

# Preparation of staff - a necessary condition for cooperation with Uzbekistan

Przygotowanie kadr - warunkiem koniecznym przy  
podejmowaniu współpracy z Uzbekistanem

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# Central Asia: Economies in Transition

All Central Asia countries are listed by the World Bank in a separate category „Economies in transition”. They are changing from a centrally planned economy to a market economy.

Set of structural transformations intended to develop market-based institutions:

- economic liberalization
- trade barriers are removed
- a push to privatize state-owned enterprises and resources
- state and collectively run enterprises are restructured as businesses
- a financial sector is created to facilitate macroeconomic stabilization and the movement of private capital.

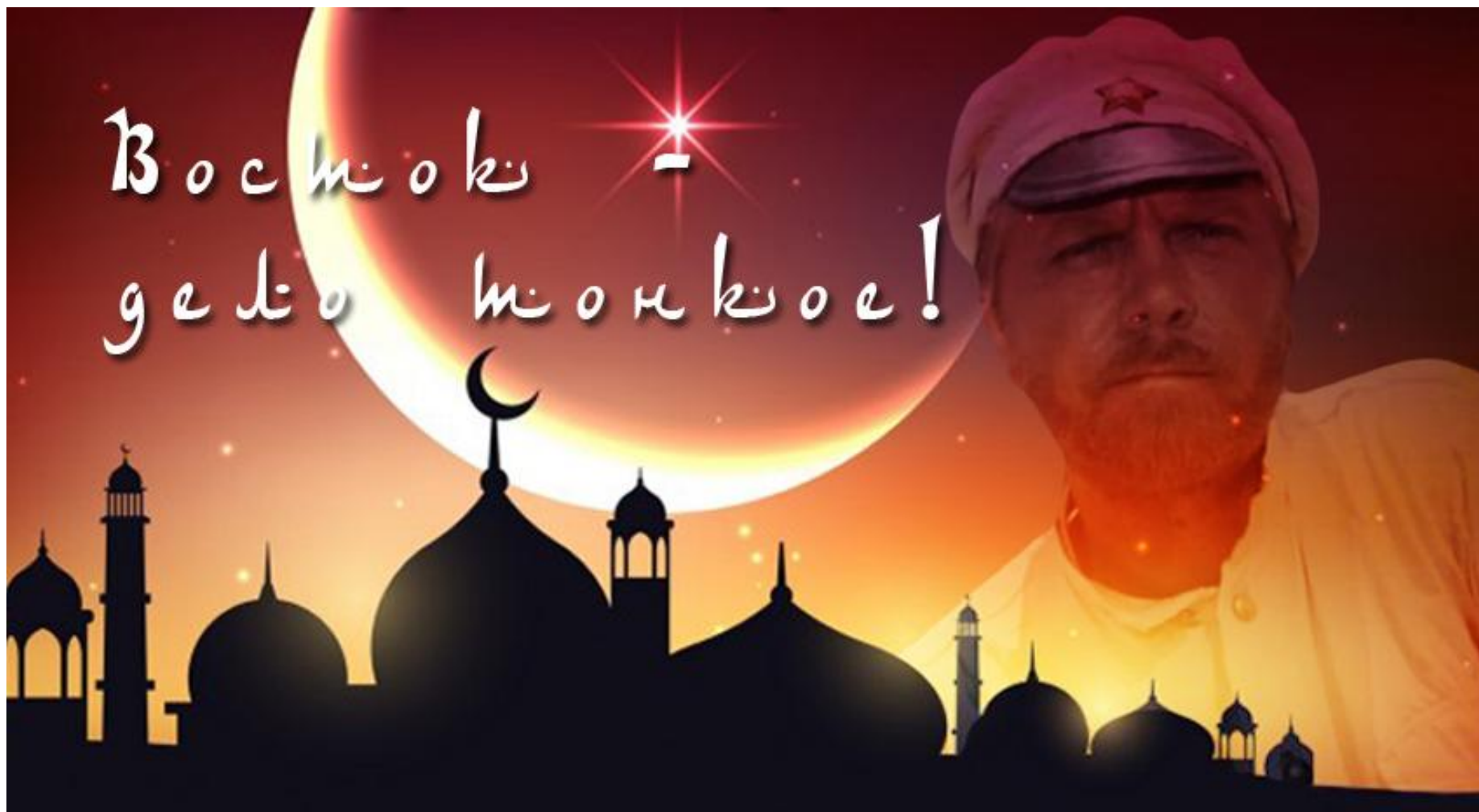
# Similarities with Poland in the 1990s

- We see many similarities with Poland after the change of political system in the late 1990s.
- Many years of waiting for contact with the outside world
- Interest in going abroad
- The pressure to achieve business success
- Hunger for branded (luxury) items as a sign of progress and prestige
- Huge demand for modern products and technologies

# Young society and its needs

- 35 million inhabitants
- Very young population (35% of the population under twenty years of age, 6% of people over sixty-five years of age)
- Needs regarding residential construction and the necessary equipment (but at an appropriate level)
- Needs in the area of formal education and professional skills.
- Many students from Uzbekistan in Poland (2,049 in 2022/2023 out of a total of 100,000)
- There is a lot of interest in Poland. Always very positive comments from people who have visited Poland!

«Восток – дело тонкое!»



# Cultural factors

- Strong dependence on cultural context
- Communication difficulties resulting from language changes
- Difficult to obtain feedback
- Group solidarity
- Declarative optimism



# Legal and formal factors

- Fear of making a decision.
- Slow decisions.
- Lack of planning habits.
- Ineffective public procurement system via the stock exchange
- Conscious and unconscious avoidance of problems that require solving



# Recommendations for the cooperation

- To build trust
- Develop personal relationships, regardless of contacts with institutions
- Show real role models, including invitations to Poland
- Create multi-person foreign teams
- Use people with experience

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