

POPULATION EMPLOYMENT

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Annotation: This article analyzes the economic and social factors of increasing the employment rate of the population, modern approaches to improving employment policy, and emerging trends in the labor market. The study covers the impact of employment on sustainable development, investment and innovation factors for creating new jobs, as well as mechanisms for state support for ensuring employment.

Keywords: Employment, labor market, jobs, labor resources, employment policy, economic development, labor migration, professional qualifications, employment rate, social protection, investment, innovation, youth employment, women's employment, state support.

Introduction.

The issue of employment of the population is one of the most priority socio-economic tasks for each state. Because the level of employment determines the amount of economic opportunities created in the country, the efficiency of using labor resources, the standard of living of the population, and the strategic conditions created for future generations. As the labor market is formed, the social stability of society, the economic independence of citizens, and sources of income are formed accordingly. In the process of today's globalization, the factors affecting the employment system are becoming increasingly complex, requiring a review of each sector of the economy and the introduction of new approaches. In recent years, the strengthening of digitalization in the economy, the rapid introduction of automation technologies, and the rapid growth of the service sector have radically changed the labor market. While traditional professions and types of activity are declining, modern professions that require new competencies are emerging. This increases the importance of the system of qualification matching, professional training, and continuing education in ensuring the level of employment of the population. Also, population growth, urbanization processes, and changes in demographic composition determine how the available resources for the labor market are formed. Youth employment, women's economic activity, employment disparities between regions - all these are important issues that require in-depth study of the labor market.

The socio-economic reforms carried out by the state are also aimed at modernizing the employment system. In particular, the opportunities for creating new jobs through the development of small business and private entrepreneurship, the implementation of new investment projects, the modernization of industry, and the expansion of the cluster system in agriculture are increasing. At the same time, the significance of the labor migration phenomenon is also changing, and not only the redirection of excess labor to the external market, but also the contribution of citizens who have improved their skills abroad and returned to the domestic economy require new strategic approaches. The issues of managing migration flows, increasing their economic efficiency, and expanding employment opportunities for returning migrants are

among the most urgent areas of today. In addition, issues of improving the social protection system, supporting vulnerable groups, creating favorable working conditions for people with disabilities and the long-term unemployed are also of particular importance in employment policy. Cooperation between the public and private sectors, the development of an innovative economy, and the expansion of high-value-added activities are considered important factors in forming a competitive labor market.

Main part.

Employment of the population is one of the most important tasks of any modern economy. Employment is not only an economic process, but also a complex system that ensures the social stability of society, serves the full manifestation of human capital. How the labor market works, what dynamics changes in it acquire - all this is closely related to the economic development of the country, the principles of social justice and the well-being of the population. Therefore, a deep understanding of the content of employment, analysis of its indicators and through them assessment of the real situation in the labor market is considered an important scientific and practical task.

The concept of employment essentially means the economic activity of a person in society, the opportunity to earn income from his own labor. This process, along with the receipt of material income, creates the basis for his social activity, feeling himself as a full member of society, and realizing his professional abilities. The famous economist Adam Smith said: "Human labor is the beginning and main source of all wealth"[1]. The essence of this idea is that any development of the economic system begins with human labor; both wealth, added value, and progress are formed precisely through employment. From this point of view, the economic content of employment is manifested in two directions: the first - as the main factor of economic production, and the second - as a source of income for the population. In other words, the more people are employed in society, the greater the level of economic activity is achieved. However, this process is not determined only by quantity, but also by the level of quality. That is, along with the high employment of the population, factors such as their qualifications, working conditions, wages, and labor productivity also play a decisive role. The labor market is a kind of mirror of the economic system, and the processes in it show in which direction employment is developing. The main indicators of the labor market are determined by parameters such as the share of employed people, the unemployment rate, the composition of labor resources, the economic activity of the population, youth employment, gender indicators, and skill matching. In particular, the unemployment rate is considered one of the most important indicators of the labor market. Because an increase in unemployment leads to a decrease in production, a decrease in the income of the population, and an increase in social tension.

Economist John Maynard Keynes wrote: "High unemployment is one of the greatest losses of the economic system, because it weakens not only incomes, but also the morale of society."[2] This quote means that unemployment is not limited to economic losses; it causes distrust, social depression, and a decrease in motivation in society. Therefore, reducing unemployment is not only a way to improve economic performance, but also to strengthen social stability. One of the indicators of the labor market is the level of economic activity. The economically active population includes people who are able-bodied, working, or looking for work. This indicator shows how efficiently labor resources are used in a country. In addition, the composition of the

labor force, their level of skills, and labor migration also determine the dynamics of the labor market. In recent years, the increase in labor migration in many countries has further complicated decision-making related to employment. Migration, on the one hand, alleviates unemployment, and on the other hand, it can cause the outflow of qualified personnel. The employment rate directly affects economic growth. Therefore, in economic theories, employment is considered the starting point of economic development. In the process of economic growth, the creation of new jobs, an increase in production volumes, the expansion of the service sector, and the development of innovative activities create new opportunities for the labor market. In the modern economy, employment is not only associated with production, but also with the growth of intellectual labor-based activities, startups, IT services, and the freelance market.

One of the international experts, P. Drucker, says: “The economy of the future will rely not on labor, but on knowledge power”[3]. The essence of this idea is that the labor market is no longer limited to physical labor; knowledge, creativity, and innovation are becoming the main sources of wealth. Thus, qualitative indicators of employment - qualifications, competence, continuing education - are considered an integral part of the new economic model. Employment of the population is the foundation of the economic system. The economic content of employment is broad, it is at the same time the main factor of production, a source of income for the population, a guarantee of social stability and a manifestation of the development of human capital. The main indicators of the labor market reveal the fundamental essence of the employment process. Their in-depth analysis determines in which direction the economy is developing, what problems exist and what opportunities can be used. Therefore, increasing employment and improving the labor market remain one of the country's strategic priorities.

Klassifikator_en	2017	2018	2019	2020	2021	2022	2023	2024
Republic of Uzbekistan	69,2	67,4	68,1	66	67	67,2	67,9	68,3
Republic of Karakalpakstan	58,3	62,9	62,9	62	61,1	61,6	62,9	64,3
Andijan region	73	69,6	70,1	66,5	68,2	69,5	70,6	70,2
Bukhara region	72,5	70,7	69,3	68,3	67,2	67,2	68,7	67,7
Jizzakh region	60	61,6	67,1	66,2	67,5	66,2	66,3	66
Kashkadarya region	65,4	64,8	63,9	60,9	62,2	61,9	61,9	65
Navoi region	72,4	69,2	69,5	66,8	68,3	67,7	69,8	70,5
Namangan region	63,4	63,8	66,4	65	65,5	64,8	65,9	66,8
Samarkand region	69,7	66,3	65,3	63,2	63,7	64,7	65	64,8
Surkhandarya region	66,6	65,2	67	63,9	64,5	64,2	63,8	63,7
Syrdarya region	71,1	70,5	68,9	64,8	64,5	64	63,8	65,3
Tashkent region	75,2	71,4	71,4	68,2	72,4	71	72,2	72,3
Fergana region	69,9	66	67,5	65,1	66,2	67,1	68,4	68
Khorezm region	66,9	64,6	66,1	63,7	64	64,7	66,9	66,2

Tashkent city	80,8	77,5	80,1	81,7	81,3	82,5	82,3	82,3
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As can be seen from the table above, the employment rate in 2017 was 69.2%, and in 2024 it reached 68.3%. This means that the overall change is relatively stable, but there is no significant increase or decrease. The employment rate has slightly decreased year by year and has a tendency to increase again.

Demographic factors are one of the main driving forces in employment processes. The age structure of the population, birth rates, life expectancy, migration flows determine the qualitative and quantitative parameters of the labor market. For example, in societies with a large share of young people, the potential of labor resources is high, but this requires continuous job creation. On the contrary, countries with an aging population face a labor shortage. Uzbekistan is a demographically “young” country, which means that hundreds of thousands of new workers enter the labor market every year. As economist A. Oripov noted: “It is impossible to achieve effective results in employment policy without taking into account demographic trends, since the main pressure on the labor market comes from the age structure of the population.”[4] As can be seen from the content of the quote, any economic strategy, in particular programs aimed at increasing employment, should be developed taking into account the influx of young people.

Migration also has a specific impact on demographic processes. External labor migration can alleviate the pressure of unemployment in the short term, but in the long term it poses a risk of losing qualified personnel. Also, the adaptation of returning migrants to the domestic market and the effective use of their experience is a separate issue. Thus, demographic factors are not just a statistical indicator, but a mechanism that creates the need to manage complex socio-economic processes. The impact of technological processes on employment is becoming deeper, broader, and faster. The development of digitalization, automation, artificial intelligence, and robotics, along with replacing human labor, is also creating new professions and new skills requirements. While jobs are shrinking in some traditional industries, demand is growing sharply in areas such as service, IT, design, business analytics, and digital marketing. Uzbek economist N. Tulaganov says: “Technological progress does not reduce employment, but rather qualitatively renews it; the question is the degree to which society adapts to these changes.”[5] From this idea, it can be understood that technological development should be perceived not as a “threat of job loss,” but as an “opportunity to create new skills.”

Indeed, technologies have a two-fold impact on the employment environment. On the one hand, the automation of production processes reduces the demand for ordinary labor, which can lead to unemployment among low-skilled workers. On the other hand, the growth of the digital economy creates many new professions. Thus, growing technological requirements qualitatively reshape the labor market. The education system, retraining programs and advanced training centers play a special role in this. The impact of technological development on employment is determined precisely by the ability of a person to adapt to the innovative environment. Social processes are one of the most complex, multi-layered factors of employment. Social ideology, gender equality, cultural values, differences between regions, the level of education and social activity of the population have a direct impact on the labor market. For example, the participation of women in the labor force is considered in the experience of many countries as a key factor expanding the labor market. According to Uzbek researcher S. Vohidov: “Social conditions are one of the main

factors determining the activity of the labor market, and the level of economic participation in society is formed precisely by the social environment.”[6] The essence of this quote is that economic activity depends not only on economic conditions, but also on social values, the culture of society, and the level of consciousness of the population.

Social factors also determine the territorial variability of employment. For example, if there are many jobs in industrially developed regions, employment opportunities may be limited in remote areas. Such differences increase migration, sharpening economic disparities between regions. Therefore, one of the main tasks of social policy is to create interregional employment equality. Demographic, technological, and social factors together form the employment model of the population. They are a complex system that is intertwined, and changes in one affect the other. For example, when a large number of young people are combined with technological progress, the innovative economy develops rapidly; on the contrary, social factors - in conditions of low quality of education - reduce the efficiency of the digital economy. Therefore, when developing employment policy, these three factors should be considered not separately, but as a single complex system. Ensuring employment of the population is one of the most important economic and social tasks of the state. Because employment is a factor determining not only economic stability, but also social well-being and the overall development of society. Technological changes taking place in the global economy in recent years, a sharp transformation of the labor market, and demographic dynamics of the population require new approaches to employment policy. Creating new jobs, modernizing existing jobs, increasing adaptation to skill requirements, and broadly involving the population in labor activities are emerging as the main priorities of today's employment policy.

Improving employment policy requires, first of all, a clear assessment of real needs and economic opportunities in the labor market. Because effective employment policy is formed not only by statistics, but also by a thorough analysis of the qualitative composition of labor resources, the economic activity of the population, the pace of development of regions, and technological trends. As economist M. Kadyrov noted: “In order to develop an effective policy for the labor market, it is first necessary to correctly assess the economic capabilities of society and the real structure of employment.”[7] This idea means that facts and real economic indicators should be the main source of information when planning employment policy. One of the most important areas for improving employment policy is the development of new sectors of the economy. In particular, sectors such as the digital economy, the service sector, logistics, tourism, and creative industries have the greatest potential to create jobs today. In particular, the expansion of the service sector has a positive impact on the labor market. Because this sector does not require much capital, but can provide jobs to many people. In Uzbekistan, the share of services has also increased significantly in recent years, becoming the main employment-creating sector of the economy.

Small business and private entrepreneurship play an important role in creating new jobs. The country's experience shows that small business is the most flexible segment of the economy and acts as an effective mechanism for increasing employment. In this regard, the favorable environment created by the state, benefits, loans and tax breaks contribute to an increase in the number of business entities. According to the well-known economist O. Jo'rayev: "The policy of supporting entrepreneurship not only stimulates economic growth, but also becomes one of the most effective instruments of employment policy." [8] The essence of this quote is that the

development of small business is the most convenient way to increase employment in the short term, which stimulates economic growth. Another priority area for improving employment policy is to strengthen the system of improving the skills and retraining of labor resources. As a result of technological progress, many professions are disappearing, and their place is being taken by professions that require new skills. This process is especially evident in the digital economy. Therefore, training personnel in accordance with the new requirements of the labor market, directing young people to acquire professions, and expanding the activities of retraining centers are urgent issues. Integration of the education system in accordance with market demand will contribute to the qualitative growth of employment policy.

Integrated development of regions is also one of the main directions of employment policy. Because in many regions, economic opportunities are limited and the employment rate is low. In such regions, new jobs can be created by creating infrastructure, attracting new investment projects, and developing economic sectors suitable for the region. In this regard, the state's territorial development policy, infrastructure programs, the establishment of free economic zones and industrial clusters are creating great opportunities. The agriculture and related services sector also play an important role in creating new jobs. There is an opportunity to create a large number of new jobs by modernizing agriculture, developing processing industries, and expanding agro-services. This direction is especially important because employment is low in rural areas. The need of the day is to develop an "inclusive employment" policy, not a minimum employment policy. That is, it is necessary to ensure the active involvement of women, youth, people with disabilities, returned migrants, and low-income groups in the labor market. This will not only strengthen social justice, but also contribute to the effective use of labor resources. All this indicates the need for a scientific and analytical approach to effectively managing employment policy. As socio-economic researcher F. Karimov noted: "Employment policy is a complex process that includes not only job creation, but also the development of human capital, increasing labor productivity, and stimulating economic activity." [9] The essence of this idea is that employment policy should be based not only on quantitative results, but also on qualitative indicators.

In conclusion

Improving employment policy is a strategic and multifaceted process that requires careful planning, coordination, and continuous monitoring. The creation of new jobs and the effective utilization of human resources are not just economic imperatives, but also critical social responsibilities, as they directly impact the well-being of society and the stability of the national economy. Employment policy must consider a number of priority areas to ensure both short-term efficiency and long-term sustainability. Among these priorities, the development of new sectors of the economy plays a central role, as emerging industries such as digital technology, renewable energy, and innovative service sectors have the potential to generate a significant number of high-quality jobs. Fostering entrepreneurship is another crucial aspect, as small and medium-sized enterprises are often the most adaptable and responsive segments of the economy, capable of creating diverse employment opportunities in both urban and rural areas. Equally important is the modernization of the education and vocational training system, which ensures that the workforce possesses the necessary skills to meet the evolving demands of the labor market. This includes the integration of digital literacy, technical expertise, and soft skills training to prepare workers for new types of jobs that did not exist a decade ago. Moreover, comprehensive regional

development must be emphasized, as disparities in employment opportunities between urban and rural areas, or between developed and less-developed regions, can lead to social inequality and economic inefficiency. Targeted investment in infrastructure, industrial clusters, and local enterprises can help balance employment levels and provide equitable access to work opportunities across all regions.

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