

## Main Ways to Increase the Employment of the Population in the Republic of Uzbekistan

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### Abstract

*The economic essence of the concept of employment is explained in the article, the current state of unemployment in the Republic of Uzbekistan is analyzed, suggestions and recommendations are given to increase the employment of the population.*

**Key words:** *employment, population employment, unemployment, labor resources, labor market, unemployment rate, economically active population, economically inactive population.*

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### Enter.

Today, the problem of ensuring the employment of the population is one of the most important macro-economic features of the socio-economic development of the society and is of special importance in the economy. Also, in the Strategy of Actions on the five priority directions of the development of the Republic of Uzbekistan in 2017-2021, adopted at the initiative of the President of our country Sh.M. Mirziyoev, "in order to increase the employment of the population, to increase the real money income and purchasing power of the population, to increase the number of low-income families and the level of income differentiation reduction, creation of new jobs, ensuring labor market balance and infrastructure development"

### Analysis of literature on the topic

There are many definitions of the concept of "population employment". In the scientific literature, the concepts of "employment" and "labour market" are often considered the same. It gives a general description of the concept of "labor market".

There are "narrow" and "broad" interpretations of this concept. In a broad sense - socially beneficial activities related to the satisfaction of personal and social needs of citizens, and this activity brings him wages (income). In the narrow sense, it is a set of economic relations with the participation of economic activities related to employment of citizens.

In a broad sense, the labor market can also be considered as a system of social relations, social norms and institutions that ensure the use, exchange and reproduction of labor. As a result, there are relationships related to employment in the labor market and reproduction of labor potential. From this point of view, the economist D. A. Artikova considers the organization and operation of the labor market as an important link in ensuring and supporting employment in the market economy [5].

A. Smith, a representative of the classical theory school, in his work "Research on the nature and causes of the wealth of nations" states that employment is determined by people's activities and aspirations through their personal economic interests [7].

Academician K.Kh. Abdurahmanov gives the definition that "Employment is the activity of citizens that is related to meeting their personal and social needs, which does not contradict the laws, and which brings them wages and income" [4].

According to A.Olmasov and A.Vahobov, one of our economists, "Employment is the employment of people who have the ability to work and are eager to work, and engage in useful work" [8].

A.G. Gryaznov calls employment a set of economic relations related to employment and participation in economic activities. According to him, employment describes the economically active population concerned with the production of material factors. In employment, the main productive and consuming forces of the society are manifested. Because the relationship to the objective conditions of production in it serves as a means of obtaining funds for the living of workers, which are considered the conditions of reproduction of the total population [9].

V.A. According to Pivlenkov's definition, population employment is citizens who have reached the legal age and are currently engaged in activities that bring income in the form of material or money [6]

### ***Research methodology***

The research methodology is based on the results of the scientific work of our country and foreign scientists on the theory of employment of the population, as well as the decrees and decisions of the President of the Republic of Uzbekistan on the provision of employment of the population and improvement of living conditions.

### ***Analysis and results***

As a result of the increase in unemployment, the economy will not be able to get the amount of GDP that is possible. Therefore, keeping unemployment at the natural level and regulating it at the national level is of great economic importance. The higher the actual rate of unemployment than its natural rate, the greater the contraction in GNP. That is why the potential GNP is greater than the actual GNP.

ie,  $Y_{AMM}^* > Y_{AMM}$  or  $U^* > U$ .

When calculating the potential GNP\*, unemployment in the country is not considered to be completely absent, but it is considered to be at a natural level.

In our republic, great attention is being paid to increasing the employment of the population. According to the new methodology, the number of unemployed in our republic is determined by the following formula:

$U = LR - E - EIP$ , where:

U is the number of unemployed;

LR – cocktail resources;

E - employed;

EIP is the number of economically inactive population.

**Table No. 1. The number of economically active population, employment and unemployment rate in the Republic of Uzbekistan**

Years	Number of economically active population, thousand people	one of them		Percentage of economically active population %	Unemployment rate %
		number of jobs in the economy, thousand people	. Unemployed, thousand people		
2022	15038.9	13706.9	1332.7	73.7	8.9
2021	14980.7	13538.9	1441.8	74.1	9.6
2020	14797,4	13236.4	1563	73.8	10.5
2019	14876,4	13537,6	1338,8	71,6	9
2018	14641.6	13279.9	1361.7	74,2	9,3
2017	14357,3	13520,3	837	73,5	5,8
2016	14022,4	13298,4	724	72,5	5,2
2015	13767,7	13058,3	709,4	71,9	5,2
2014	13505,4	12818	687,4	71,3	5,1
2013	13163	12523,3	639,7	70,5	4,9
2012	12850,1	12223,8	626,3	70	4,9
2011	12541,5	11919,1	622,4	69,7	5,0
2010	12286,6	11628,2	658,4	70,2	5,4

As can be seen from the table, a number of changes occurred in the unemployment rate in Uzbekistan during the years under analysis. If the unemployment rate was 5.4% in 2010, this indicator will be 8.9% in 2022, or an increase of 3.5%. In 2018, the unemployment rate increased significantly compared to previous years. The main reason for the decrease of this indicator in 2018 was due to changes in the methodology of calculating the unemployment rate.

Among the analyzed years, we can see that the unemployment rate has risen to the highest level in 2020. That is, this indicator is 10.5% in 2020. The main reason for this is explained by the fact that during the SOVID-19 pandemic, quarantine measures aimed at preventing the spread of the coronavirus infection have a significant impact on the labor market.

As can be seen from the data in the table, the unemployment rate in our republic has been decreasing since 2018. However, the real unemployment rate remains higher than the natural unemployment rate. Even if the natural unemployment rate is 5%, according to Oaken's law, the real gross domestic product in our republic is almost 10% less than the potential gross domestic product.

### Conclusions and suggestions

In our opinion, the state policy in the field of job creation in our country should be developed on the basis of concrete methods, like foreign countries, to reduce unemployment and increase the employment of the population with socially necessary work.

For this, we think it is necessary to take into account the following measures:

- stimulation of investments made by the state in the economy, which is the main condition for creating new jobs;

- giving tax incentives to entrepreneurs and small business enterprises when new workplaces are established;
- to encourage self-employment with socially necessary work;
- creation of conditions based on stimulation of investment activity in small business and family entrepreneurship, which is studied as an important method of ensuring employment of the population in many countries;
- vocational training, retraining and providing information-consulting services to persons who are unemployed due to structural changes or are at risk of losing their jobs;
- development of labor exchanges and employment services mediating in the labor market, collection and analysis of information on vacant jobs in order to reduce frictional unemployment and unemployment related to structural changes (information and consultation centers);
- allocating compensations to employers to cover expenses related to creating workplace conditions for special groups of the population - young people, disabled people, people with limited ability to work;
- creating a socio-economic environment that provides material incentives for competence and creative attitude to work;
- if necessary, help families to move from labor intensive areas to vacant areas by providing subsidies and loans;
- international cooperation in solving employment problems, solving issues related to international labor migration;
- creation of jobs in the public sector - education, medical services, utilities, construction of public buildings and structures;

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