

EUROPEAN INTERNATIONAL JOURNAL OF PEDAGOGICS

VOLUME03 ISSUE03

DOI: <https://doi.org/10.55640/eijp-03-03-07>

Pages: 32-36

**PROBLEMS AND AVAILABLE OPPORTUNITIES RELATED TO THE EMPLOYMENT OF THE POPULATION IN KASHKADARYA REGION****Mukhiddin Sh. Khidirov***Senior Teacher Tashkent State Pedagogical University Named After Nizomi, Uzbekistan***ABOUT ARTICLE**

Key words: Population employment, Kashkadarya, opportunity, opportunity, labor resources, socio-demographic factors.

Received: 21.03.2023**Accepted:** 26.03.2023**Published:** 31.03.2023

Abstract: In the development of every state and society of the world, in the socio-economic development of a certain region, researching the problems related to the population, the labor resources that make up its economically active part, acquires important scientific, practical and organizational importance. This situation requires countries to carry out reforms aimed at ensuring the employment of their population and reducing the level of unemployment.

INTRODUCTION

In the world, special attention is paid to the issue of formation, distribution of labor resources, determination of socio-demographic factors and territorial characteristics of their use, research of the main directions of increasing the level of employment of the population. In this regard, priority is given to regional features such as socio-demographic factors of labor resources formed as a result of natural and mechanical movement of the population, education, labor migration, employment provision, reduction of unemployment and use of labor resources.

THE MAIN RESULTS AND FINDINGS

Comprehensive measures are being taken to increase the employment level of the population in Uzbekistan. In particular, socio-demographic factors and territorial characteristics of the formation of labor resources are considered to be the main factors in the distribution and use of labor resources. In the Strategy of Actions for the further development of the Republic of Uzbekistan in 2017-2021, important tasks regarding "increasing the employment of the population in the regions, creating new jobs" are defined. In this regard, targeted studies on the formation and territorial composition of labor resources and their effective use in the Kashkadarya region, where the population growth rate is the highest, are of great importance.

Decree of the President of the Republic of Uzbekistan No. PF-5052 dated May 24, 2017 "On measures to further improve state policy in the field of employment and radically increase the efficiency of labor bodies", Cabinet of Ministers No. 1011 dated December 22, 2017 "Determining the number of people in need of employment, including conducting surveys of households on employment issues, as

well as improving the methodology of forming the balance of labor resources, employment and employment of the population" and Decision No. 841 of October 20, 2018 "On measures for the implementation of national goals and objectives in the field of sustainable development until 2030" as well as the implementation of tasks defined in relevant regulatory and legal documents in this direction increase serves to improve the standard of living and well-being of the population.

In the conditions of the market economy of our republic, an active socio-economic policy is being carried out to ensure the employment of the able-bodied population, eliminate the problem of unemployment, and regulate the labor market. The reason is that increasing the efficiency of the use of labor, developing the national economy, raising the standard of living of the population, and joining the ranks of highly developed countries is one of the most important tasks facing every country. In this regard, studying the demographic situation in the country and its various regions is an urgent issue.

At present, many measures are being implemented to efficiently use the growing labor resources in our republic and its various regions. In Samarkand region, one of such areas, a number of activities are being carried out in order to increase the employment of the population and to make effective use of labor resources. But despite the economic reforms being carried out in this regard, it is noticeable that there are some problems. According to the author, in order to eliminate the existing problems step by step, it is necessary to study in-depth issues such as the analysis of demographic factors, territorial characteristics of the population, its demographic development at the scale of districts, rational use of natural resources [5].

The rational use of regional labor resources, the orderly direction of the labor market depends on the skills of the multifaceted workforce. Labor resources with a low level of education make up a large part of the supply in the labor market. Such a situation calls for further improvement of regional programs of providing employment to the population, increasing the level of employment and socio-economic development.

All these together determine the socio-demographic characteristics of the population of the region. These characteristics are characterized by indicators such as the increase in reproduction of labor resources, migration (emigration), density, population growth, its composition and age structure, labor resources and their employment.

Territorial location of the population of the province is not evenly distributed throughout the territory, depending on the natural and socio-economic geographical conditions.

High growth rate of the region's population, high density, large number of children are characteristics of our region. The annual growth rate of the population of Uzbekistan is increasing by 1.9%. In Kashkadarya region, this indicator is equal to 1.7%. About 49.3% of the population of the republic lives in villages. In Kashkadarya region, this figure is 49.9%. The high rate of natural growth of the rural population and the low level of migration create a difficult socio-economic situation in the village.

As of January 1, 2021, the number of permanent residents in the region was 3 million 335.4 thousand people, the number of working-age population was 1 million 809.8 thousand people. Chirakchi, Koson, Qamashi, Kitab and Yakkabogh districts are ahead in terms of labor resources, each of them has more than 150,000 working-age population. On the contrary, we can see that the working-age population in Dehkanabad, Shahrisabz, Mirishkor and Mubarak districts is less than other districts. If we consider the employment of labor resources in economic sectors, the region has 1 million 317.9 thousand economically active people (26.4% of them are employed in service sectors), in the territorial distribution of their labor resources by districts there is an imbalance, in some districts a large part of

the economically active population does not have their own jobs (Chirakchi, Dehkanabad and Koson), and in some districts, the economically active population ensures employment, and from neighboring districts or other regions of the republic also introduces workers to work (Mubarak, city of Karshi). Wide-ranging practical measures are being taken in our country to ensure employment of the population, various benefits are given to residents of rural areas. In particular, small farms are being established for the purpose of self-employment for young people in agrarian districts. However, in spite of this, in the region, in densely populated districts, full use of labor resources and improvement of employment is an important problem. In the region, the number of people employed in agriculture is greater than the number of people employed in economic sectors.

Changes in the number of labor resources in the region, the problem of unemployment, the level of employment of the population and the socio-economic situation of the regions directly depend on the demographic development of the region, which are reflected in the following:

- rapid growth of the population in the regions;
- the fact that the birth rate in the districts remains at a high rate;
- the size and increasing weight of labor resources;
- the lack of jobs created in the regions compared to the birth rate.

The population of the region is increasing due to natural growth, and in some districts it is increasing due to migration. If we analyze the birth process in the region, they can be divided into the following 3 groups of high, medium and low birth rates:

1. To districts with high birth rate: Chirakchi, Koson, Qamashi, Yakkabog, Kitab.
2. Districts with an average birth rate: Karshi district, Karshi city, Guzor, Shahrisabz district, Kasbi.
3. Districts with a low birth rate: Dehkanabad, Nishan, Shahrisabz city, Mirishkor, Mubarak (excluding migration).

Natural reproduction is also increasing in line with birth. When we analyze the tables related to the natural increase of the population, the highest indicators are during the PANDEMIC period in 2019 (59569 people in 2018, 64676 people in 2019, 67328 people in 2020, 54975 people in 2021) 'appeared') we can see that it is correct.

Based on the decision of the President of the Republic of Uzbekistan No. PQ-104 of January 27, 2022, when we analyzed the distribution of the funds allocated within the framework of the programs "Development of Family Entrepreneurship for the Development of the Service Sector in 2022" in the territorial section, the total funds allocated for the region amounting to 40 billion soums, it is not wrong to say that it became an important foundation for a large number of families in the region to start their own businesses. Also, in the decision, as a result of the implementation of the service sector development program in the Republic of Uzbekistan in 2021-2023, the volume of service provision will increase by almost 20% in 2021, and at the same time, by introducing new approaches to the development of the service sector, the volume of market services will increase in 2022. There is a possibility of 1.5 times increase and creation of additional 1.5 million new jobs [5].

As the population is constantly growing, the problems of providing employment to the population of the regions are increasing in the districts.

Despite the increase of labor resources in districts with high natural reproduction, the indicator of their use is relatively low. In 2010, the population of working age was 1487.9 thousand, in 2016 it was 1751.7 thousand, in 2020 it was 1806.3 thousand, and by 2021 it was 1804.7 thousand people. Over the past 10 years, the number of employed people has increased by 19.6 percent (to 316.8 thousand people).

The high level of population employment also depends on the location of districts. According to the location of the population of the studied area, it can be divided into mountain and plain regions. The main part of the population is located in districts specializing in agriculture, around the city of Karshi, along the Kashkadarya river and its large and small tributaries. We can include Dehganabad, Kitab, Shahrisabz, Chirakchi, Yakkabog, Qamashi, Guzor, Nishan and Mirishkor districts in mountain and sub-mountain regions.

The fact that the majority of the population lives in villages cannot provide full employment for the available labor resources in the regions. This process is one of the main reasons for the increase in the number of labor resources and labor migration. At present, as in every region, the role of small business and private entrepreneurship in ensuring the employment of the population is extremely large in the region, which makes up 77.3% of the total employed population. In general, there are many opportunities for the development of this sector in the region to overcome the employment problem.

There are some problems with the employment of the population in the regions and territories where the population is growing rapidly. As in other regions of the republic, the problem of full and effective use of labor resources is urgent in the region under consideration. In order to increase the economic potential of the region and increase the level of employment of the population, it is necessary to first of all study the specific characteristics of the demographic development of the regions and develop measures and proposals for providing employment to the population.

Distribution of labor resources in Kashkadarya region according to economic activity and inactivity (thousand people)

№		2010	2012	2014	2016	2018	2020
1.	Total labor resources	1493,4	1612,7	1692,5	1758,1	1806,8	1809,8
1.1	city	691,8	742,7	769,9	793,5	814,1	831,9
1.2	village	801,6	870,0	922,6	964,6	992,7	977,9
2.	Economically active population	1030,9	1094,9	1172,5	1247,0	1353,3	1317,9
2.1	city	533,4	528,7	568,1	596,9	603,6	660,6
2.1	village	497,5	566,2	604,4	650,1	749,7	657,3
3.	Economically inactive population	462,5	517,8	520,0	511,1	453,5	491,9
3.1	city	166,5	214,0	201,8	196,9	210,5	171,3
3.2	village	296,0	303,8	318,2	314,2	243,0	320,6

When we analyze the situation of economically active and inactive labor resources in Kashkadarya region, along with the increase in the number of labor resources, the economically active population has also increased, while the economically inactive population as of 2020 compared to previous years, in cities on the contrary, we can see that it increases in the villages.

It should be noted that considering the fact that the majority of labor resources are increasing at the expense of the rural population, it shows the need to pay special attention to rural areas in solving the problems of providing employment to the population in the region. It is possible to further

strengthen the economic and social development of the region based on the effective use of surplus labor resources.

CONCLUSION

At the root of all the reforms implemented in our republic are human interests, creating a standard of living worthy of them, and living contentedly with life. This, in turn, requires the state to create all the conditions for effective employment of the population, to ensure the employment of the population, to develop various types of small business and private entrepreneurship, especially the development of household labor, and to encourage the population to become self-sufficient. Special attention is being paid to booking zi. Every year, the government of Uzbekistan develops programs to create new jobs and ensure employment of the population. The goal of such programs is to use the potential of regions and economic sectors, taking into account demographic factors and structural reforms in the economy, to ensure the employment of the population through the rational use of labor resources, comprehensive support for the development of effective forms of employment and entrepreneurship. It consists of implementation of large-scale and interrelated measures.

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