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## Employment Indicators of The Population of Tashkent Region and Their Statistical Analysis

Mirolimov Mirislam

Independent researcher of Tashkent State University of Economics

\*Corresponding Author

Mirolimov Mirislam

### ABSTRACT

This article covers the population of Tashkent region and its employment indicators, the statistical analysis of the effective use of the employment of the economically active and inactive population. In addition, statistical data on the number of people born in the region and the number of immigrants were analyzed. In addition, the structure of the labor market and informal employment in the economic sectors of the high-speed population growth in Uzbekistan was analyzed. Conclusions and proposals have been developed on the statistical analysis of the effective use of the economically active and inactive population of Tashkent region.

**Key Words:** *Tashkent region, active and inactive population, effective use of population employment, population employment, labor market*

### INTRODUCTION

The main goal of the economic reforms implemented in the conditions of the development of market relations in Uzbekistan is to increase the efficiency of the national economy, and it is necessary to focus on the effective development of the labor market, which is considered as its component, to ensure the employment of the population and increase the standard of living. The level of employment of the population is one of the indicators representing the scale of development of the economy of any country. In the conditions of the current innovative development in our country, the development of market relations in the field of labor and employment of the population requires a new and unique approach, regularity in studying the elements of the labor market, updating the methodological base of market categories and concepts. The implementation of economic reforms and the implementation of measures for the development of modern industries in the future require the acceleration of the activities of institutional structures in the field of employment of the population and the development of regulatory and legal frameworks. The labor market occupies an important place in the socio-economic system. In this market, the interests of working people and employers on behalf of the state and some collectives and private organizations collide. Relations that arise in the labor market have a clearly expressed socio-economic character, and they affect the important needs of the majority of the country's population. In the conditions of digitization of the socially oriented market economy, the main tasks of the state are to find solutions to socio-economic problems, ensure the implementation of existing state programs, reduce poverty and improve the standard of living of the population. It is important to implement effective socio-economic and organizational-legal mechanisms for providing employment to the population in the implementation of these priority tasks [1].

One of the most urgent tasks facing economics science is to carry out innovative methodological (fundamental) researches on the basis of economic reforms and advanced foreign experiences, and to implement them in practice.

### Analysis of literature on the topic

A number of economists expressed their views and opinions on the necessity of "jobs" and "establishment of new jobs" in ensuring employment of the population and reducing unemployment. In particular, economist, academician Q. Kh. Abdurahmanov gives the following definition: "The workplace is a part of the production space, where all the basic and auxiliary technology equipment, devices, work furniture and special devices are located, and they are designed to perform certain types of work" [2]. Professor A.Sh. and Nazarov explains the concept of "workplace" as follows: "The area of the production area allocated to one worker or a group of workers and sufficiently provided with work tools and labor objects necessary for production or service is called a work place" [3]. In general, the scientifically based definition gives the following: "Workplace (place) - organized in an enterprise or by a private entrepreneur, equipped in the appropriate manner and with equipment, where work is carried out by an employee or any task (work, service 157

showing) is implemented and operating during the accounting period (month, quarter, year)" [4]. In 2013, the report on world development was devoted to the creation of new jobs, and the leading role of the private sector in creating jobs in the economy of countries was specially noted. According to the report, the presence of highly productive workplaces allows events to take place in a positive light. At the same time, it is noted that unemployment will be reduced due to the creation of new jobs, people will be able to overcome difficulties, and women will be able to make investments for the future of their children. With the establishment of new workplaces, as a result of increasing the skill levels of workers, labor productivity increases, and the level of social tension that causes various conflicts is based on easing [5]. However, until now, the concept of "workplace" has not found its final clear definition. According to the opinion of Russian economists, it is appropriate to approach it comprehensively from the physical, economic [6] and institutional [7] points of view when describing workplaces. Based on these approaches, the creation of new jobs can be viewed as an objective process of economic development. This process is always the main condition for growth and improvement of production and structural changes. Russian scientist O.G. According to Kuznetsov, scientific and technical development, launch of new production enterprises, and support of the existing ones can be directions of creation of new jobs. [8] In addition, it is wrong not to recognize the managerial and regulatory role of the state in creating new jobs. In this regard, the President of the World Bank's Social Issues Group, Jim En Kim, emphasized that the creation of new workplaces should be a priority issue for the government bodies of the countries, and noted that the state must have an effective relationship with the private sector [9].

### Research methodology

Employment, unemployment, inflation, labor market problems and their fundamental research in the conditions of a developed market economy on the basis of mathematical and statistical apparatus: such as J.M. Keynes, A. Oswald, H. Rozan, F. Hayek, S. Hall, K. Yanosh A number of scientific works of leading foreign economists are dedicated. These studies serve as a theoretical basis for studying the general problems of the labor market in developed countries with a market-oriented economy and their perspective. In addition, the development of this field of economic science from the CIS countries: B.D. Breev, T.I. Zaslavskaya, V.G. Kostikov, A.A. Famous scientists such as Nikiforova, G.S. Strumilin are also making a decent contribution. A number of scientific works of Uzbek scientists K.Kh. dedicated[10].

However, in these studies, only some aspects of the process of employment of the population and use of labor resources and the perspective of their strategic directions have been studied. They do not fully cover the problems of providing employment to the population in rural areas of Uzbekistan. Reduction of informal employment of the rural population, which is a new object for strategic planning, is not fully justified theoretically and methodologically, methodological bases for analyzing the situation of informal employment of the rural population have not been developed. Therefore, there was a serious need to substantiate the problem theoretically and methodologically, to develop methodological bases for its analysis, and to determine the strategic directions of providing employment to the rural population. The current high socio-economic importance of this problem and the fact that it has not been sufficiently studied - determines the relevance of this research topic.

### Analysis and results

Labor resources are made up of the population of working age and youths employed in the economy and retired adults. The part of the labor resources consisting of employed and temporarily unemployed people who want to work and are actively looking for work is called the economically active population. The inactive part of labor resources includes people of working age who study in the full-time department of educational institutions, people of working age who do not need or do not want to work, disabled people of the 3rd group. Demographic changes in the Republic of Uzbekistan determine the trend of changes in the number and composition of labor resources.

According to Forrester Research analysts, the growth rate of the world market of human resource management information systems (HRM-systems) will be less than 9% in the near future, which is higher than the market of ERP solutions, which is growing at an annual rate of 3-4%. According to researchers from AMR Research9, the ISB information systems market will grow twice as fast as the industrial application market, which they predict will reach \$10 billion. the dollar limit will be exceeded within 5 years. The largest suppliers of HRM systems in the world are Oracle, SAP, SumTotal, Infor (Lawson), Saba, Cornerstone, Kenexa (IBM). These seven occupy half of the global market. According to HR-experts, there is a big difference between Western and Eastern approach to human management and HRM-systems in personnel management. They emphasize the automation of human resource evaluation in different ways. In particular, in our country, more attention is paid to issues such as keeping the work history of employees, forming and managing employees, calculating benefits and discounts[11]. At the same time, most local staffing allows for the automation of employee selection and certification processes. The population of Tashkent region is increasing year by year, in 2017 it was 54,794 thousand, and by 2019, we can see that 64,086 thousand people were born. By 2021, we can see that 72,659 thousand people were born (Table 1) [12].

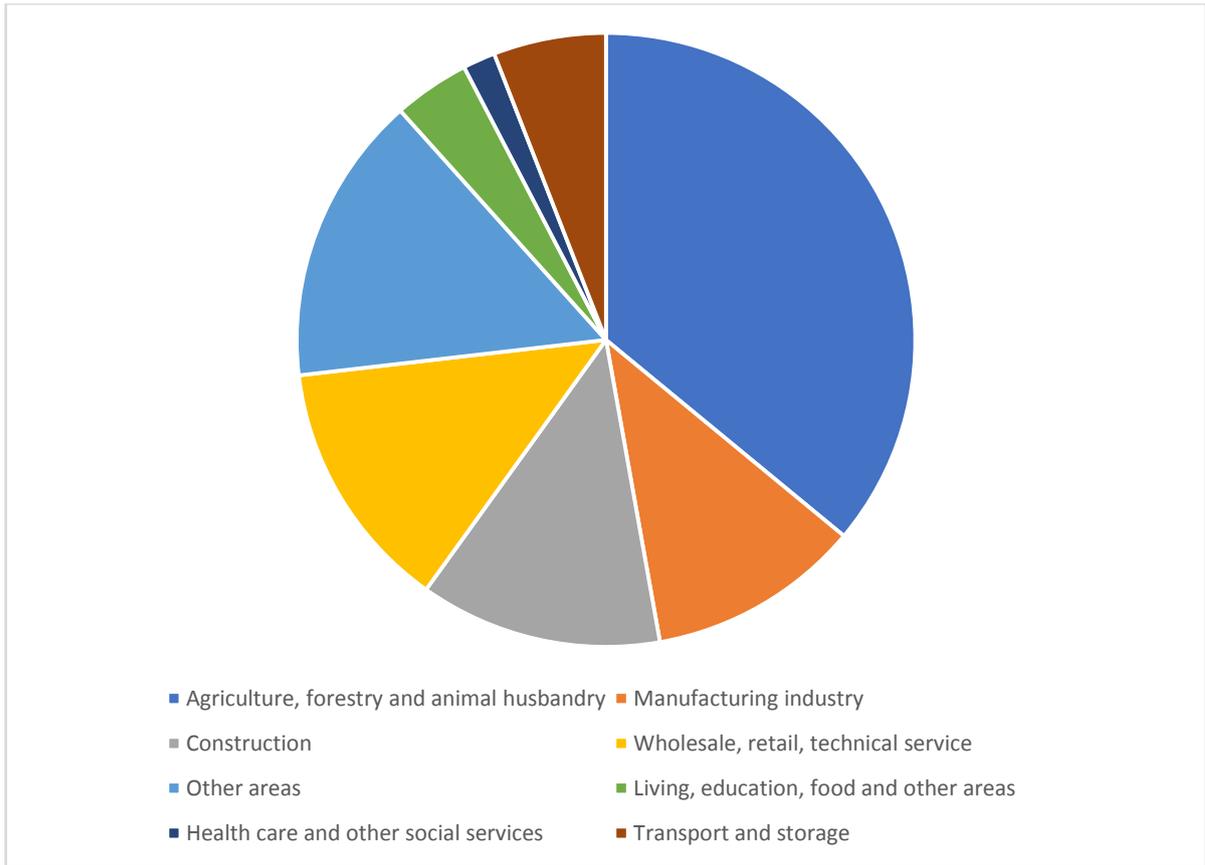
**Table 1: Information on the number of births (person)**

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
<b>Tashkent region</b>	<b>54 830</b>	<b>53 545</b>	<b>52 875</b>	<b>55 128</b>	<b>57 848</b>	<b>58 692</b>	<b>57 190</b>	<b>54 794</b>	<b>59 300</b>	<b>64 086</b>	<b>65954</b>	<b>72659</b>
Nurafshon c.								675	686	907	891	1039
Almalik c.	2 456	2 436	2 627	2 604	2 665	2 682	2 557	2 421	2 485	2 885	3008	3370
Angren c.	3 466	3 630	3 545	3 707	3 714	3 840	3 573	3 439	3 510	3 633	3994	4257
Bekobod c.	1 903	1 664	1 615	1 717	1 800	1 684	1 606	1 637	1 635	1 955	1914	2123
Chipchik c.	2 436	2 296	2 258	2 381	2 359	2 324	2 224	2 159	2 340	2 504	2668	2750
Ohangapon c.	-	-	-	-	2359	2324	-	588	654	696	711	733
Yangyol c.	-	-	-	-	-	-	-	1 009	1 030	1 159	1243	1512
	<b>Districts:</b>											
Alkurgan	2 011	2 100	1 990	2 159	2 334	2 290	2 165	2 169	2 386	2 537	2615	2810
Ahangapon	2 500	2 443	2 390	2 480	2 765	2 780	2 734	1 971	2 063	2 198	2216	2513
Forever	3 290	3 158	2 981	3 183	3 357	3 469	3 331	3 300	3 570	3 758	3654	4048
Bostonian	3 182	3 011	2 947	2 993	3 149	3 224	3 206	2 816	3 089	3 268	3240	3445
Bull	2 516	2 431	2 369	2 489	2 635	2 596	2 711	2 493	2 928	2 960	2982	3370
Zangiota	7 100	6 871	6 631	6 677	7 271	7 225	7 143	3 745	4 141	4 589	2456	4806
Kibrai	3 730	3 635	3 606	3 574	3 720	3 697	3 743	3 516	3 790	4 006	4608	4893
Kuychichichik	2 180	1 983	2 061	2 163	2 294	2 393	2 316	2 140	2 331	2 385	3048	2811
Parkent	2 881	2 953	2 961	3 250	3 349	3 473	3 332	3 245	3 577	3 804	4271	4432
Pskent	1 707	1 591	1 560	1 678	1 791	1 792	1 783	1 854	1 975	2 021	4068	2566
Average	3 372	3 393	3 348	3 600	3 871	3 876	3 845	3 076	3 363	3 706	2135	4074
Chinese	2 520	2 532	2 481	2 707	2 790	3 029	2 871	2 792	2 884	3 209	3908	3614
High pitched	2 540	2 493	2 508	2 614	2 756	2 896	2 798	2 566	2 875	3 149	3234	3472
Yangyol	5 040	4 925	4 997	5 152	5 228	5 422	5 252	3 993	4 383	4 736	4921	5601
Tashkent								3 190	3 605	4 021	4169	4420

The rapid growth of the population in Uzbekistan puts great pressure on the labor market and makes the issue of employment even more acute. As of August 1, 2021, the number of permanent residents in our country is 35 million. according to analysis, the country's population will exceed 41 million people in 2030. In 2020, 841,000 people were born in our country (24.6 per thousand), and the fact that more than 500,000 young people enter the labor market every year makes employment of the population an important priority issue.

The rapid growth of the population in Uzbekistan puts great pressure on the labor market and makes the issue of employment even more acute. As of August 1, 2021, the number of permanent residents in our country is 35 million. according to analysis, the country's population will exceed 41 million people in 2030. In 2020, 841,000 people were born in our country (24.6 per thousand), and the fact that more than 500,000 young people enter the labor market every year makes employment of the population an important priority issue. Unfortunately, until recently, employment and labor market indicators did not reflect the real situation in the labor market, and it was possible to observe cases of "falsification" of numbers for reporting purposes. The fact that until recently there is no single scientific research institute in our country, which carries out and coordinates scientific research in the field of labor and employment, shows that this field has not been given serious attention[13].

The high level of informal employment naturally corresponds to the agricultural sector of the economy, requiring extensive work on the formalization of those employed in this sector and the transfer of surplus labor to other sectors



**Figure 1. The structure of informal employment by economic sectors**

The number of employed people in the city and districts of Tashkent region is presented as of 2021. Through them, we can see to what extent the number of employed people in the cities and districts of Tashkent region has changed between 2010 and 2021. In 2010, the number of employed people in Tashkent region was 1155.4 (thousand people), and in 2021, it increased by 5.77% to 1222.1 (thousand people), and this indicator is the same in every district and city of the region. an increase in the range of indicators was observed (Table 2).

**Table 2: Information on the number of employed people in cities and districts of Tashkent region (thousands of people).**

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
<b>Tashkent region</b>	<b>1155,4</b>	<b>1183,4</b>	<b>1215,5</b>	<b>1244,9</b>	<b>1272,4</b>	<b>1281,8</b>	<b>1287,6</b>	<b>1289,6</b>	<b>1227,7</b>	<b>1232,9</b>	<b>1195,6</b>	<b>1222,1</b>
<i>cities</i>												
Almalik	59,1	60,5	62,2	63,7	65,1	65,6	65,9	66,0	80,8	81,1	75,4	75,6
Angren	76,5	78,4	80,5	82,5	84,3	84,9	85,3	85,4	74,4	74,5	76,3	78,9
Bekobod	41,0	42,0	43,1	44,1	45,1	45,5	45,7	45,7	42,6	41,5	40,7	42,6
Chirchik	76,2	78,1	80,2	82,1	83,9	84,5	84,9	85,0	72,6	72,6	71,4	66,2
Nurafshon	-	-	-	-	-	-	-	-	20,6	31,4	32,6	32,5
Yangyol	-	-	-	-	-	-	-	-	22,3	23,5	24,8	24,3
Ohangapon	-	-	-	-	-	-	-	-	14,2	15,7	15,8	18,5
<b>Districts:</b>												
Akkurgan	35,8	36,7	37,7	38,6	39,4	39,7	39,9	40,0	42,9	43,5	39,0	44,0
Ahangapon	57,3	58,7	60,3	61,8	63,2	63,7	64,0	64,1	36,5	41,3	33,7	36,0
Forever	60,8	62,3	64,0	65,5	66,9	67,4	67,7	67,8	60,7	63,7	55,1	59,6
Bostonian	67,5	69,1	71,0	72,7	74,3	74,8	75,1	75,3	72,8	70,9	68,0	70,8
Bull	42,5	43,5	44,7	45,8	46,8	47,2	47,4	47,5	49,7	50,5	47,5	50,9
Zangiota	137,7	141,0	144,9	148,4	151,6	152,6	153,3	153,5	83,2	76,9	74,4	80,9
Kibrai	79,7	81,6	83,8	85,8	87,6	88,2	88,6	88,7	87,8	81,2	76,2	79,9
Kuychichichik	38,4	39,3	40,4	41,4	42,3	42,6	42,8	42,8	40,8	38,1	42,4	43,2
Parkent	46,9	48,0	49,3	50,5	51,7	52,1	52,3	52,4	61,2	61,5	61,7	62,0
Pskent	37,3	38,2	39,2	40,1	41,0	41,3	41,5	41,6	41,2	42,8	43,0	42,6
Average	72,8	74,6	76,6	78,5	80,3	80,9	81,3	81,5	58,0	54,7	57,8	53,9
Chinese	57,5	58,9	60,5	62,0	63,4	63,9	64,2	64,3	53,1	52,6	51,6	52,4
High pitched	58,1	59,5	61,1	62,6	64,0	64,5	64,8	64,9	54,2	51,4	51,6	53,7
Yangyol	110,3	113,0	116,0	118,8	121,5	122,4	122,9	123,1	83,8	84,4	82,5	80,2
Tashkent	-	-	-	-	-	-	-	-	74,3	79,1	74,1	73,4

According to the decision of the President of the Republic of Uzbekistan dated December 31, 2020, "On measures to fundamentally improve the skills assessment system and provide the labor market with qualified personnel" PQ-4939, the Institute of Labor Market Research was established under the Ministry of Employment and Labor Relations. means that the state policy has an important priority.

The fact that the Labor Institute, as the "think tank" of the Ministry, is tasked with the task of conducting scientific and practical research in such areas as the labor market, labor protection, labor migration, national qualification system and improvement of professional standards, and solving the current problems facing the industry, imposes a great responsibility on the Ministry and the Institute. Solving this task requires the involvement of highly qualified specialists with academic degrees and practical experience in the field of work and the rapid implementation of the results of scientific work in this field.

From passive measures of the employment policy (payment of unemployment benefits), the range of active measures aimed at supporting the employment of the population is expanding. All necessary measures aimed at their employment and income are actively implemented, especially for young people, women, persons with disabilities and low-income families, by providing them with microcredits, setting up a greenhouse, allocating seeds, seedlings, poultry, training them for the profession, including entrepreneurship. is increasing.

Labor resources in Uzbekistan as of October 1, 2021 are 19.3 million. 13.6 million people, total employment. people, including 6.1 million in the official sector of the economy. people (40.7%), 5.9 million in the informal sector of the economy. people (39.6%), the economically inactive population is 4.3 million. 1.6 million people went to work abroad. 1.4 million people and persons in need of employment. person (9.4%)[14].

Considering that 90 percent of the total jobs in our country are created by the private sector, it is important to create a favorable business environment in the country, accelerate the privatization of state enterprises, ensure the protection of private property, eliminate the evils of bureaucracy and corruption, and instill in the minds of our people that economic development can be achieved only through the development of entrepreneurship. By 2021, we can see that the number of people immigrating to Tashkent region will increase to 35,265 people (Table 2).

**Table 3: Information on the number of immigrants per year**

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
<b>Tashkent region</b>	<b>15 467</b>	<b>12 367</b>	<b>22 322</b>	<b>17 954</b>	<b>18 797</b>	<b>18 575</b>	<b>19 689</b>	<b>18 755</b>	<b>19 176</b>	<b>18 602</b>	<b>30791</b>	<b>35265</b>
Almalik sh.	2 152	1 896	2 459	1 892	1 969	1 864	1 762	1 390	1 421	1 097	1489	1422
Angren sh.	1 079	865	1 410	1 109	1 120	1 122	1 317	1 137	896	650	1200	1637
Bekobod sh.	465	389	597	507	582	604	644	812	845	686	286	841
Chipchik sh.	1 433	1 388	4 281	2 972	2 900	2 594	3 101	2 338	2 077	1 991	6178	3433
Ohangapon city									333	710	953	953
City of Nurafshan									265	71	339	1003
Yangyol city									394	690	1094	1489
	Districts:											
Akkurgan	458	407	507	379	411	404	275	295	289	297	291	411
Ahangapon	833	575	1 037	930	714	753	668	740	478	511	657	793
Forever	465	342	496	537	465	538	560	469	500	475	322	681
Bostonian	793	688	725	497	664	651	596	720	647	674	1112	870
Bull	197	162	284	377	312	248	277	456	457	245	364	762
Zangiota	764	579	2 686	2 334	2 351	2 447	2 555	2 254	1 666	1 718	2448	3084
Kibrai	3 091	1 968	2 212	1 687	1 929	1 962	2 266	2 341	2 660	2 460	2364	3639
Kuychichichik	605	280	595	678	607	593	548	516	659	888	1329	1062
Parkent	110	207	307	213	208	198	138	257	292	242	175	373
PsKent	588	612	572	479	585	482	469	480	612	628	496	730
Average	573	487	892	990	1 036	1 223	1 351	1 518	974	945	2038	2070
Chinese	360	254	526	494	583	522	501	452	497	380	870	1377
High pitched	552	628	1 169	805	924	1 304	1 448	1 478	1 040	1 414	2531	3275
Yangyol	949	640	1 567	1 074	1 437	1 066	1 213	1 102	883	661	2922	2441
Tashkent district									1 291	1 169	1333	2919

The fact that the number of newly established stable jobs does not meet the requirements of the labor market leads to a violation of the balance in the labor market, an increase in the level of unemployment in some regions of our republic, an increase in illegal labor migration and informal employment. Jobs are one of the determining elements of the labor market, which provides the demand for labor force. The problems of reducing unemployment and promoting employment cannot be separated from the process of job creation[15]. The availability, creation or reduction of jobs significantly affects labor market activity and labor force reproduction. An economically efficient workplace is called productive employment, which is an opportunity for an employee to return to the labor force and earn income and benefits to support his family and children, that is, the formation of a potential future workforce. Thus, there is an inextricable connection between the availability of vacancies and the possibility of developing labor potential[16].

### Conclusions and suggestions

In our opinion, the following measures should be implemented in order to reduce the level of tension in the labor market of the Republic of Uzbekistan, to achieve a balance between demand and supply of labor force:

- based on the national characteristics, introduction of domestic labor, development of national craft activities, development of services and service sector, development of effective forms of employment such as personal assistants and cattle rearing on farms. It is worth saying that a high result is achieved with low costs for the organization of workplaces of this form;
- improvement of the system of vocational training, retraining and upgrading of the unemployed. To do this, determine the need for specialists in existing enterprises in the regions; to guarantee the employment of citizens who are preparing for a profession in enterprises; attention should be paid to training unemployed citizens in basic vocational colleges;
- employment of persons in need of social protection and having difficulty finding work in quota jobs. In order to solve the problems of employing people of this category in quota jobs: improving the monitoring of identifying the stratum of the population in need of social protection and having difficulty finding a job; effective use of available opportunities to create quota jobs; full study of internal capabilities of enterprises; to increase the quality of monitoring on the creation of quota jobs for each enterprise in the region and the employment of the population in need of social protection in these jobs; it is recommended to effectively promote the benefits given to enterprises creating quota jobs within the framework of legislation;
- in order to transfer the citizens who are earning income to other countries to official employment, it is necessary to make it voluntary to make payment to the pension fund for those who are going to work abroad, to register their employment in local administrative institutions and to keep a labor book;

- special attention should be paid to the creation of new jobs as measures to increase employment of the population. Because the workplace is the first link of any production and labor process, it is in it that all the elements of the production process are integrated and new consumer values and labor products are created.

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