



## SOME ISSUES OF STUDYING THE IMPACT OF DEMOGRAPHIC FACTOR ON EMPLOYMENT AND LABOR MARKET

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Article history:	Abstract:
<b>Received:</b> 28 <sup>th</sup> May 2021 <b>Accepted:</b> 10 <sup>th</sup> June 2021 <b>Published:</b> 16 <sup>th</sup> July 2021	This article focuses on the impact of demographic factors on employment and the labor market. It describes the research work of foreign scientists in the field, changes in vademographic processes, the demographic situation in the country. The focus is on the impact of demographic conditions on labor market activity, the labor market underlying demographic development, the impact of demographic processes on regional economies, the impact of demographic changes on labor supply and economic growth.

**Keywords:** Employment, labor market, demographic process, demographic change, economic growth.

### INTRODUCTION.

Currently, many countries are making important decisions on the management of the demographic situation based on the assessment of demographic processes in the country, as well as in areas such as job creation, infrastructure, construction, planning of educational and medical institutions. Extensive research on the development of demographic processes in the world based on the study of the impact on the labor market, including the impact of demographic conditions on labor market activity, the labor market underlying demographic development, the impact of demographic processes on regional economies, the impact of demographic changes on labor supply and economic growth being carried out.

In recent years, the demographic situation in Uzbekistan has been noted not only as one of the most complex social problems, but also as one of the main strategic goals for the future development of the country. In the context of rapid population growth (high birth rates and low mortality rates) in the country, there is a change in all demographic structures and institutions that ensure the restoration of human potential, which is important for the life of society.

Demographic factor has been studied by many experts including D. Danlop, M. Keynes, J. Perri, K. Polani, M. Fridmen, A. Philips, J. Ulman, R. Erenberg (foreign economists), E. Antosenkov, B. Genkin, V. Gimpelson, R. Kapelyushnikov, A. Kotlyar, I. Maslova, S. Mixneva, N. Rimashevskaya, D. Ruzavin, R. Ryvkina (scientists). It is also the subject of scientific research of scientists of the republic. In particular, K. Abdurahmanov, R. Ubaydullaeva, O. Atamirzaev, A. Kayumov, A. Soliev, M. Burieva, B. Khodiev, T. Shodiev, N. Zokirova, B. Umurzakov, L. Maksakova, B. Usmanov, Z. Tojjeva, X. Abduramanov, N. Arabov are well-known economists and geographers of our country. Such work reflects the specific features of demographic processes and demographic composition in the field of employment, the reconstruction of labor potential and the formation of labor resources.

### THE MAIN PART.

The Action Strategy for the five priority areas of development of the Republic of Uzbekistan for 2017-2021 includes: "creation of new jobs and employment of the population, especially graduates of secondary special and higher education institutions, ensuring labor market balance and infrastructure development, reducing unemployment; Important tasks have been set to create conditions for the full implementation of labor and entrepreneurial activity of the able-bodied population, improve the quality of the labor force, expand the system of vocational training, retraining and advanced training of people in need. Effective implementation of these tasks requires improving the study of the interaction of demographic processes and the labor market in the country.

It is known that the level of employment is influenced by the following factors:

- demographic processes;
- globalization;
- urbanization;
- technical development;
- macroeconomic crises and economic downturns.

Demographic processes, which are the most important factors influencing the level of employment, affect the economy, primarily by changes in the quality and quantity of labor resources. The number of able-bodied people will

change mainly due to natural growth from 16 years ago (unless the level of external migration is relatively high). A statistical study of the quality of the working population is more complicated than a study of their number, as this indicator is influenced by a number of factors (quality of education, health, sports, ecology, etc.).

Births, deaths, age-sex composition of the population, life expectancy, direction of migration flows and number of migrants are the most important demographic factors affecting the labor market and their movement can lead to significant changes in the share of economically active population. The following describes the impact of individual demographic elements on the labor market through the study and generalization of various scientific literature in this field.

As mentioned above, the role of demographic factors in the formation of the labor market in Uzbekistan in a market economy is growing. Demographic trends in our country depend not only on the demographic situation in the early 1990s (high birth rate, fertility tradition, mass social protection for families), but also on the socio-economic processes that took place during the years of independence (gradual transition to a market economy, reduction of large families, mass social protection of families and a decrease in the birth rate).

Demographic processes have a significant impact on the development of the labor market, mainly reflected in the formation of labor supply in terms of quantity and content. These are reflected in the following:

First, birth rate justifies a large influx of labor into the labor market in the future, in which the supply of labor is expected to exceed the amount of demand for it;

Second, the increase in the number of births has a direct impact on the growth of the economically inactive population, as women go on maternity leave and move from an economically active population to an inactive population, and they can return to the active population only after at least two years;

Third, the birth rate and mortality rates at the relevant ages directly affect the age-sex composition of the population;

Fourth, a high mortality rate slows the growth rate of labor supply;

Fifth, the share of the able-bodied population in the age-sex structure of the population determines the amount of labor supply;

Sixth, the difference between the number of people at the lower limit of the working age age and the number of people at its upper limit means that there will be an additional supply of labor in the labor market in the future;

Seventh, population and labor migration ensure redistribution of labor across regions;

Eighth, as a result of complex demographic processes, the balance between quantitative and qualitative indicators of the country's labor potential may not be ensured.

**ANALYSIS OF STATISTICAL DATA.**

Demographic features influencing the development of the labor market in Uzbekistan are as follows: stable population growth - this figure was 33.9 million in 2020 and increased by almost 14 million compared to 1991.

Over the past years, the population of the republic increased by 1.34 times, urban population by 1.73 times, and rural population by 1.1 times. However, the study of the years of independence into separate periods shows that the rate of population growth in the republic varies at different intervals of the period under review (Table 1).

**Table 1. Changes in demographic processes in the Republic of Uzbekistan**

Indicators	Unit of measurement	Years							
		2000	2005	2010	2012	2014	2016	2018	2019
Total number of population	Thousand people	24813,1	26312,7	29123,4	29993,5	31022,5	31575,3	32650,1	33255,5
Number of births	Thousand people	527,6	533,5	634,8	625,1	718,0	726,2	768,5	815,9
	promille	21,3	20,3	22,4	20,8	22,1	22,8	23,3	24,3
Number of dead	Thousand people	135,6	140,5	138,4	145,9	149,7	154,8	154,9	155,0
	promille	5,5	5,4	4,9	4,8	4,8	4,9	4,7	4,6
Natural growth	thousand people	392,0	393,0	496,4	479,2	568,3	571,4	613,6	660,9
	promille	15,8	14,9	17,5	16,0	17,3	18,1	18,8	19,8

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

As can be seen from the table, in 2000-2019 the population of the country increased from 24813.1 thousand to 33255.5 thousand people or 134.0% over the past period. Today (2019) the average annual population growth rate in the country is 1.5%. According to preliminary data of demographers, the population growth in Uzbekistan in

the future will reach 33.2 million in 2019 and in 2030 it will reach 38 million. people, 42.1 million in 2035. [1], this figure is expected to be around 46-47 million people by 2050[2]. Such indicators require taking into account the negative impact of high demographic pressures on the labor market in the future and the implementation of government programs and measures to attract the economically active population.

The age structure of the population plays an important role in the socio-economic development of the country, the formation of labor supply in the labor market. According to statistics, the number of young people in the republic is declining, while the number of able-bodied and older people is growing. In 1991, the share of young people of working age was 43.1%, able-bodied people - 49.1%, older people of working age - 7.8%. By 2020, 30.5% of the permanent population of the country will be under the age of working age, 58.9% will be of working age and 10.6% will be older than working age. Over the past 29 years, this figure can be seen to have changed significantly. At present, 200-250 thousand people enter the labor market every year. The age structure of the population (60% of the able-bodied population) allows the formation of labor potential, which is characterized by high labor activity and great flexibility.

According to this ratio, Uzbekistan is a world leader. The situation in the labor market is deteriorating as a result of radical structural changes in the economy under the influence of demographic development and innovation trends.

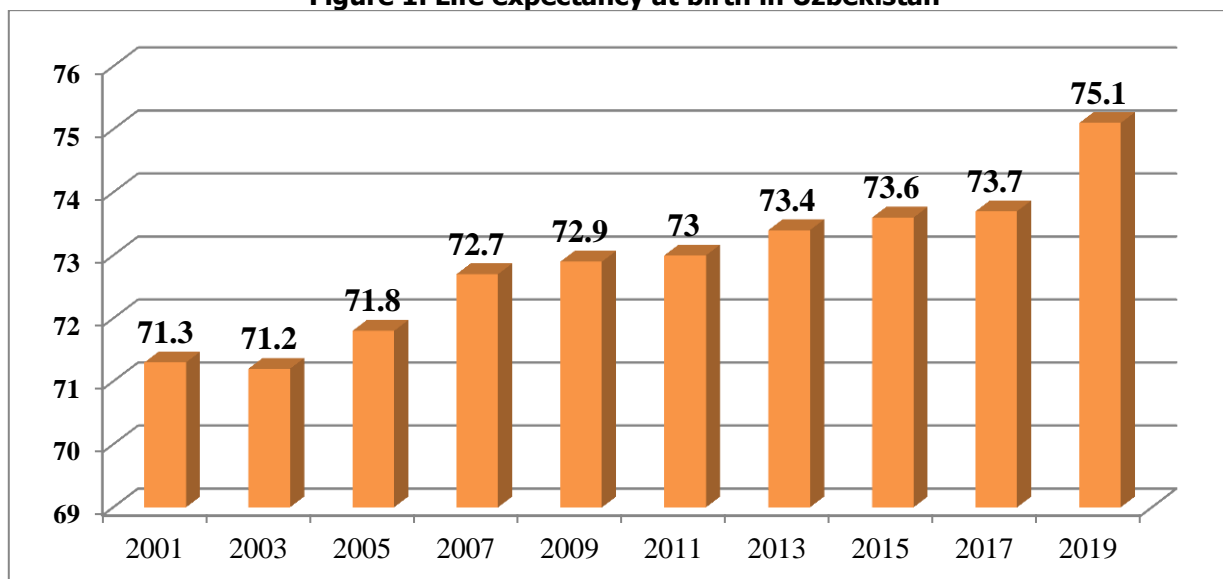
The analysis of changes in the age structure of the population shows that the number and weight of children in the country and in its urban and rural areas is declining, on the contrary, the number of able-bodied people and the elderly is increasing. Economists K.H Abdurahmanov and H.H.Abduramanov assess this feature, which is characteristic of modern demographic development, as the beginning of the aging process of the population "from below" in the republic [3].

As a result of a well-thought-out demographic policy aimed at educating a physically and spiritually harmoniously developed generation in our country, positive trends are observed in demographic processes. As can be seen from the table, the number of births in the country in 2000-2019 increased by 154.6%. According to statistics, in 2019, the highest birth rate among the regions of the country was in Surkhandarya (28.1 per thousand), Kashkadarya (26.7 per thousand), Jizzakh (26.7 per thousand) and Samarkand (26.4 per thousand) regions. Birth rates increased in Syrdarya (22.3 to 24.8 per thousand), Jizzakh (25.2 to 26.7 per thousand), Namangan (24.4 to 25.9 per thousand) and Tashkent (18.3 to 19.8 per thousand).

In recent years, due to the special attention paid to the training of highly qualified personnel and the provision of mature personnel, in recent years in Uzbekistan there has been a relative decline in mortality and an increase in life expectancy. In particular, in 2019, the number of deaths in the country per 1,000 people decreased from 5.5 to 4.6 or 0.9 points compared to 2000. Low mortality rates are accelerating the growth rate of labor supply. According to 2019 data, the highest mortality rates among the regions of the country are in Tashkent (6.1 per thousand), Tashkent (5.5 per thousand), Andijan (4.8 per thousand) and Fergana (4,6 per thousand).

The fact that the birth rate in the country is still relatively high is a result of the demographic potential created in the 1980s and beyond. Due to the relatively high birth rate at that time, 175-185 thousand women of childbearing age in the country in recent years. If we look at the statistics, in recent years the life expectancy of the country's population has been increasing. Life expectancy index is an expected life expectancy in the world, which is one of the most important criteria for the socio-demographic development of a country. Life expectancy at birth in Uzbekistan was 71.3 years in 2001, 73.0 years in 2011, 73.6 years in 2015, and 75.1 years in 2019, and this figure has been growing steadily over the years (Figure 1). Over the past 20 years, we can see that this figure has increased by 3.8 years.

Figure 1. Life expectancy at birth in Uzbekistan



Source: Author's work based on the data of the State Statistics Committee of the Republic of Uzbekistan

The increase in life expectancy in the country is a key criterion for determining the level of development of social systems. In particular, as a result of the focus on social policy in the country, life expectancy is on the rise. The following factors contribute to the prolongation of life expectancy in our country:

- development of the medical sector as a result of state measures aimed at public health;
- improvement of the economic situation in the country;
- increase of medical culture among the population;
- positive changes in living standards.

### CONCLUSION.

Taking into account the current demographic situation in the country, we consider it necessary to take into account the effective use of available labor resources, addressing the issues of employment, employment policy in line with the development of the labor market. Also, taking into account the demographic situation in each region of the country, to develop strategic directions for employment, to take measures to balance the supply and demand for labor resources in the regions, to provide employment with an in-depth analysis of the real labor market in the regions. The development of regional and network programs will help to positively address the above problems.

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