

Impact Factor:

ISRA (India) = 1.344	SIS (USA) = 0.912	ICV (Poland) = 6.630
ISI (Dubai, UAE) = 0.829	PIHII (Russia) = 0.156	PIF (India) = 1.940
GIF (Australia) = 0.564	ESJI (KZ) = 4.102	IBI (India) = 4.260
JIF = 1.500	SJIF (Morocco) = 5.667	

SOI: [1.1/TAS](#) DOI: [10.15863/TAS](#)

International Scientific Journal Theoretical & Applied Science

p-ISSN: 2308-4944 (print) e-ISSN: 2409-0085 (online)

Year: 2018 Issue: 10 Volume: 66

Published: 30.10.2018 <http://T-Science.org>

QR – Issue



QR – Article



Bekzod Erkinovich Mamarahimov

Senior teacher,
Candidate of economics, Associate Professor of the
Department "Economic Theory"
Tashkent state university of economics
Tashkent city, Republic of Uzbekistan

SECTION 31. Economic research, finance, innovation, risk management.

PROBLEMS PROVISION OF EMPLOYMENT AND REPRODUCTION OF WORKING FORCE

Abstract: This article discusses the issue of reproduction, the factors affecting it, the reforms carried out in providing employment for the labor force in Uzbekistan and its impact on the national economy. The author conducted a statistical analysis of the employment rate of the labor force in the Republic of Uzbekistan based on data from the State Statistics Committee. At the end of the article, the analysis results are summarized and conclusions are worked out.

Key words: reproduction, labor market, labor force, labor resources.

Language: English

Citation: Mamarahimov, B.E. (2018). Problems provision of employment and reproduction of working force. *ISJ Theoretical & Applied Science*, 10 (66), 577-581.

Soi: <http://s-o-i.org/1.1/TAS-10-66-65> **Doi:**  <https://dx.doi.org/10.15863/TAS.2018.10.66.65>

Introduction

Employment is the most important priority of the social policy of the Republic of Uzbekistan. During the years of independence, the country has carried out targeted comprehensive measures to carry out socio-economic reforms aimed at accelerating economic growth, creating jobs, reducing unemployment and increasing the well-being of the population in all regions of the country. The labor market is an important part of the structure of the market economy, since the relations that are taking shape in this area affect the immediate needs of the majority of the population and have a pronounced social character. One of the significant consequences of the labor market is unemployment - almost inevitable phenomenon of social life.

The main productive force of economic development is not the entire population, but only that part of it, which has a combination of physical and spiritual abilities that allow to work. In foreign literature, the concept of "labor resources" is given the following definition: "Labor resources are a part of the population of the country, which in terms of physical development, acquired education, vocational qualification level, is capable of engaging in socially useful activities". In accordance with the existing methodology in Uzbekistan today, under the human resources understand: "able-bodied

population at working age and working people younger and older than working age". Labor resources include both employed and unoccupied economics. The boundaries of the working population are different in different countries and are determined by legislative acts.

In Uzbekistan, the measures taken to fully support and protect private property and entrepreneurship contributed to the creation in 2016 of about 32,000 new small businesses, or 18 percent more than in 2015. The contribution of small businesses to the gross domestic product of the country rose to 56.9 percent, and in industry - up to 45 percent [2].

The most pressing issue today is the development of production in the conditions of the market economy, introduction of science and technology achievements in production, creation of new jobs, consumer demand and export of national products.

The same can be said about labor force employment. The greater the level of profitable employment in society, the lower the unemployment rate, the higher the standard of living and the living standards, and vice versa. In doing so, it is understood that the job of dealing with the personal and social needs of a person is not contrary to the law in force, and earns people earnings from labor. [1]



Impact Factor:

ISRA (India) = 1.344	SIS (USA) = 0.912	ICV (Poland) = 6.630
ISI (Dubai, UAE) = 0.829	PИИИ (Russia) = 0.156	PIF (India) = 1.940
GIF (Australia) = 0.564	ESJI (KZ) = 4.102	IBI (India) = 4.260
JIF = 1.500	SJIF (Morocco) = 5.667	

With reference to the modern conditions of the market economy, the theory of reproduction of the labor force was developed in the works of T. Schulz, G. Becker, G. Johnson, J. Mintser, M. Blaug, P. Samuelson, Fisher, M. Mescon and other foreign economists. In the domestic economic literature, various aspects of the reproduction of labor power are reflected in the scientific works of Bulanov V., Volgin N., Goncharova A., Gromyko V., Dyatlova S., Elovikova J.I., Isaenko A., Kurennoy A. M. [6], Zhivaleva Ye. A. [7], Mikulsky K. [8], Rimashevskoy N., Mayer V.F. [9], Kokin Yu. [10], Travin V.V. [11], Belova V.P. [12], Shekina G., Sharshova I. and others.

Main part

The production process, which is being implemented in separate enterprises, is a combination of social production. Because all the factors of production involved - work items, labor tools, labor and other production conditions - are socially significant in their descriptions. Under the conditions of social production it is necessary to look at its elements from the same point of view. The production process does not stop once, but it is repeated without interruption. At the same time, all production factors, including labor, will be reproduced.

Workforce is a combination of mental and physical abilities of a person. In the production process, not only the material production of the production, but also the personal factor is reproduced.

Reproduction of workforce is primarily the restoration of the worker's ability to work, that is, his eating, dressing, rest and cultural leisure, and secondly, the present generation of workers and

servants will grow old over time, and their successors will be prepared it will be necessary. Studying the process of rebuilding workforce requires its quantitative and qualitative aspects. The workforce is also referred to as the workforce resource, which is expressed by the labor-intensive part of the country's population. The main criterion for a person to be included in human resources is his age and ability to work. Generally, labor force resources include those between 16 and 15 years old (men under the age of 60, women under 55). However, pensioners who work in social production and other cohorts can also work.

The quality of the labor force reflects the degree of its composition to meet the needs of modern social production. The quality of workforce is characterized by indicators such as information, vocational training, qualifications, and work experience. With the advancement of science and technology, the demand for quality of workforce increases. At the present time, the active and potential part of the labor force resources is different. Individuals who are busy in social work and ready to work, as part of their labor force, are considered as potential part of those who are absorbed in production and are employed in temporary household and other jobs.

The number of permanent population in the country will reach 32.7 million people by 2017. in comparison with the previous year, increased by 533.4 thousand or 1.7%. The number and quality of labor force resources are determined by the population, sex, and age structure of the country. This, in turn, will depend on the natural growth of the population (Figure 1).

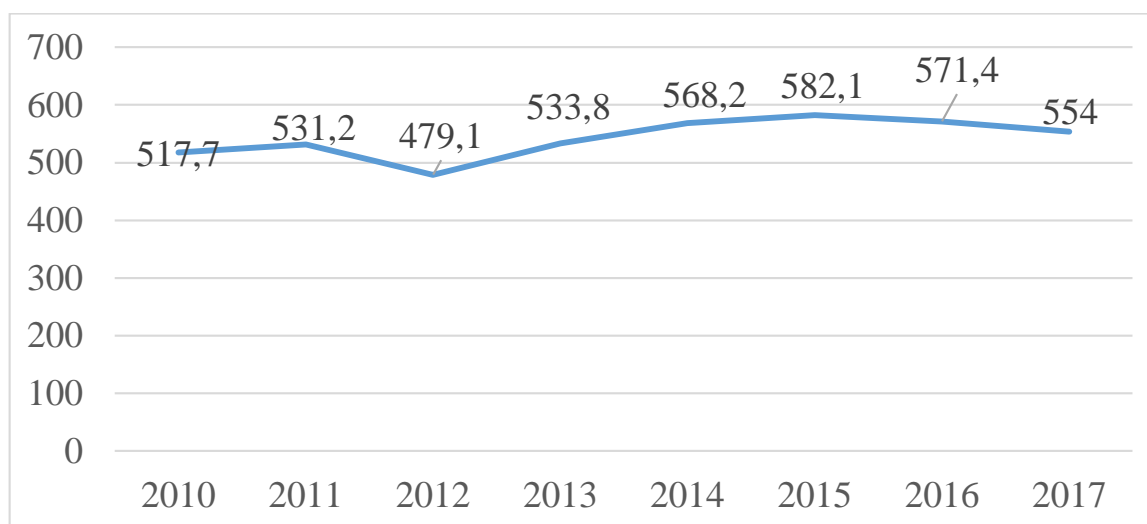


Fig.1. Natural population growth in the Republic (thousand people)

Source: Data of State Statistics Committee of the Republic of Uzbekistan.

Impact Factor:

ISRA (India) = 1.344	SIS (USA) = 0.912	ICV (Poland) = 6.630
ISI (Dubai, UAE) = 0.829	PIHHI (Russia) = 0.156	PIF (India) = 1.940
GIF (Australia) = 0.564	ESJI (KZ) = 4.102	IBI (India) = 4.260
JIF = 1.500	SJIF (Morocco) = 5.667	

The difference between the increase and the decrease in the labor market at the labor market indicates the natural level of the labor force, which creates factors affecting the supply of labor. This workforce supply job provides the labor force demand.

If part of the labor force is recycled on the other hand, that is, the introduction of the younger generation into the labor market, partial analysis can

also be made by studying the natural growth rate of labor resources.

The population of Uzbekistan in 2010 was 27.1 million people. In 2015, the figure was 31.5 million, or 114.7%. In 2010, the number of employed in the economy was 12,286.6 thousand, while by 2017 this figure was 14,357.3 thousand people (an increase of 116.9 percent) (Table 1).

Table 1. Employment status of the labor force in the Republic of Uzbekistan (thousand people)

Years	Population, (mln.person)	The number of economically active workers	Number of employed in the economy	The number of unemployed
2010	28,5	12286,6	11628,4	658,2
2011	29,1	12541,5	11919,1	622,4
2012	29,5	12844,1	12223,8	620,3
2013	30,5	13163,0	12523,3	639,7
2014	31,0	13606,3	12818,4	653,8
2015	31,5	13767,7	13058,3	709,4
2016	32,1	14022,4	13298,4	724,0
2017	32,7	14357,3	13520,3	837,0
In 2017 compared to 2010 %	114,7	116,9	116,3	127,2

Source: Based on the data of the Ministry of Labor and Employment of the Republic of Uzbekistan.

The natural growth of the population, its reproduction, in many respects, is determined by the level of industrial development and urbanization of the country, social conditions, traditions of culture and everyday life, and certain historical factors. These include improving the living conditions, taking care of children, providing them with childcare facilities, extending pregnancy and childbirth, strengthening the family, and improving the spiritual environment in the community, taking into account the demographic factor.

The role of the labor market in the market economy is determined through two tasks. The first task is to link the worker's means of production with the means of direct labor and to the effective regulation of the movement of unemployed workforce. The second task is to re-produce with the further improvement of the quality of the workforce.

It is well-known that effective reforms are being carried out at the level of state policy to ensure the employment of labor resources, to regulate and further improve the processes related to the labor activity of the citizens, and to strengthen the guaranteed labor rights system. In particular, the Decree of the President of the Republic of Uzbekistan "On additional measures to further improve the external labor migration system of the Republic of Uzbekistan" as of July 5, 2018 and resolutions of the July 14, 2018 "On Measures to Improve and Enhance the Efficiency of Population Employment" is one of the main focuses on improving employment.

As a result of state-wide measures to increase the labor force and social protection of the population in Uzbekistan, employment rates are rising annually (Table 2).

Impact Factor:

ISRA (India) = 1.344	SIS (USA) = 0.912	ICV (Poland) = 6.630
ISI (Dubai, UAE) = 0.829	PIHHI (Russia) = 0.156	PIF (India) = 1.940
GIF (Australia) = 0.564	ESJI (KZ) = 4.102	IBI (India) = 4.260
JIF = 1.500	SJIF (Morocco) = 5.667	

Table 2. The main indicators of employment in Uzbekistan

Years	Registered as job seekers, thousands	Employed, thousand people	Specific weight of employed persons, %	The number of officially registered unemployed people at the end of the reporting period, thousand people
2010	671,6	595,6	88,7	16,2
2011	661,4	595,7	90,1	12,9
2012	653,0	590,5	90,4	6,0
...				
2015	324,0	241,4	74,5	3,0
2016	263,4	248,2	94,2	7,2
2017	271,9	229,9	84,6	14,9

Source: State Statistics Committee of the Republic of Uzbekistan and information from <https://mehnat.uz/opendata/view/25>.

The table shows that if the share of those employed was 88.7% in 2010, the proportion of their employed by 2012 has increased. This is the reason why the number of those applying to Employment Assistance Centers and the proportion of their employment in the future will be reduced. By 2017, to 84.6%.

In the field of employment, in 2017, regional employment assistance centers employed 229,900 people, 27,100 people were involved in public works, 6,600 were trained and retrained, and 10,400 were granted unemployment benefits. In order to create conveniences for citizens seeking job, in 2017 1218 vacant job fairs were organized, which involved representatives of about 59,300 employers and 204,900 citizens. According to the results of fairs, 52.2 thousand people were employed and more than 133 thousand people were given consultations on employment, employment and legal issues. Workplaces have been created in accordance with the Program of the President of the Republic of Uzbekistan approved by the Resolution of the President of the Republic of Uzbekistan dated February 3, 2018 "On Measures for the Implementation of the State Program on Assistance to Population in 2018", No. PP-3506. In particular, through the launch of new production capacities and expansion of the economy, 64.9 thousand jobs were

created. 37.2 thousand of these jobs were created in industry, 15.3 thousand in services and 12.4 thousand in agriculture, as well as in intensive gardens and greenhouses. 24.8 thousand new jobs were created in the construction of cheap housing, multi-storey residential buildings and engineering infrastructure in rural areas. 5.8 thousand new jobs were created thanks to the development of social infrastructure. 74.2 thousand jobs were created due to the development of small business and private entrepreneurship, of which 19.4 thousand people were employed by the development of craftsmanship. [1]

Conclusion

In sum, the country has seen significant changes in the quality of solving the problems of employment of the unemployed. At the same time, with the accelerated development of small business and private entrepreneurship, special attention is paid to widespread introduction of various forms of services and home-based labor, as well as encouraging the development of different sectors of livestock in the countryside. At the same time, the measures undertaken in the country give a wider opportunity to further increase the employment rate and the social protection of the population, which is the source of the well-being of our people.

References:

- (1998). *The Law of the Republic of Uzbekistan "On Employment of the Population"* (new edition). Tashkent: Justice.
- (2017, January 16). Critical analysis, strict discipline and personal responsibility should become the daily norm in the activities of each

Impact Factor:

ISRA (India) = 1.344	SIS (USA) = 0.912	ICV (Poland) = 6.630
ISI (Dubai, UAE) = 0.829	PPIHI (Russia) = 0.156	PIF (India) = 1.940
GIF (Australia) = 0.564	ESJI (KZ) = 4.102	IBI (India) = 4.260
JIF = 1.500	SJIF (Morocco) = 5.667	

- leader. Report of the President of the Republic of Uzbekistan Shavkat Mirziyoyev at an expanded meeting of the Cabinet of Ministers on the results of the socio-economic development of the country in 2016 and the most important priority areas of the economic program for 2017. *The Popular Word*, No. 11 (6675).
3. Streltsov, M., & Vlasova, N. (2014). Market power and its factors causing. *Modern scientific journal*, № 2, 13–18.
 4. Andreev, S.Y., & Konovalenko, D.A. (2015). Problems of unemployment and employment of the population. *Modern science: theoretical and practical view. Collection of articles of the International Scientific and Practical Conference*. Ufa: 2015, pp. 5–8.
 5. Andreev, S.Y., & Letish, I.S. (2015). Institutional Aspects of Labor Market Regulation in the Agrarian Sector of the Economy. *Economy and Society*, № 5–1 (18), 89–92.
 6. Kurennoy, A.M. (2014). *Labor Law*. Textbook, Moscow: Yurist, pp.1-315.
 7. Zhivaleva, Y.A., & Gorbulya, N.Y. (2016). Problems and Prospects of State Employment Policy in the Russian Federation. *Young Scientist*, №8.8, 10-12. Retrieved 2018, from <https://moluch.ru/archive/112/28850/>
 8. Mikulsky, K. (1997). Formation of a new model of employment. *The Economist*, N 3.
 9. Mayer, V.F., & Zhukova, S.V. (1995) Problems of State Regulation of Social Development and the Standard of Living of the Population. *Moscow State University Bulletin. Economy series*, N 1, 40-50.
 10. McConnell, R., & Brue, L. (n.d.). *Economics*. T. 2.1. Moscow: 3naniye, pp.1-340.
 11. Kokin, Y. (1996). Salary as the cost of labor and distribution according to work. *Man and Labor*, N 10.
 12. Travin, V.V., & Dyatlov, V.A. (1995). *Fundamentals of personnel management*. Moscow: Delo, pp.1-407.
 13. Belova, V.P. (1992). *The mechanism of reimbursement of costs for the reproduction of labor in the transition to market relations*. Moscow: Scythians, pp.1-25.

