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### THE LEVEL OF EMPLOYMENT OF LABOR RESOURCES IN THE REGIONS OF UZBEKISTAN.

#### ЎЗБЕКИСТОН МИНТАҚАЛАРИДА МЕҲНАТ РЕСУРСЛАРИНИНГ БАНДЛИК ДАРАЖАСИ.

#### УРОВЕНЬ ЗАНЯТОСТИ ТРУДОВЫХ РЕСУРСОВ В РЕГИОНАХ УЗБЕКИСТАНА

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*Мақолада минтақада меҳнат бозорининг шаклланиши хусиятлари тадқиқ этилди. Бунда минтақада мавжуд меҳнат ресурсларининг сон ва сифат кўрсаткичлари, ўртача ёши, мобиллиги ва ҳаракатчанлиги таҳлил этилган.*

**Калит сўзлар:** меҳнат бозори, аҳоли сони, меҳнат ресурси, минтақа, бандлик.

*В статье изучены особенности формирования рынка труда в регионе. При этом проанализированы количественные и качественные показатели, средний возраст, мобильность трудовых ресурсов.*

**Ключевые слова:** рынок труда, количество населения, трудовые ресурсы, регион, занятость

*The article studies the features of the formation of the labor market in the region. At the same time, quantitative and qualitative indicators, average age, labor force mobility were analyzed.*

**Key words:** *labor market, population, labor resources, region, employment*

Formation and development of the labor market is one of the priorities of economic reforms in the country. The labor market lays the foundation for the economic development of the country's regions, enterprises, businesses, firms and farms. Also, the labor market is an integral part of the country's economy, and all economic changes are reflected in it. In the labor market, there are differences between the student and his supply of labor, and it is important to carry out a number of theoretical and practical work on their regulation and balance. The peculiarity of the labor market is that in this market the commodity does not exist in the form of goods. The fundamental difference between labor and gross goods and production resources is that it is the most important sphere of human life, the form of self-expression of the human person.

For the formation of the labor market, the following economic relations must be formed:

1. There must be people who own the means of production and who can start the production process;
2. There must also be free people who have no means of production other than their own labor force.

The main factors influencing the dynamics of the labor market include: demographic factors (population, health of the economically active population, mobility, mobility, etc.); social (standard and quality of life, social structure, level of development of social partnership relations, etc.) and organizational legal (the role of the state in the organization of employment and labor, the development and quality of the legal framework in the field of labor and entrepreneurship)[1].

The population of the Republic of Uzbekistan is constantly growing (Table 1).

**Table 1**

**Permanent population of working age [2]**

	Percentage of the total population, in percent							
	2011	2012	2013	2014	2016	2017	2018	2019
<b>The Republic of Uzbekistan</b>	<b>61,1</b>	<b>61,5</b>	<b>61,7</b>	<b>61,7</b>	<b>60,5</b>	<b>60,1</b>	<b>59,5</b>	<b>59,1</b>
The Republic of Karakalpakstan	61,3	61,4	61,4	61,4	60,8	60,6	60,3	60,0
regions:								
Andijan	61,7	62,2	62,4	62,2	60,8	60,2	59,6	59,1
Bukhara	62,8	63,1	63,2	63,0	61,6	61,2	60,6	60,2
Jizzakh	59,3	59,9	60,3	60,5	59,6	59,3	58,8	58,3
Kashkadarya	59,4	60,1	60,6	60,7	59,9	59,6	59,1	58,6
Navoi	63,1	63,3	63,4	63,2	61,6	61,1	60,5	60,1
Namangan	61,7	62,3	62,7	62,6	61,3	60,8	60,2	59,7
Samarkand	59,9	60,4	60,7	60,8	59,5	59,0	58,4	58,0
Surkhandarya	59,6	60,2	60,7	61,0	60,1	59,6	59,1	58,7
Sirdaryo	61,8	62,1	62,3	62,3	61,5	61,2	61,0	60,5
Tashkent	61,9	62,1	62,1	61,9	60,5	60,0	59,4	59,1
Fergana	61,6	62,1	62,4	62,4	61,1	60,5	59,9	59,4
Khorezm	60,9	61,3	61,5	61,5	61,0	60,7	60,4	60,1
Tashkent c.	62,3	62,1	61,8	61,3	59,6	59,0	58,4	57,8

Table 1. shows that the share of the permanent population of working age in the Republic of Uzbekistan in relation to the total population in 2011 was 61.1%, and in 2019 it was 59.1%. During this period, this figure was 61.3 and 60.0 in the Republic of Karakalpakstan, respectively; 61.7 and 59.1 in Andijan region; 62.8 and 60.2 in Bukhara region; 59.3 and 58.3 in Jizzakh region; 59.4 and 58.6 in Kashkadarya region; 63.1 and 60.1 in Navoi region; 61.7 and 59.7 in Namangan region; 59.9 and 58.0 in Samarkand region; 59.6 and 58.7 in Surkhandarya region; 61.8 and 60.5 in Syrdarya region; 61.9 and 59.1 in Tashkent region; 61.6 and 59.4 in Fergana region; 60.9 and 60.1 in Khorezm region; In Tashkent it was 62.3 and 57.8 percent, respectively. The process of formation of the labor market of Uzbekistan is characterized by rapid growth of labor resources and complex conditions in the labor market. Therefore, raising the level of employment has become an urgent task for our country. There are certain differences in the current labor resources in Uzbekistan, the demographic situation in the regions, population density, the level of socio-economic development of each region, the transport system, geographical location and opportunities, the level of student and labor supply in the regions. This situation creates specific difficulties in providing employment. The choice of ways to shape the labor market should be based on the study and analysis of the situation and trends specific to the population, which are specific to the development of employment and remain in the conditions of a market economy. Because the factors that affect the most important indicators of employment are directly related to them. [3] Labor resources are characterized by a high level of natural-biological and socio-economic activity. The labor force includes the working age population, as well as adolescents and retirees engaged in production. The number, dynamics and composition of the labor force are largely determined by the working age population. Based on the factors influencing the formation of labor resources, labor resources are formed in a way that has the following specific features:

- the working-age population is the basis of the labor force, while its share is growing;
- the number of labor resources is increasing year by year due to natural growth;
- the number and weight of adolescents and the elderly are increasing.

About 60% of the population in our country is labor force [4]. In terms of participation in society and socio-economic status, labor resources are divided into economically active and economically inactive population. At the same time, if the active part of the population is determined by employment or need, the inactive population in the economy of the country will be passive (those who study separately from production, women on maternity leave and those who do not want to work).

**Table 2.**

**Distribution of labor resources by regions of the republic, thousand people [5]**

	1991	2000	2010	2014	2019	Change in 2019 compared to 1991, times
The Republic of Uzbekistan	1013,2	12594,0	16509,7	18048,0	19837,2	19,6
The Republic of Karakalpakstan	594,0	755,8	945,5	1011,9	1129,8	1,9
Andijan	897,5	1140, 3	1561,2	1667,9	1830,8	2,0
Bukhara	607,0	747,4	987,6	1045,0	1149,5	1,9
Jizzakh	368,1	472,4	652,1	723,0	797,6	2,2
Kashkadarya	769,6	1 019,0	1493,4	1692,5	1903,3	2,5

Navoi	359,1	406,8	531,6	543,1	594,2	1,7
Namangan	746,3	961,0	1 350,6	1492,5	1659,9	2,2
Samarkand	1016,8	1299,9	1815,7	2003,8	2224,5	2,2
Surkhandarya	605,5	807,3	1174,1	1353,0	1524,8	2,5
Sirdarya	279,5	319,7	420,7	456,9	507,4	1,8
Tashkent	1061,1	1 231,1	1549,7	1601,9	1724,7	1,6
Fergana	1094,7	1 330,5	1824,2	1969,5	2209,2	2,0
Khorezm	495,1	663,9	900,4	952,2	1112,1	2,2
Tashkent c.	1318,9	1313,9	1519,2	1534,8	1469,4	1,1

According to the table, in 1991-2019, the labor force in the country increased by 19.6 times, in the Republic of Karakalpakstan - 1.9 times, in Andijan region - 2, in Bukhara region - 1.9, in Jizzakh region - 2.2, in Kashkadarya region - 2.5, in Navoi. 1.7 times in Namangan region, 2.2 times in Namangan region, 2.2 times in Samarkand, 2.5 times in Surkhandarya region, 1.8 times in Syrdarya region, 1.6 times in Tashkent region, 2 times in Fergana region, 2.2 times in Khorezm region and 1.1 times in Tashkent city.

Most of the country's labor force lives in rural areas. The rural labor force is constantly growing, while in the city this figure has not changed to such an extent. Given that the problem of employment in rural areas is more acute than the problem of employment in urban areas, it is possible to prevent over-employment in agriculture by dismissing the unemployed and redistributing it to other sectors of the economy using practical skills and tools. In his address to the Oliy Majlis, President of the Republic of Uzbekistan Sh. M. Mirziyoev said, "The pandemic is causing damage to the world economy ... about \$ 400 billion a month. To date, 500 million jobs have been lost worldwide. Thanks to the unshakable will of our people, selfless work and perseverance, the joint efforts of the population and government agencies, we are courageously overcoming the existing difficulties. We prioritize the training of our sons and daughters in modern professions that are in high demand in the labor market, the formation of entrepreneurial skills and entrepreneurial qualities in them, as well as the implementation of their initiatives, employment and housing" [6]. The rapidly growing labor force and the establishment of small businesses and private entrepreneurship in Uzbekistan create the following conditions: raising the material, cultural and professional level of the population, youth;

- bringing industrial enterprises closer to residential areas;
- national handicrafts, development of artistic handicrafts.

To increase the employment rate of labor resources, we offer the following:

- support for small but private entrepreneurship in the field;
- improving market infrastructure;
- further development of home labor organization;
- improving the economic support system for small business and private entrepreneurship.

In the context of modernization of the economy, increasing employment, reducing unemployment is one of the priorities of macroeconomic policy.

From the point of view of labor resources, the territory of Uzbekistan can be conditionally divided into the following 3 groups:

Group 1 Republic of Karakalpakstan, Bukhara, Navoi, Syrdarya, Jizzakh, Kashkadarya and Surkhandarya regions

Group 2 Andijan, Namangan, Fergana and Khorezm regions

Group 3 Tashkent city, Tashkent and Samarkand regions.

Labor resources are divided into these groups depending on the specifics of the regions.

The first group of regions occupies 86% of the territory of Uzbekistan and has large undeveloped areas. These regions and the Republic of Karakalpakstan are rich in natural resources, and the development of agriculture and industry for the development of agriculture and industry will have a huge impact on the future efficient use of labor resources. In this group of provinces, mainly local labor resources are used. It should be noted that in 2019, a total of 953,701 jobs were created in the country, while in the first group of regions and the Republic of Karakalpakstan, 42% of the total, or 394,456 jobs were created. The second group of regions is more densely populated than other regions. In 2019, 300,404 jobs were created in these regions, which is 31% of the total. In these regions, including rural areas, the employment rate of the population, especially youth, is relatively low, and the involvement of the population in small and medium-sized cities in these areas in the production and service sectors is an important task. This will require the introduction of new modern production facilities in the region with a wide range of investments, in particular, the creation of new jobs on a home-based basis. If these jobs are filled primarily by local staff in the provinces, the remaining labor resources should be attracted to the newly developed areas (for example, Group 1). The third group of regions, the city of Tashkent, is the most industrialized region in the country. In 2019, 258,841 jobs were created in the 3rd group of regions, in Tashkent, which is 27% of the total number of jobs created in the country. Territories in this group will be able to employ the labor resources available to them now and in the future. In group 3 areas, the demand for labor resources is met by natural population growth, without the imbalance between the supply and demand of labor resources. In general, the labor force in all three groups will be replenished due to natural population growth and intersectoral redistribution of labor resources, and the volume of labor resources in Uzbekistan will continue to grow in the near future. The problem is to increase the skills and experience of staff. At the same time, in accordance with the National Training Program, which has been working effectively since 2007, the training of mature and qualified personnel is an important tool for further improving the living standards and welfare of 30 million people in the country. In short, at the stage of diversification and modernization of the economy, it is possible to solve the problem of unemployment and employment by further improving the quality of the labor force, which is a key factor in production, and achieving their proper distribution across regions and sectors. Uzbekistan is one of the unique regions in terms of population and labor reproduction. The peculiarity of population growth is a regional feature of the country, which is characterized by rapid growth of population and labor resources. According to the State Statistics Committee, the number of population and labor resources in the Republic of Uzbekistan is constantly growing (Table 3).

**Table 3**

**Population and labor force dynamics in the Republic of Uzbekistan (per thousand people) [7]**

Figures	Year					Change in 2019 compared to 2008	
	2008	2011	2014	2016	2019	+, -	%
Population	27072,2	29555,4	29994,6	32120,5	33905,2	6833	125,2
Labor resources	15644,9	17309,8	17663,1	18488,9	18949,0	3304,1	121,1
<i>hence:</i>							
Able-bodied people of working age	15458,7	17156,8	17550,2	18371,7	18857,6	3398,9	122,0
Working teens and retirees	186,2	153,0	112,9	117,2	91,4	-94,8	49,1



As can be seen from the table, in 2008-2019 the population of the republic increased by 25.2%, and the number of labor resources by 21.1%. During this period, the share of labor resources in the population increased from 57.8% to 55.9%.

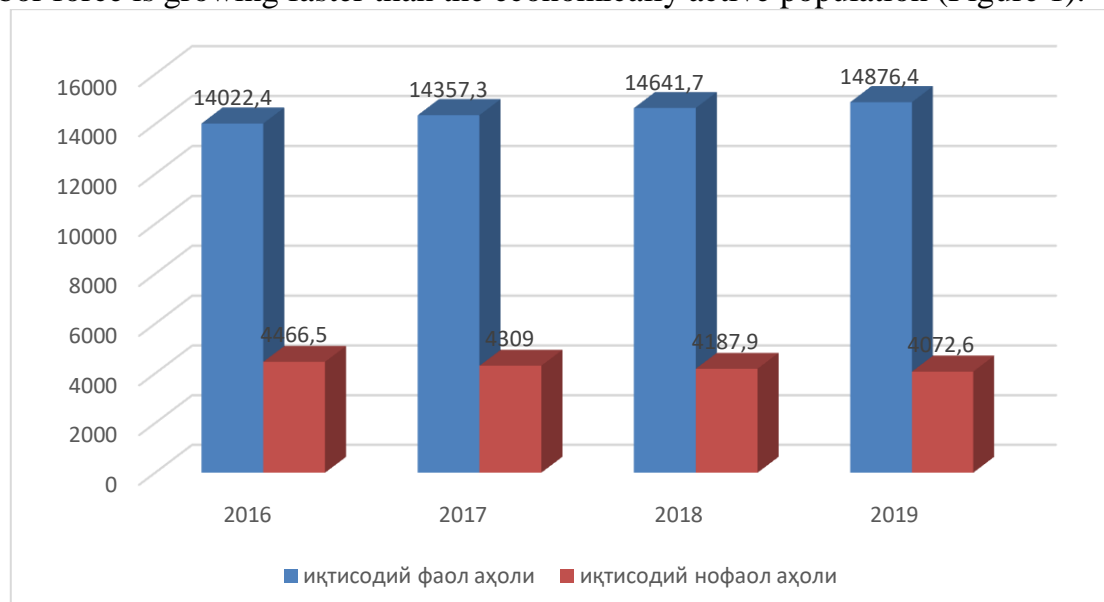
The population of the republic is growing by an average of 530-650 thousand people a year. According to the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated March 14, 2011 No 71 "On measures to prepare and conduct a sample statistical survey of the population" [8] in each district and city of the country, Due to the fact that a mechanical increase of 5,000 people was detected.

According to the Ministry of Employment and Labor Relations, the growth rate of the labor force in 2016-2019 will be Andijan (1.9%), Jizzakh (2.4%), Kashkadarya (3.2%), Namangan (2.6%)., Samarkand (2.9%), Surkhandarya (3.8%), Fergana regions (1.8%) were above the national average, and the rest were low.

It should be noted that in 2019, more than 50% of the country's labor force will be in 6 regions: Samarkand (11.2%), Fergana (10.8%), Andijan (9.2%), Kashkadarya (9.6%), Tashkent. regions (8.5%) and the city of Tashkent (8.5%).

The analysis shows that in 2016-2019, the number of able-bodied people of working age in the labor force increased by 2.6%, while the number of working adolescents and retirees decreased by 22%. This situation is due to the significant and direct impact of the demographic factor on the labor market. In addition, 98.5-99.0% of the labor force consists of able-bodied people of working age, the remaining 1.0-1.5% are working adolescents and retirees.

The analysis shows that the number and share of economically inactive population in the labor force is growing faster than the economically active population (Figure 1).



**Figure 1. Structure of labor resources in the Republic of Uzbekistan (2016-2019) (per thousand people) [9]**

According to Figure 1, in 2019 compared to 2016, the number of economically active population in the labor force in Uzbekistan increased by 6.1%, while the number of economically inactive population decreased by 8.9%. During this period, the share of economically active population in the labor force increased from 75.8% to 78.5% or 2.7 points, while the share of economically inactive population decreased from 24.2% to

21.5%. This is due to the fact that the share of students in the economically inactive population who study separately from production and do not have a salary or income increased from 38.8% to 39.5%, and the share of voluntarily unemployed from 27.0% to 30.0%. associated with an increase.

In addition, the increase in the share of economically inactive population is also associated with a significant share of the population aged 16-24 (20.5%). At the same time, the number of young people studying is increasing year by year. As a result of socio-economic reforms aimed at the development of education in the country, the involvement of students in the newly built academic lyceums and vocational colleges has a direct impact on the growth of the economically inactive population.

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### ПУТИ СОВЕРШЕНСТВОВАНИЯ МЕЖОТРАСЛЕВОЙ ПРОМЫШЛЕННОЙ КООПЕРАЦИИ

### TARMOQLARARO SANOAT HAMKORLIGINI TAKOMILLASHTIRISH YO'LLARI

### WAYS OF IMPROVING INTERSECTORAL INDUSTRIAL COOPERATION

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*Промышленная кооперация представляет собой взаимовыгодные производственно-экономические отношения между предприятиями, в том числе, различных отраслей промышленности, основанные на общих долгосрочных интересах и позволяющие повысить эффективность хозяйственной деятельности через использование преимуществ специализации и ресурсного потенциала каждого ее участника. В*