

## LABOR MARKET DEVELOPMENT IN THE REPUBLIC OF UZBEKISTAN

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### ANNOTATION

The article analyses of the characteristics and trends of the effective development of the labor market infrastructure, identifies socio-economic problems related to the improvement of its formation efficiency, and researches the main directions of the state and non-state employment services.

**Keywords:** infrastructure, labor resources, migration, labor demand, labor supply, public and private employment services, competition, unemployment, active policy, employment, vocational skills, digital economy.

### INTRODUCTION

The processes of globalization and innovative development in the world require the correction of the business administration carried out in all countries and its statistical evaluation. The main goal of organizing a modern labor market is to enhance the quality of life. For this purpose, increasing the employment of the able-bodied, increasing the rate of attrition, wounding their modern work, supporting the country's security, especially the undersupply, strengthening the management of the labor force, and encounter the modern requirements of their opinion is being done.

The employment rate of the population is part of maintaining the scale of development of any public assistance. Changes in labor and markets require a new and dissimilar market relations, changing the elements of labor, updating the methods of market categories and concepts. Urge to accelerate the implementation of institutional structures and to improve the regulatory and legal frameworks that help to improve the situation related to the production and start-up of digital measures.

From this point of view, Sh. Mirziyoyev is the Honorable President of the Oliy Majlis. In Mirziyoyev's address to the Oliy Majlis, the issues below are negotiated "from on 1<sup>st</sup> January , in 2021, the professional skills of high-demand production professions will be improved, [5] based on this, the production system will be launched, new jobs will be created in our country, first of all, employment will be ensured, labor ensuring the balance of the market and the development of the infrastructure, reducing the level of unemployment"

### RESEARCH RELEVANCE AND NECESSITY

The formation of evolutionary agent-oriented structures for the statistical modeling and analysis of the labor market of the institutions considered to be the leading participants in the world labor market, and scientific research works aimed at providing solutions to the statistical forecasting of the level of use of labor resources, the statistical forecasting of informal labor relations and the segmentation of the labor market, the statistical forecasting of the impact of

migration processes on the country's economic growth have been seen. In this field, special researches are being carried out on the issues of comprehensive approach to the creation of statistical indicators and models, improvement of the quality of statistical analysis, optimal management of labor market elements and improvement of regulation.

### **RESEARCH METHODOLOGY**

In the research process, dialectical and systematic approach to the study of economic systems and ratios, comprehensive assessment, comparative and comparative analysis, statistical and dynamic approach, and grouping methods were used to improve the information-analytical base of the labor market infrastructure components and their effective interrelationship, and the employment service the need to use information software and methodical methods of increasing the effectiveness of the activity was justified.

### **THE PURPOSE OF THE RESEARCH**

Is that to develop proposals and recommendations aimed at improving the methodological aspects of the statistical assessment of the labor market in the conditions of the innovative and digital economy.

The positive results achieved in the socio-economic development of Uzbekistan, as well as the establishment of modern networks and production facilities based on the modernization of the economy, as a result, in which the economic capacity of our republic is significantly increasing, the types of goods and services are being created as well as the quality is fundamentally improving, a new content and essence of our economy is a clear evidence .

### **THE RESULTS OF THE RESEARCH**

Show that sufficient stable provision of the labor market situation requires successful solutions to a number of current issues and problems expected by all subjects of the labor market infrastructure, as well as state and non-state employment services.

The process of diversification of the economy and modernization of current economic sectors depends on the development of the material base of the economic activities of the entities that make up it, because the effective use of material resources is a condition and the main factor of any economic growth.

Employment of young labor resources attracted to the labor market in our country, creation of new jobs, development of home economics, introduction of cluster system in various fields, allocation of cattle to low-income families, as well as implementation of other targeted investment programs, interaction with foreign countries As a result of the expansion of the scale of economic relations, special attention is paid to the issues of analysis and forecasting of statistical indicators representing the main elements of the labor market, as well as the coordination of labor migration processes.

Globalization processes and innovative development have led to fundamental changes in the content and character of labor relations, rational use of labor in economic entities, employment and redistribution of relative surplus labor, training of personnel with needs, decent payment of labor, satisfaction of workers. and increase their real incomes, etc.

The President of the Republic of Uzbekistan, Shavkat Mirziyoyev, stated that "In order to raise the standard of living of our people, we need to form a decent wage system and increase the real income of the population." All these strategic goals are aimed at increasing the standard of living and quality of the population of Uzbekistan.

In the action strategy, one of the priority tasks is to ensure the employment of the population, create new jobs, reduce the unemployment rate, create conditions for working and entrepreneurial activities of able-bodied citizens, and improve the system of vocational training, retraining and upgrading of the skills of needy people looking for work.

From the first years of independence, as one of the most priority directions for the economy of our country, great attention has been paid to the issue of increasing employment and creating new jobs (Table 1).

The formation and development of the labor market is primarily dependent on the existing statistical information system. The information should be maximally truthful and completely enough for research in the labor market, it should reflect the processes taking place in it, it should not only describe the state of the labor market, but also to be the basis for forecasting the researched processes, and take measures aimed at further improving the situation in the field of the labor market and should strengthen the changes that occur as a result of implementation.

**Table 1. Composition of labor resources**

A thousand people  
2021 preliminary data

Indicators	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Labor resources	16726,0	17286,4	17564,3	17814,1	18048,0	18276,1	18488,9	18666,3	18829,6	18949,0	19158,2	19345,0
Working population of working age	16533,9	17169,6	17451,5	17698,7	17937,8	18167,7	18371,7	18549,0	18712,1	18857,6	19075,7	19258,1
Percent of the permanent population	57,9	58,5	58,6	58,5	58,3	58,0	57,7	57,3	56,8	56,2	55,7	55,2
In relation to labor resources, in percent	98,9	99,3	99,4	99,4	99,4	99,4	99,4	99,4	99,4	93,4	99,6	99,6
Workers under and over the working age	192,1	116,8	112,8	115,4	110,2	108,4	117,2	117,3	117,5	91,4	82,5	86,9
Percent of the permanent population	0,7	0,4	0,4	0,4	0,4	0,4	0,4	0,3	0,3	0,3	0,2	0,2
In relation to labor resources, in percent	1,1	0,7	0,6	0,6	0,6	0,6	0,6	0,6	0,6	0,5	0,4	0,4

From the data of Table 1, it can be seen that labor resources amounted to 16726.0 thousand people in 2010, and in 2021 it reached 19345.0 thousand people, in other words, it was known from the data of the table that it increased by 2619 thousand people, or it was 115.7%, in other words, it can be seen that it has increased by 15.7%. It can be seen that labor resources in relation to permanent population was 57.9% in 2010 and 55.2% in 2021, that is, it decreased by 2.7% during these years.

Studying demand and supply in the labor market, which is one of the main directions in this field, is of great importance. Conducting an active policy in the labor market envisages the concentration of available information flows about the processes taking place in it in the offices of the employment assistance center. It is necessary to take into account the position of the Ministry of Employment and Labor Relations in the coordination and development of flows in the information system of the labor market.

The statistical information system, which is coordinated by the Ministry of Employment and Labor Relations, solves a number of tasks without being only a source of data, rather, without fulfilling the role of a statistical data bank. To them:

- 1) determining the content of the information, in other words, determining which information is necessary;
- 2) help in the selection of information necessary for the development of management decisions;
- 3) determining the period of obtaining and developing information;
- 4) determining the most favorable ratio between the urgency of the information, its reliability (honesty) and the costs of obtaining the necessary information;
- 5) development of the regulation of the procedure for obtaining information;
- 6) determining methods of data processing, analysis, storage, collection and distribution.

The activity of the labor market is carried out under the influence of the system of legal relations and is regulated by a set of legal documents. It is desirable that the information system of the labor market includes this legal information as one of the information streams and that it is constantly updated.

The formation of a data bank on the analysis of the situation in the labor market and the results of research implies the flow of information about scientific developments in the field of employment of the population, new methodological approaches and various systems of indicators.

**Table 2. Labor market**

A thousand people  
According to their information of  
Ministry of Employment and Labor Relations

Indicators	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Economically active population	12286,6	12541,5	12850,1	13163,0	13505,4	13767,7	14022,4	14357,3	14641,7	14876,4	14797,4	14980,7
Employed population	11628,4	11919,1	12223,8	12523,3	12818,4	13058,3	13298,4	13520,3	13273,1	13541,1	13236,4	13538,9
Including: by types of economic activity												
Agriculture, forestry and fisheries	3118,1	3229,4	3251,7	3402,1	3528,9	3601,7	3646,7	3671,3	3537,2	3544,6	3499,2	3502,1
Industry	1605,7	1640,7	1669,5	1703,1	1736,5	1768,7	1802,4	1826,8	1802,9	1821,5	1809,5	1883,3
Construction	1033,7	1068,8	1105,7	1144,0	1183,3	1222,2	1263,6	1290,0	1205,5	1324,6	1305,6	1286,8
Trade	1235,6	1269,8	1305,6	1342,0	1378,3	1413,8	1452,4	1480,2	1401,8	1436,4	1405,4	1537,2
Transport and storage	509,9	528,7	549,1	570,2	592,1	614,7	638,2	654,9	645,2	646,1	610,5	648,5
Education	1102,0	1102,6	1103,3	1104,0	1104,7	1105,3	1105,6	1106,6	1111,7	1134,4	1158,2	1178,3
Health and social services	596,2	597,4	598,4	599,5	600,8	601,5	601,6	602,6	604,0	616,7	669,5	659,0
Other types	2427,2	2481,7	2640,5	2658,4	2693,8	2730,4	2787,9	2887,9	2964,8	3016,8	2778,5	2843,6
Distribution of the employed population by types of ownership												
Public sector	2410,2	2369,4	2363,2	2341,1	2324,7	2341,3	2330,4	2338,3	2427,0	2463,3	2483,1	2609,0
Non-governmental sector	9218,2	9549,7	9860,6	10182,2	10493,7	10717,0	10968,0	11182,0	10846,1	11077,8	10753,3	10929,9
Unemployed citizens registered in labor offices	16,2	12,9	6,0	5,4	3,4	2,7	5,0	14,4	32,3	57,9	37,1	98,7

From the data of Table 2, it can be seen that in 2010, the economically active population was 12,286,6 thousand people, and in 2021, it was 14,980,7 thousand people, or it can be seen that it has increased by 2,694,1 thousand people over a period of more than 10 years. It is known that the number of employed population in 2010 was 11628.4 thousand people, and in 2021 it was 13538.9 thousand people, and it increased by 1910.5 thousand people, or 116.4% over 10 years which we can see that it has increased by 16.4 %.

If we look at the types of economic activity, in 2021 the largest number will be 3502.1 thousand people corresponding to agriculture, forestry and fishing, followed by 1883.3 thousand people

in industry, 1286.8 thousand people in construction, 1286.8 thousand people in trade, We can see from the table that 1178.3 thousand people are employed in the field of education and 659.0 thousand people are employed in health and social services.

When the employed population is divided by types of ownership in the public sector, it was 2,410,200 in 2010, and 2,609,000 in 2021, increasing by 198,800 or 108.2% over the past years, it is known to have increased by 8.2%. As for the non-governmental sector, it was 9218.2 thousand people in 2010, and 10929.9 thousand people in 2021, and increased by 1711.7 thousand people or 118.6% over the past 10 years, in other words it can be seen from the table that it has increased by 18,6%. If we compare these two sectors, we can see a difference of 10.4% (18.6%-8.2%) in the private sector compared to the public sector.

In our opinion, the collection of relevant information by the Center for Assistance to the Employment of the Population, where the unemployed should be registered in Uzbekistan, seems more appropriate, because it is for them to analyze the supply and demand of the labor force, take into account vacancies in all regions of our republic, search for job vacancies for jobseekers, unemployment tasks such as payment of allowances are assigned.

Currently, such work is being carried out in accordance with the requirements of the development of the market economy, within the framework of the implementation of the State Program of the transition of the Republic of Uzbekistan to the system of accounting and statistics accepted in international practice.

It is known that issues of employment, labor market processes (labor movement), availability of jobs and changes in their composition (demand for labor force) take a special place in statistical monitoring.

The materials of the special studies conducted by the state statistics office to obtain information about the labor market allow to obtain information about the characteristics of the labor force, economic activity of the population, and problems related to the employment of the population. Statistical data collected on the basis of specially organized monitoring data cannot be collected by reporting forms and other methods. The information obtained as a result of the development of inspection materials makes it possible to determine the composition of the state workforce and the characteristics of the population's economic activity.

Job placement of residents who applied to the Employment Assistance Center, registration of jobseekers (mainly unemployed), training and retraining, payment of unemployment allowance and other reports on labor market problems, as well as information on the productivity of the Employment Assistance Center reports are collected at the Ministry of Employment and Labor Relations of the Republic of Uzbekistan. This proposed information does not elaborate on the purpose and functions of the system, its differences and advantages over other systems. Based on the analysis of many years of research and inspections, in our opinion, it is appropriate to organize the statistical information system to achieve the following goals:

- monitoring the situation in the labor market;
- statistical assessment of the effectiveness of own activities and other structures in the labor market;
- forecasting the situation mainly using the system of "progressive" indicators;
- determination of labor market regulation priorities;

- providing advice and methodological support to jobseekers and recruiters, as well as institutions engaged in education and retraining;
- focus on the information that allows to determine the trends and effective employment among the population and to develop programs for the development and improvement of the labor market.

According to the analysis of the current information system, a significant part of the work of collecting, summarizing and delivering information to consumers is contributed by statistical reports within the state and the agency. The information presented in them allows to determine the capacity of the modern labor market, to assess its condition, to coordinate the employment policy of the population, and to develop a set of measures to mitigate the social consequences of unemployment. Along with them, the materials of the special inspections conducted by the Center for Assistance to the Employment of the Population to obtain information about the labor market are a separate system. Surveys on the distribution of unemployment allowance received by the unemployed, and sociological surveys conducted by the Employment Assistance Center are ways to gather information.

### CONCLUSIONS AND SUGGESTIONS

In connection with the expansion of the role of the private sector in the economy, employment assistance agencies, non-state specialized labor exchanges and private intermediary firms are granted the right to use the unified information system of the labor market as appropriate during their activities. In fact, the joint cooperation of state and non-state employment service bodies in the formation of a data bank ensures the proportional acceleration of processes in the regional labor market. Thus, the creation of regional information systems for the regulation of supply and demand in the labor market creates the conditions for establishing intensive relations between them in order to form market relations, reduce the transaction costs of economic entities in the labor market, and optimize the distribution of labor force by industry. The reliability of the collected data accelerates the process of information transfer to ensure effective monitoring of the labor market and forms a database for regional employment service bodies in the development of employment assistance programs. Therefore, the creation of regional information systems creates an opportunity to improve the effectiveness of regional employment policy in regulating the labor market.

In summary, it should be noted that:

Firstly, the decrease in the number of employed people, serious changes in the structure of employment in economic sectors, and the expansion of the scope of informal employment are expressed. It is extremely important to determine the laws of the formation of these processes, to correctly organize the distribution of local labor resources among economic sectors, to ensure proportionality in relation to the population in the planning of newly established enterprises, to develop programs to structurally change the population's employment. Implementation of the mentioned tasks, in turn, is gaining importance in ensuring the employment of the country's population;

Secondly, based on the analysis based on the official statistical data of the Republic of Uzbekistan for 1991-2017, it can be noted that the number of labor resources and the number of people active in the economy are increasing in accordance with the population. Of course, it

should be noted that such a situation is related to the age structure of the population and has led to an increase in the number of able-bodied people;

Thirdly, it requires a comprehensive approach to solving the employment issue, that is, a national and interregional approach based on the employment program. It should be noted that today, under the conditions of the investment policy implemented in the Republic of Uzbekistan, enterprises are being established in the regions on the basis of a number of projects. This, in turn, requires the training of personnel for them. Therefore, it is necessary to organize the system of training and re-training, i.e. upgrading of qualifications, for modern enterprises, increasing the activity of higher education institutions.

Fourthly, gender equality in the field of labor market and employment envisages ensuring that men and women have equal access to all opportunities offered by this market (in general, to the field of paid work, all types of activities, different types of jobs, etc.). It is important to remember that gender equality is not only a question of justice, but also a problem related to the observance of human rights.

Many studies conducted in different countries of the world show that there is a positive correlation between the increase in the level of education of women and the amount of gross domestic product (GDP) per capita. In general, based on the analysis, the following suggestions can be made:

Firstly, to strengthen the integration of science and education and production in the higher education system and prepare a targeted program based on the requirements of modern enterprises that are operating in real life;

Secondly, to direct the working population to educational specialties taking into account their interests and ensure their employment;

Thirdly, to carry out activities aimed at entrepreneurship and entrepreneurship among the population and to allocate preferential loans to them by commercial banks by determining their intellectual ability.

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