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## **ENSURING THE STABILITY OF THE PROCESS OF ACTIVE EMPLOYMENT IN INDUSTRIAL ENTERPRISES**

**Abstract---** This article emphasizes that regulating the labor market, providing employment and implementing economic reforms is one of the priority tasks. Special attention is paid to the existence of the problem of public debt and deficit of national budgets, the decrease of production in the real economy, the decrease of purchase demand in the world market, the high level of unemployment, the increase of social tension, the decrease of the standard of living and the quality of life of the population in many countries of the world. In addition, proposals and recommendations were made that the research of ways to reduce unemployment and increase employment should be studied as one of the main problems of our country's economy.

**Keywords---** Labor Activity, Unemployment, Employment, Labor Resources, Economic Efficiency, Social Security, Labor Force, Jobs, Internal Factors, External Factors, Employment in The Economy.

### **I. INTRODUCTION**

Working is the main source of livelihood for themselves and their family members for all people living in the world. For them, losing the job they are working for is like jeopardizing their own development. According to the report of the International Labor Organization, which is a part of the United Nations, the number of unemployed in the world has increased to 192.7 million. reached a record level. Currently, 5.6 percent of the population of the Earth is considered unemployed. Compared to 2016, the number of unemployed people increased by 2.6 million.

Effective employment provides the working population with the necessary income and creates the economic basis of human development. The state creates conditions for creating equal opportunities for all members of society by supporting and protecting citizens who are socially incapable of work.

### **II. LITERATURE REVIEW**

The study of ways to reduce unemployment and increase employment has always been one of the central problems of our economy. The study of the theoretical aspects of increasing the employment of the able-bodied population was carried out by representatives of the school of classical economic theory, such as A.Smith, D.Ricardo, as well as J.M. Keynes. Theoretical aspects of reducing unemployment and increasing employment of foreign economists Agabekyan R.L., Avagyan G.L. [1], Prokopov F.T. [2], Volgin N.A. [3], Odegov Yu.G., Plaksya V.I., Chetvernina T., Gimpelson V., Kapelyushnikov R., Gorisov S. and others.

Issues such as increasing employment in Uzbekistan, more practical aspects of effective employment policy, in particular, foreign experience in implementing employment policy, the role of small business and private entrepreneurship in increasing employment, labor exports, the role of targeted programs to increase employment by the several economists of our country Vakhobov A.V. [4], Abduganiev A.A., Tolametova Z. [5], Rasulova D.V. [6], Toghaev B.E. [7], Tadjibaeva D.A., Khudoiberdiev Z.R. [8].

Another of the founders of classical theory, A. Marshall [9], developed this idea, stating that "when a deal is agreed in the commodity market, the priority in the labor market is often on the side of the buyer, not the seller, while the priority can be very evenly distributed between the two parties".

If there is a need to change the structure of employment around the world, it will be necessary to change the structure of the economy, or vice versa - a change in the sector or any other structure of the economy will lead to a structural change in the labor force.

### **III. RESEARCH METHODOLOGY**

In this research, we used of methods of logical analysis and synthesis, grouping, comparative and structural analysis, abstraction, factor analysis, induction and deduction.

### **IV. ANALYSIS AND RESULTS**

The territorial structure of the population can determine the structure of the economy. Especially densely populated areas are very convenient for locating industries with large labor capacity.

The above-mentioned opinions give an opportunity to draw important conclusions on the methodological aspects of studying the composition of the employed population. That is, studying the structure of employment of the population is a very important issue of methodological and practical importance for the state, because the structure of employment indicates the social and economic potential of the state and can show its place in the world market relations. At the same time, it shows that all the mechanisms of statistical methodology should be used to improve the labor force situation.

Employment requires the ability to use the degree of influence of the priority factors that affect it before deciding on any goal and task of improving the composition of the population.

Firstly, labor resources are the main source of reproduction of the working population and the employed population. This means that it is objectively necessary to control and regulate the rate of growth of labor resources, which is important for the region.

If the labor resources in the region continue to grow at a high rate, it is important to determine what factors account for such growth during the reporting period. Because, only when the reasons are known, it is appropriate to determine employment measures. For example, if the main reason for the growth of labor resources in the region is related to demographic factors, then the creation of workplaces can be carried out through traditional activities based on predetermined development programs of the region. However, if the main factor in the growth of labor resources is due to migration, then measures for the joint adaptation of the interests of the migrated population and the region are envisaged.

At the same time, it should be considered that the quality composition of the supply and demand for labor force may adjust due to migration. This can bring a significant positive result for the budget of the region. The importance of the analysis is whether the migration is beneficial for the region or is it being avoided using this factor? In the region where the working population is decreasing, depending on the need, measures are developed to increase the labor resources or coordinate with the balances of other regions.

At the same time, it should not be forgotten that the employed workforce is also important with its composition. It is important to determine the composition of workers and organize their effective use. In particular, the development of socio-economic activities, taking into account the gender composition of labor resources, has a partial role in the development of regions where the labor force has a large number of men, a large number of women, or an equal number of them. Women's ability to work or five years less than men's age, higher opportunities for women to use social guarantees in terms of activities lead to a rapid decrease in their weight in the labor force. This can have a significant impact on the region's workforce needs and overall performance.

At the same time, the analysis of the number of people who work outside the working age period in the structure of labor resources is also considered as a necessary measure. On the one hand, the fact that teenagers and people of retirement age work equally with those of working age shows the activity of labor resources, and on the other hand, it also indicates that the standard of living of the population in the region is not at a satisfactory level. Therefore, each district, city, according to its characteristics, needs to develop appropriate practical measures.

Data on the distribution of the employed population in the formal and informal sectors, as well as by sector, are among the universal indicators that show the state of economic development and labor force utilization in the regions. If the distribution of employed persons does not correspond to the sector structure of the regional economy, then appropriate measures are developed and implemented by determining the reasons for the discrepancy. For example, if the share of people employed in the service sector is high among the total employed, the task of increasing labor productivity and increasing the types of services in the service sector can be set.

It is also of great importance to bring the appropriate balance and proportions of the labor force to the level of the requirements of the socio-economic development of the region. This requires a serious study of the relationship between indicators reflecting its composition.

For example, rural employment is the sum of rural employment. Based on this, special attention should be paid to the rural areas that differ from the average characteristics of the labor force formation and distribution in the district. In particular, there are areas that require priority development in almost all rural areas, regional authorities, labor and social protection departments of relatively developed rural areas and the employment assistance fund and other opportunities to prioritize the creation of jobs in poorly developed rural areas. It will be appropriate for them to develop and implement their programs.

The principle of supporting the implementation of the rights of citizens to choose a profession in a fully effective and free manner, which is emphasized in the law of the Republic of Uzbekistan on employment, should be understood as meeting the needs of the economically active population at the state level, while ensuring the standard of living.

Currently, the social effect of full employment should be the provision of social guarantees, rather than the result of economic efficiency. In this regard, the concept of reasonable, productive and effective, optimal employment is the formation of an economically active population, taking into account the use of human labor, its education and gender-related age structure, reproduction of the labor potential of the able-bodied population and the procedures for its placement in the regions of the country. It is integrated with the processes of distribution and use. Effective employment envisages the mobilization of the remaining types of material and financial resources, having the capacity to accumulate national wealth and its quantity, as well as the efficiency of public production. Decent employment is related to choosing the most convenient of many options for the organization of reproduction processes according to the assessment of economic and social results.

It is important to take into account the Uzbek model of the labor market and its specific features when solving the issues of regulating the employment of the population. This is a traditional method of mutual support of workers, that is, a phenomenon related to qualities such as moving at different speeds in the market of different branches and sectors of the economy, and adapting to pandemic conditions in some regions, cities and rural areas.

Therefore, the employment policy should have an integrative description in its essence. After all, the rule on the diversity of the subjects of employment regulation indicates that, therefore, the whole society and each of its members participates in the implementation of the employment policy.

The management influence of the state, market and public administration entities, which are responsible not only for employment policy, but also for ensuring the implementation of investment, innovation, and monetary policy, should be coordinated with the aim of using total methods of direct and indirect regulation of all elements of relations in the employment system.

Thus, the employment strategy (targeted function of employment management) lies outside the competence of one or another office. It can be effective only in the conditions of appropriate investment, budget and successful policy in the field of education, in the context of the development of the national employment strategy and the implementation of the demographic policy. Therefore, it is necessary to ensure the coordination of the activities of all state administration bodies in order to regulate employment processes.

External and internal factors affecting the employment of labor resources:

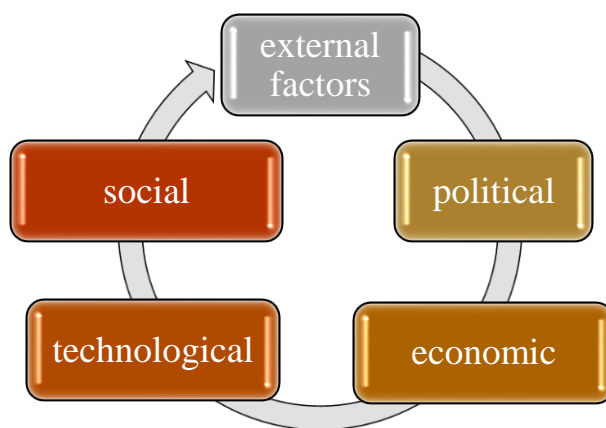


Figure 1. External factors affecting the employment of labor resources

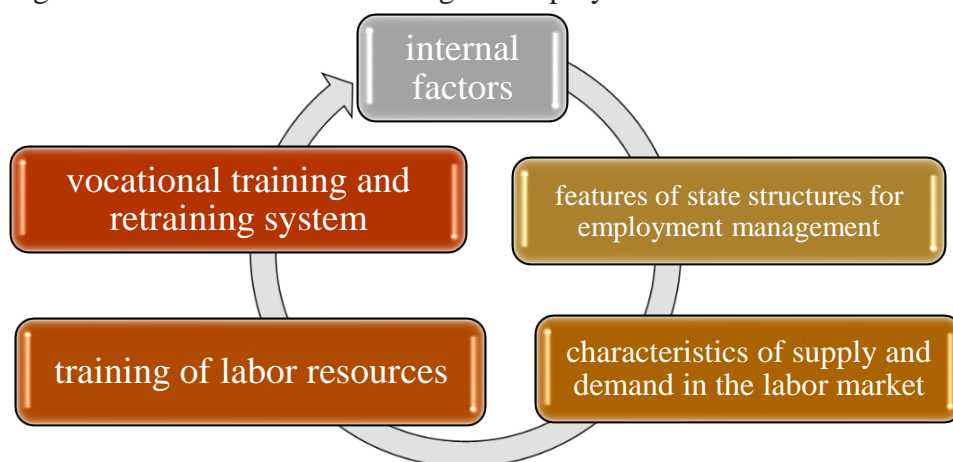


Figure 2. Internal factors affecting the employment of labor resources

Average nominal wages per capita, volume of investments in fixed capital per capita, growth of the working age population, operating in the national economy the number of enterprises (organizations, institutions), the consumer price index (inflation rate), the balance of migration and the share of small business and private entrepreneurship in the employment rate were selected.

These exogenous factors and endogenous factors reflecting the number of people employed in the economy were separated from the official data of the State Statistics Committee of the Republic of Uzbekistan for 2013-2021 and tabulated (Table 1).

Among the exogenous factors, the average nominal wage (x1), the volume of investment in fixed assets per capita (x2), the number of operating enterprises (organizations, institutions) (x4) and the consumer price index (x5) for 2013-2021 having a stable growth rate, it can be said that these indicators are directly related to the endogenous factor.

Table 1

Factor indicators in the Republic of Uzbekistan Quantities for 2013-2021

Indicators	Years								
	2013	2014	2015	2016	2017	2018	2019	2020	2021
The number of who are busy in the economy (Y), thousand people	11919,1	12223,8	12523,3	12818,4	13058,3	13298,4	13520,3	13273,1	13376,0

The average nominal wage amount ( $X_1$ ), thousand soums	628,1	739,7	865,9	1007,9	1171,7	1293,8	1457,8	1822,7	2243,9
Per capita fixed capital volume of investments ( $X_2$ ), thousand soums	709,6	821,3	1008,2	1224,0	1431,7	1608,6	2227,8	3769,6	4097,3
Population growth of working age ( $X_3$ ), thousand people	380,0	332,9	296,4	230,1	212,9	183,8	169,3	181,6	197,9
The number of operating enterprise (organizations and institutions) ( $X_4$ ), thousand units	213,1	238,6	266,4	273,6	278,4	285,4	300,2	323,5	341,7
Consumer price index ( $X_5$ ), %	107,6	107,0	106,8	106,1	105,6	105,7	114,4	114,3	115,2
Migration remains ( $X_6$ ), person	-47584	-40952	-34566	-38562	-29299	-26248	-18599	-14729	-13892
The share of small business and private entrepreneurship in employment ( $X_7$ ), %	75,1	75,6	76,7	77,6	77,9	78,2	78,0	76,3	77,3

The data from the table show that the indicators of quantitative growth of the working age population ( $x_3$ ) and migration balance ( $x_6$ ) have been declining over the years under consideration. Indicators of other factors ( $x_7$ ) selected as exogenous factors for factor analysis, on the other hand, declined over a period of time and then had an upward trend.

Table 2

The number of people employed in the economy of the Republic of Uzbekistan in 2022-2024 and forecasts of the factors affecting it

Indicators	Model	Years		
		2022	2023	2024
The number of who are busy in the economy ( $Y$ ), thousand people	$y = 0,467 \cdot x_1 - 0,172 \cdot x_2$ $-4,629 \cdot x_3 - 2,235 \cdot x_4$ $+14,925 \cdot x_5 + 0,015 \cdot x_6$ $+57.63,61 \cdot x_7 + 8770,695$	14409,5	14665,7	14916,0
The average nominal wage amount ( $X_1$ ), thousand soums	$x_1 = 186,36 + 316,12 \cdot t$	3347,6	3663,7,5	3979,8

Per capita fixed capital volume of investments (X2), thousand soums	$x_2 = 420,32 \cdot t - 224,06$	3979,1	4399,5	4819,8
Population growth of working age (X3), thousand people	$x_3 = 366,33 - 24,71 \cdot t$	119,2	94,5	69,8
The number of operating enterprise (organizations and institutions) (X4), thousand units	$x_4 = 14,14 \cdot t + 209,39$	350,8	364,9	379,1
Consumer price index (X5), %	$x_5 = 1,12 \cdot t + 103,6$	114,8	115,9	117,0
Migration remains (X6), person	$x_6 = 4294,75 \cdot t - 50854,97$	-7907	-3613	682
The share of small business and private entrepreneurship in employment (X7), %	$x_7 = 0,235 \cdot t + 75,792$	78,1	78,4	78,6

A linear relationship was used to create an econometric model that reflected the impact of factor indicators on the employed population. Separate models based on regression analysis were identified in the form of a temporal series of correlations of exogenous factors with a high degree of impact and strength on the level of employment (Table 2).

When considering the reliability of the identified models, the multiplicity correlation coefficient of the factors influencing the number of jobs in the economy indicates a high bond density, that is  $r_{yx}=0,9998$ . Depending on the correlation coefficient in the set, the binding rate of the residues is also high ( $R^2=0,9997$ ). The significance level according to the Fisher criterion is 0.03, the Darbin-Watson criterion (DW) is 1.97, and the approximation error of the forecast indicators calculated by the regression equation for 2022-2024 is 0.43%.

Exogenous factors influencing the endogenous variable include the average nominal wage (x1), the volume of fixed capital investment per capita (x2), the number of operating enterprises (organizations and institutions) (x4), the consumer price index (x5) and small business and while the share of private enterprise in the employment rate (x7) tends to increase in the short term, it can be seen that the working age population growth (x3) and migration balance (x6) tend to decrease.

## V. CONCLUSION/RECOMMENDATIONS

By ensuring the stability of the process of active employment in industrial enterprises, it is possible to improve the lifestyle of the population and increase social efficiency. If the number of industrial enterprises increases, the possibility of providing employment to the population will be further improved. Industrial enterprises increase the supply of products while increasing the volume of value-added products.

We believe that the transition to active employment policies, which is being observed all over the world, is a vital necessity.

Active employment policy is a set of legal, organizational and economic measures taken by the state to reduce unemployment. These are the following:

- to warn workers about pending layoffs in order to save jobs;
- training, retraining and improving the skills of job seekers;
- financing the creation of new jobs;
- search and selection of jobs;
- includes the creation of new jobs through the public works organization system and others.

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