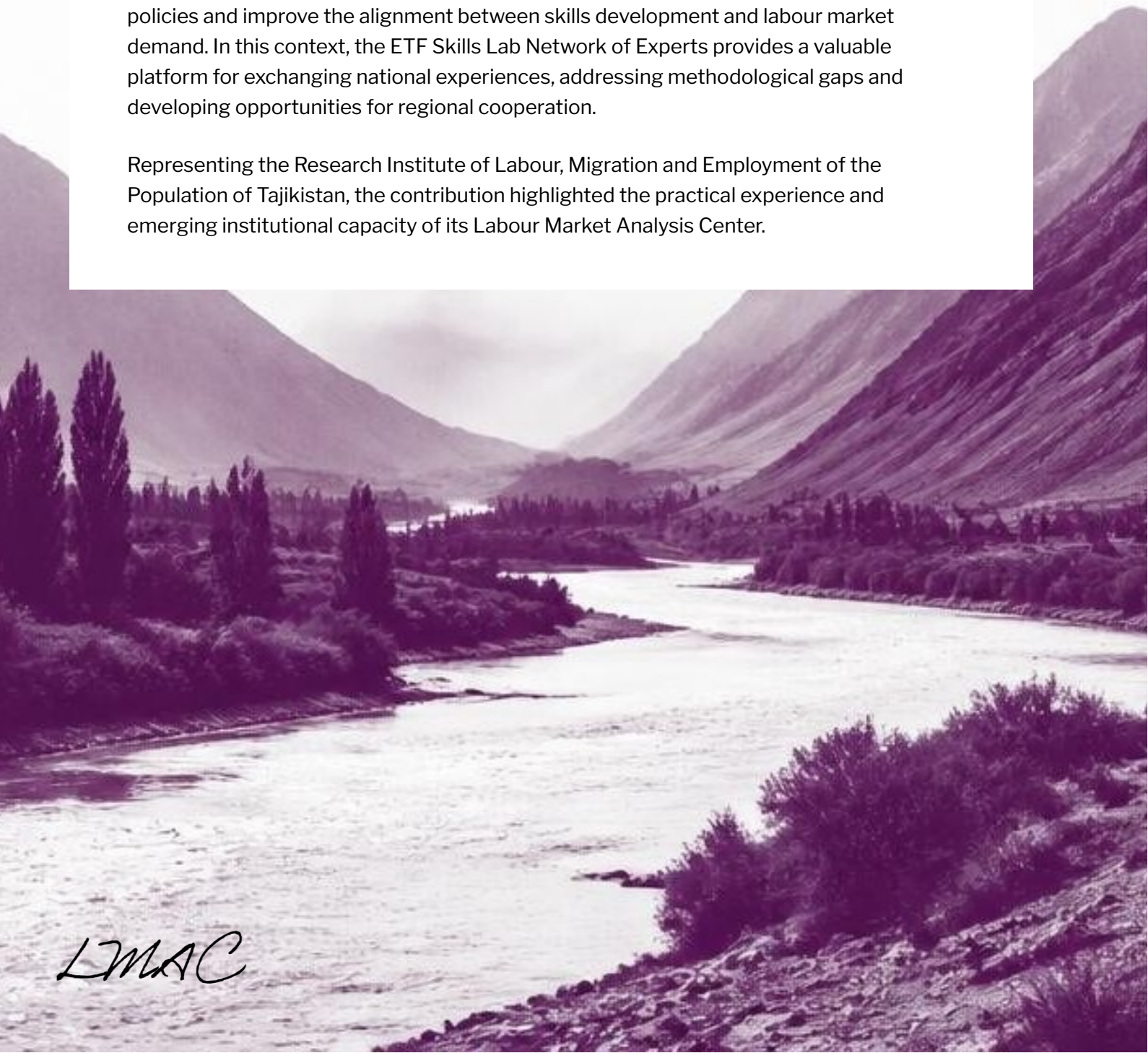
Labour Market Analysis and Skills Anticipation in Tajikistan: Institutional Experience, Methodological Approaches and Opportunities for Regional Cooperation

The growing international attention to Central Asia and its labour market challenges is particularly important for countries seeking to strengthen evidence-based employment policies and improve the alignment between skills development and labour market demand. In this context, the ETF Skills Lab Network of Experts provides a valuable platform for exchanging national experiences, addressing methodological gaps and developing opportunities for regional cooperation.

Representing the Research Institute of Labour, Migration and Employment of the Population of Tajikistan, the contribution highlighted the practical experience and emerging institutional capacity of its Labour Market Analysis Center.



Established in January 2026, the Center builds on accumulated expertise



Established in January 2026, the Center brings together experienced professionals with substantial practical expertise in labour market research, employment, migration, skills development and policy analysis. Although relatively new as an institutional unit, it builds on the accumulated research experience and professional expertise of its team.

Since its establishment, the Center has prepared five policy briefs for government ministries and other stakeholders. Its activities include labour market research, analytical assessments, policy-oriented studies and the evaluation of employment and skills development programmes. The Center has also established partnerships with relevant national institutions and professional organisations, providing a foundation for further research and knowledge exchange.

Selected research findings and updates on the Center's activities are disseminated through social media to make analytical work more accessible to policymakers, stakeholders and the wider professional community.

Labour market demand is monitored and forecast twice a year

A key component of the Center's activities is the regular monitoring and forecasting of labour market demand. The Center conducts skills and occupational demand forecasting twice a year, covering both short-term and medium-term perspectives.



FIG. 2.1

Regional distribution of labour opportunities across urban and regional centres in Tajikistan.

REGIONAL ONLINE PLATFORMS

An important element of this process is the systematic monitoring of online labour market platforms and publicly available job vacancies across all regions of Tajikistan.

COLLECTION METHODOLOGY

The Center applies both manual and automated approaches to vacancy collection, allowing it to gather and process information from different online sources.

2 × / yr

short- and medium-term forecasting rounds conducted annually

Dual-track

combined automated scraping and manual vacancy verification



Vacancy data is structured across occupations, regions, pay and competition

The collected data are subsequently structured and classified according to several analytical dimensions:

- Occupations and professional fields;
- Geographical distribution of vacancies across regions;
- Salary levels offered by employers;
- The number of applications received for individual vacancies;
- Differences in employer demand and jobseeker interest across occupations and geographical areas.

Particular attention is given to comparing the volume of available vacancies with the number of applications submitted by jobseekers. This indicator provides additional insight into competition for available positions and helps identify potential imbalances between employer demand and jobseeker interest.

The Center also analyses salary information to identify differences in remuneration across occupations and regions. This provides an additional dimension for understanding labour market attractiveness and the changing economic value of particular professional competencies.

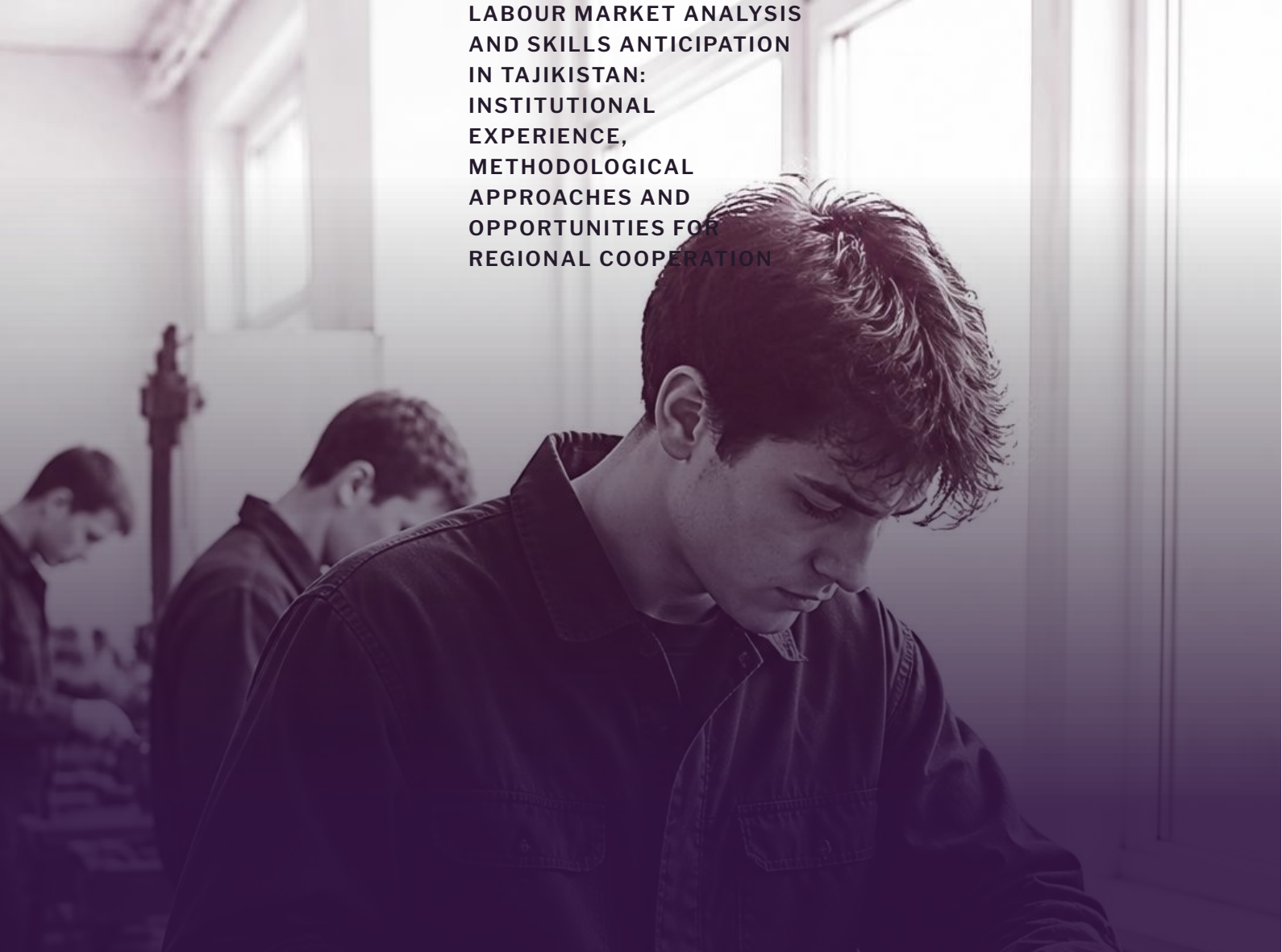
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Online vacancies are combined with administrative data and employer surveys

Importantly, the monitoring process is not limited to online vacancies. The Center also uses several administrative data sources and periodically conducts employer surveys. This allows researchers to complement online vacancy information with additional evidence on employment dynamics and labour demand.

For occupational classification, the Center combines different classification approaches, taking into account available national and international frameworks and the practical requirements of labour market analysis. By combining these sources and methods, the Center seeks to develop a more comprehensive understanding of labour market dynamics and emerging skills requirements.



The SEEP assessment connects services, skills and employment outcomes

Beyond regular labour market monitoring, the Center conducts applied research and evaluates employment and skills development programmes. An important example is the comprehensive assessment of the Asian Development Bank's Skills and Employability Enhancement Project (SEEP) in Tajikistan, covering the 2020-2026 implementation period.

The assessment examined the activities of Job and Migration Service Centers, vocational training provision, skills development, institutional performance and employment-related outcomes. It also considered regional differences and the participation of women and other groups facing barriers to employment.

The methodological approach combined quantitative analysis of administrative and programme data, institutional assessment and examination of implementation processes. The Theory of Change approach was particularly relevant for examining the relationship between project interventions, immediate outputs and intended outcomes. It helped structure the assessment around an important question: to what extent do vocational training and employment services translate into improved employment opportunities?

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Several structural challenges remain for Tajikistan and the region

Despite progress in developing analytical capacity, several challenges remain relevant to Tajikistan and the wider Central Asian region.

These include improving the availability and interoperability of labour market data, strengthening cooperation with employers, developing more systematic mechanisms for identifying emerging skills requirements, and establishing stronger links between skills forecasting, vocational education and employment services.

Online vacancy monitoring provides valuable real-time and periodic information, but it does not necessarily capture the entire labour market, particularly informal employment and vacancies that are not advertised digitally. Consequently, combining online vacancy data with administrative information, employer surveys and other research methods remains essential.

Further development of labour market intelligence also requires institutional continuity. Analytical activities should not depend exclusively on individual projects but should become an integral part of the regular work of research institutions and relevant government bodies.

In this regard, strengthening the institutional role of the Labour Market Analysis Center represents an important step towards establishing a more systematic approach to labour market monitoring and skills anticipation in Tajikistan.

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Tajikistan's experience creates a platform for regional cooperation

REGIONAL CONTEXT



FIG. 4.1

Regional collaboration across Central Asian research bodies.

The experience of Tajikistan demonstrates the importance of developing national analytical capacities while remaining connected to international methodological developments and regional knowledge networks.

The Labour Market Analysis Center sees considerable potential for cooperation with the ETF, international development partners and research institutions in Central Asia in several areas:

1 **Joint applied research.** Conducting research on labour market trends, skills mismatches, emerging occupations and changing employer requirements.

2 **Development of skills anticipation methodologies.** Further improving existing approaches to vacancy monitoring, employer surveys, occupational classification and short- and medium-term forecasting.

3 **Digital labour market intelligence.** Developing more integrated approaches to collecting, processing and analysing labour market information from online platforms and administrative sources.

4 **Comparative regional research.** Examining labour market intelligence systems, institutional arrangements and skills anticipation practices across Central Asian countries.

5 **Migration and skills development.** Investigating the relationship between labour migration, skills utilisation and the reintegration of returning migrants.

6 **Institutional and professional capacity-building.** Promoting methodological exchange, joint analytical publications, professional training and cooperation between national research institutions.

From national capacity to shared labour market intelligence

The Center is ready to contribute its practical research experience, institutional knowledge and national labour market expertise to such initiatives.

The participation of Tajikistan in the ETF Skills Lab Network of Experts provides an opportunity not only to exchange existing experience but also to establish practical research partnerships, pilot new analytical approaches and develop joint initiatives.

The overarching objective is to strengthen the capacity of national institutions to anticipate labour market changes, identify emerging skills needs and provide evidence-based recommendations for employment and human capital development policies across Central Asia.

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