

## ANALYSIS OF POPULATION EMPLOYMENT IN UZBEKISTAN AND ITS SOLUTIONS

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Ensuring the employment of the population is an important factor in raising the standard of living of the population. As the President of our republic, Shavkat Mirziyoyev, noted: "...the effect of the economic reforms and social changes we are implementing is measured, first of all, by the extent to which they affect the material condition and well-being of the population, the level and quality of life"<sup>1</sup>. These changes were initially manifested through labor relations, which created the need for the formation and development of the labor market. The development of this market activity is of great importance in solving the employment problems of the population.

Due to the integration of the economy of any country and the development of interstate socio-economic and strategic relations, as well as countries with stagnant or low population growth due to low birth rates (European countries, Russia, South Korea, etc.), international labor migration is increasingly expanding.

This process benefits every country. That is, if migrant workers contribute to the growth and development of the destination countries, they will bring great benefits to their countries through remittances and the experience they acquire.

However, management of the migration process, protection of migrant workers, migration and development relations, and international cooperation issues are among the complex issues to regulate.

In countries with high population growth and most developing and underdeveloped countries, there are sufficient problems in providing employment to the population. For example, the lack of jobs, low monthly salaries, lack of professional qualifications and knowledge of labor resources are among them.

There are five main causes of unemployment in the economy<sup>2</sup>:

- ☐ related to the introduction of new technologies and other structural changes in the economy;
- ☐ economic recession leading to a decrease in the demand for labor resources;
- ☐ government policy, increase in minimum wage and therefore decrease in labor demand;
- ☐ seasonal fluctuations in some sectors of the economy;

<sup>1</sup> Sh.M. Mirziyoyev, we will build a free and prosperous, democratic country of Uzbekistan together. (Speech at the joint meeting of the chambers of the Oliy Majlis dedicated to the inauguration ceremony of the President of the Republic of Uzbekistan), Tashkent, Uzbekistan, 2016, pp. 15-16

<sup>2</sup> <http://www.vectoreconomy.ru/images/publications/2018/2/laboureconomics/Lyapkalo.pdf>

□ demographic changes, i.e. growth of working age population.

Developed countries have created their own models for eliminating unemployment and ensuring employment of the population and have been using them in the policy of ensuring employment of the population.

In the conditions of the most developed market economy, the following models of employment policy are used<sup>3</sup>:

1. The European model implies a decrease in the number of workers and an increase in the income of workers with an increase in labor productivity.
2. The Scandinavian model is based on providing employment to almost all those in need by creating jobs in the public sector at an average wage level.
3. The American model is based on the creation of jobs that do not require high productivity for a large part of the economically active population. Unemployment will decrease, but the number of low-income residents will increase.

Today, practical measures are being implemented in our country to ensure the employment of the population. These include, among others, comprehensive support of entrepreneurship and small business, family entrepreneurship and self-employment, as well as increasing employment of the population based on the creation of new jobs by creating favorable conditions for their development.

As of January 2021, the population of our country is 34.6 million. 17.5 mln. in cities and 17.1 mln. some of them live in rural areas.

The population density in the republic is 77 thousand people per 1 sq.km. However, the population distribution by regions differs sharply, in particular, in the Republic of Karakalpakstan there are 11.5 thousand people per 1 sq. km, in Andijan 741.4 thousand, in Bukhara 48.4 thousand, in Jizzakh 66.5 thousand, in Kashkadarya 116.7 thousand, 9.1 thousand in Navoi, 385.4 thousand in Namangan, 235.4 thousand in Samarkand, 133.4 thousand in Surkhandarya, 201.2 thousand in Syrdarya, 196.3 thousand in Tashkent, 565.1 thousand in Fergana, 312.9 thousand in Khorezm and Tashkent city and it is 7874.1 thousand people. This indicates the strength of internal labor migration in regions with different levels of socio-economic development.

According to the analysis, the number of labor resources in the republic is 19.1 million. making up 55.9% of the permanent population. 19.01 million of total labor resources. people or 99.5 percent of them are working-age population, 0.09 million of them. or 0.5 percent are workers younger than and older than the working age (Table 1).

<sup>3</sup> <http://novainfo.ru/article/11932>



Table 1 Dynamics of composition of labor resources in Uzbekistan  
(thousands of people)

Composition of labor resources	2000 y	2004 y	2008 y	2012 y	2016 y	2020 y
Labor resources	12469,0	14048,8	15685,7	17564,3	18488,9	19142,3
<i>relative to the permanent population, in percent</i>	50,6	54,3	57,5	59,0	58,1	55,9
including:						
Working population of working age	12245,4	13880,4	15474,6	17451,5	18371,7	19052,0
<i>relative to the permanent population, in percent</i>	49,7	53,7	56,7	58,6	57,7	55,7
<i>in relation to labor resources, in percent</i>	98,2	98,8	98,7	99,4	99,4	99,5
Workers under and over the working age	223,6	168,4	211,1	112,8	117,2	95,1
<i>relative to the permanent population, in percent</i>	0,9	0,6	0,8	0,4	0,4	0,3
<i>in relation to labor resources, in percent</i>	1,8	1,2	1,3	0,6	0,6	0,5

**Source:** Information of the State Statistics Committee of the Republic of Uzbekistan.

77.3 percent of the total labor resources or 14.8 mln. one is an economically active population. Also 13.2 mln. 69.2 percent of people or labor resources are employed in the economy (Table 2).

Table 2 Labor resources and population employment by regions of the Republic of Uzbekistan (thousands of people)

No	The name of the regions	Labor resources	Economically active population	Jobs in the economy
1	Republic of Karakalpakstan	1069,0	781,7	699,3
2	Andijan	1752,9	1387,3	1236,7
3	Bukhara	1070,4	876,7	783,6
4	Jizzakh	774,6	598,9	533,1
5	Kashkadarya	1817,6	1334,2	1186,7
6	Navoi	556,3	446,2	404,3
7	Namangan	1579,5	1205,3	1078,0
8	Samarkand	2130,4	1585,4	1410,9
9	Surkhandarya	1457,6	1104,1	982,0
10	Syrdarya	485,7	375,1	333,7
11	Tashkent	1614,9	1336,5	1195,6
12	Ferghana	2068,5	1613,9	1438,3
13	Khorezm	1042,4	800,8	713,7
14	Tashkent city	1722,3	1351,8	1243,7
<b>Total by Republic:</b>		<b>19142,3</b>	<b>14797,9</b>	<b>13239,6</b>

**Source:** Information of the State Statistics Committee of the Republic of Uzbekistan.

The analysis shows that in 2021, the employment rate increased by 113.9% compared to 2010 and 101.4% compared to 2015. According to the types of economic activity, agriculture, forestry and fishing increased by 114.2% and 98.8%, respectively. 111.5 and 101.2 percent, construction 122.6 and 103.7 percent, trade 110.4 and 96.5 percent, transportation and storage 122.2 and 101.4 percent, education 105.3 and 104.9 percent, healthcare and social services by 109.4 and 108.4 percent, and other activities by 116.3 and 103.4 percent.

Also, according to the results of the analysis of the types of ownership of the employed population, the number of employees in the public sector in 2020 is 2.5 million. and 10.7 million jobs in the non-state sector. established a person. In recent years, the number of people employed in public sectors has been increasing. In particular, the growth rate of banking in the public sector was 98.0 percent in 2012 (compared to 2010), 98.4 percent in 2014 (compared to 2012), 100.2 percent in 2016 (compared to 2014), and 2018 (compared to 2016) 104.1 percent, increased to 102.9 percent in 2020 (compared to 2018).

As of January 2021, the number of unemployed people registered by labor offices in our country was 37,100. This indicator has increased almost 2.3 times compared to 2010, its growth rate was 0.4% in 2000, 0.4% in 2004, 4.9% in 2008, 4.9% in 2012, 5.2% in 2016. and in 2020 it was 110.5 percent.

In our country, the employment rate of the employed population compared to the working-age population was 67.7% on average during the years 2000-2020. In particular, it was 69.4 percent in 2000, 67.7 percent in 2004, 67.6 percent in 2008, 66.6 percent in 2012, 68.7 percent in 2016, and 66.1 percent in 2020.

Based on the above, it is appropriate to take into account the following in order to ensure the employment of the population in our country and reduce the level of unemployment:

1. It is necessary to thoroughly analyze the problems of increasing the employment of the population from the bottom to the top and develop practical solutions and monitor their implementation.
2. Generally, the underground economy plays an important role in reducing unemployment. Therefore, in the fight against the hidden economy, it is necessary to organize not by bureaucratic means, but by applying economic incentives.
3. In parallel with the demographic changes of the population, it is necessary to increase new jobs and use the experiences of developed countries in this regard.
4. In the process of digitalization of the economy, the level of unemployment resulting from it will be higher compared to the newly emerging professions. Therefore, it is necessary to increase the number of unskilled jobs in the state and non-state sectors, and in particular, self-employment should be further encouraged.
5. Today, a database of job vacancies is established among non-state sectors on the basis of online platforms.

6. It is necessary to expand the activities of state and non-state agencies for persons in need of social protection and who have difficulty finding work, and to strengthen control over them. In conclusion, it should be noted that first of all, it is necessary to carry out a real and correct survey of the population. It serves to increase the effectiveness of the results of analysis and research on the demographic change of the population and ensuring employment. It also allows for realistic development of promising strategies to ensure employment of the population, reduce unemployment and improve living conditions. In general, the use of appropriate wage rates for the creation of new jobs not only has a positive effect on labor productivity, but also leads to an increase in the level of socio-economic development.