

DEMOGRAPHIC BASES OF FORMATION OF LABOUR RESOURCES IN UZBEKISTAN

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Аннотация: Ушбу мақолада меҳнат ресурслари шаклланишининг демографик асослари, меҳнатга лаёқатли ёшгача бўлган аҳоли, меҳнатга лаёқатли ёшдаги аҳоли ва меҳнатга лаёқатли ёшдан ўтган аҳоли, миграция, меҳнат ресурслари динамикаси ва уларнинг ҳудудий таркибида бўлиб ўтаётган ўзгаришлар баён этилган.

Калит сўзлар: меҳнат ресурслари, демографик омиллар, миграция, меҳнат ресурсларининг динамикаси ва ҳудудий таркиби

Демографические основы формирования трудовых ресурсов в Узбекистане

Аннотация: В данной статье излагается демографические основы формирования трудовых ресурсов населения моложе трудоспособного возраста, населения трудоспособного возраста и населения старше трудоспособного возраста, миграция, а также изменение в динамике и территориальной структуре трудовых ресурсов

Ключевые слова: трудовые ресурсы, демографические факторы, миграция, динамика и территориальная структура трудовых ресурсов

Demographic situation and labour resources formed in the republic hold an important place in the development of national economy of Uzbekistan. Therefore, it is significantly important to effectively use labour resources in the process of settling economical-social issues. Effective use of population and labour resources, perfection of employment of the population is today's one of the most actual problems and most problems of everyday life are precisely connected with it. Therefore, investigating it helps to settle positively the geodemographic situation which is being formed.

Indices such as the number of population, its dynamics, reconstruction peculiarities, balance of migration, regional location and density of the population,

labour resources and their formation peculiarities, employment of the population play an important role in regional location and development of economical branches throughout countries and regions. Recently although economy of the Republic has gradually been growing, getting developed, provision of the population with work, especially the youth just joining labour resources has become one of the most important tasks.

Alongside with provision of economical-social development the reforms carried out in the country also serve to enhance the employment of the population. The first President of the Republic of Uzbekistan said the following words about it: “High development and growth of economics and service sphere have been the most important direction for us – provision of employment of the population, first of all, created good necessary conditions to provide graduates of professional colleges and high schools with employment. In 2015, over 980 thousand extra vacancies were organized, and over 60 percent of this were created in villages”[1].

Changes in age and sex of the population influence working population densely connected with each other, and through this they influence the formation of labour resources, and the formation of labour resources produces peculiar effect on social-economical development of the countries and regions [2, 68-69].

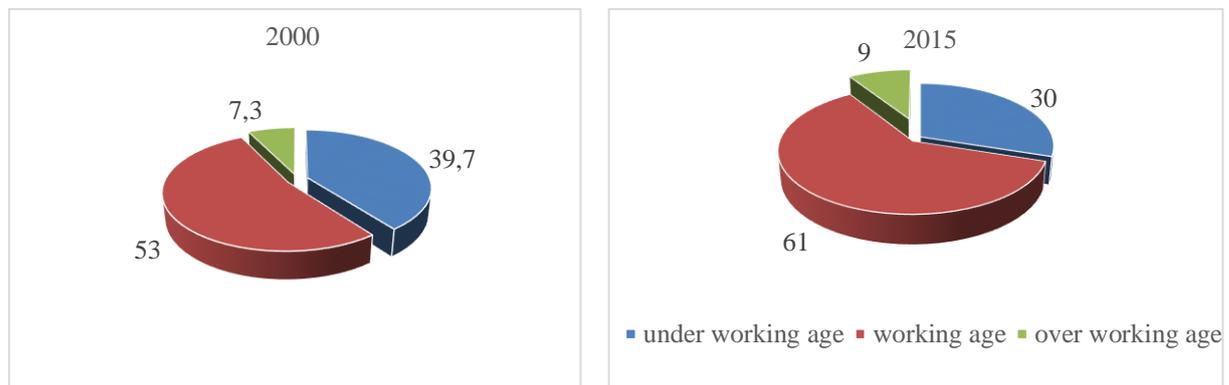
When the age of the population is analyzed from the view-point of the formation of labour resources, one puts into three groups and learns taking into account living period and general peculiarities of the population:

1. The population under working-age (children and teenagers up to 0-16);
2. The working-age population (men of 16-59 and women of 16-54);
3. The population above working-age (men of and over 60, women of and over 55).

In the republic, as to the status of 1 January 2016, children and teenagers under 16, that is, the number of population under working-age reached 9469,2 thousand people. 48,4 percent of them are females. As it is being observed the number of this group is increasing, however, its share in total population is gradually decreasing. In 2000, its share reached 39,7 percent, and in 2015 it reached 30,0

percent. If we reckon the continuation of this process, even in the close future the republic will stably be provided with labour resources.

The major part of the total population consists of working-age population. Its number is 19257,0 thousand people (48,2 percent of it makes females), its share makes 61,0 percent. The dynamics of the working-age population shows that in recent years its validity is increasing like its amount performances. For example, in 2000 the share of the population of this age was equal to 53,0 percent and in 2015 this performance reached 61,0 percent (See pic 1).



Picture 1. The distribution of the population for its groups of main ages

The population over working age made 2849,1 thousand people (9,0 percent). According to the analyses, the number and share of the population of this significantly grew in observing period. Particularly, in 2000 its share was equal to 7,3 percent, and today it excelled 9,0 percent. In the analysis of sex composition of this group one can observe that females make 65,5 percent of all the group members. Such a significance is not recorded between the two above-stated group members. Due to the extension of average lifetime and increase of elderly people on its base, the number of elderly people exceeds the number of working-age people in the future.

Very many factors have direct and indirect influence on reconstruction of the population and labour resources. Economical, social, demographic factors have separate place among them. Among the factors having direct influence, demographic factor holds a special place. This factor influences the process of reconstruction of the population through population dynamics, coefficient of natural increase, existing differences in the age and sex composition.

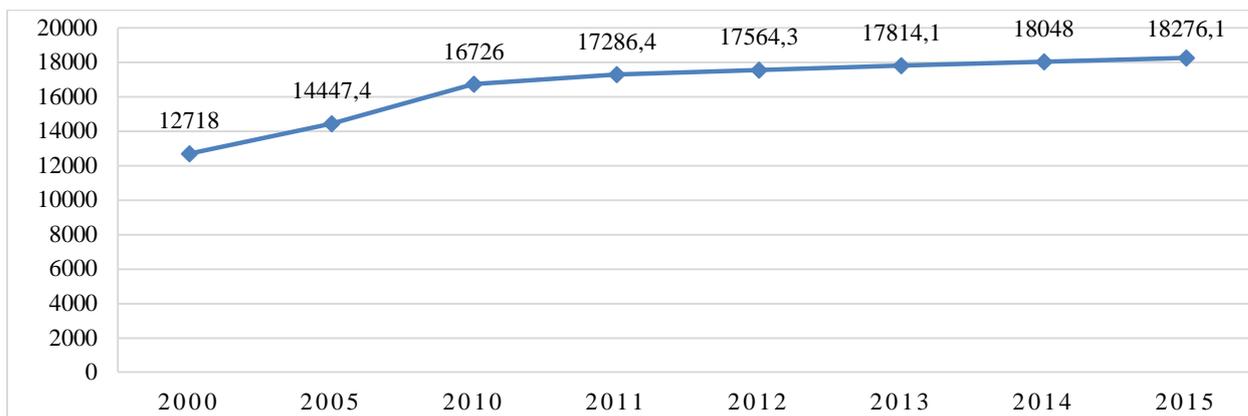
Although natural increase has become stable in the Republic in recent years, absolute number of the population labour resources is enlarging. If the population increases with 500-550 people on average in a year, 300-350 thousand people are joining tmexe labour resources [4, 59].

Migratory movement of the population of the Republic has had negative balance in recent years. For example, within years 2011-2015, 937,0 thousand people left the Republic, and 746,1 thousand people moved in and consequently migration balance has ended in negative 190,9 thousand people. Only in 2015, the number of emigrants (168,6 thousand people) exceeded the number of immigrants (139,3 thousand people). Obviously, the number of people leaving the country is still more than the number of people moving in. Therefore it is necessary to emphasize that negative numbers of migration is decreasing. For example, the balance of negative migration of 2010 (-43,8 thousand people) reduced to (-29,3 thousand people) 14,5 thousand people in 2015. On the assumption of this, one may conclude that the negative balance of regional movement of the population of the republic has been diminishing in recent years.

Labour resources – the essential manpower of the society and the most important component of social production. The number of labour resources, growth dynamics, qualification preparation and location peculiarities, have a significant influence on specialization of production in the scope of region and districts, organization and development.

Uzbekistan is one of the countries whose number of labour resources growing rapidly. In accordance with the number of labour resources Uzbekistan holds the third place among CIS countries after Russia and Ukrainian[3, 101].

The number of labour resources in our country is rapidly growing under the influence of demographic factors. In 2000, the number of labour resources of the republic was equal to 12718,0 thousand people, in 2015 it made 18276,1 people. Within the observed period (2000-2015 years) the number of labour resources reached 5558,1 thousand people or increased in 143,7 percent (See pic 2).



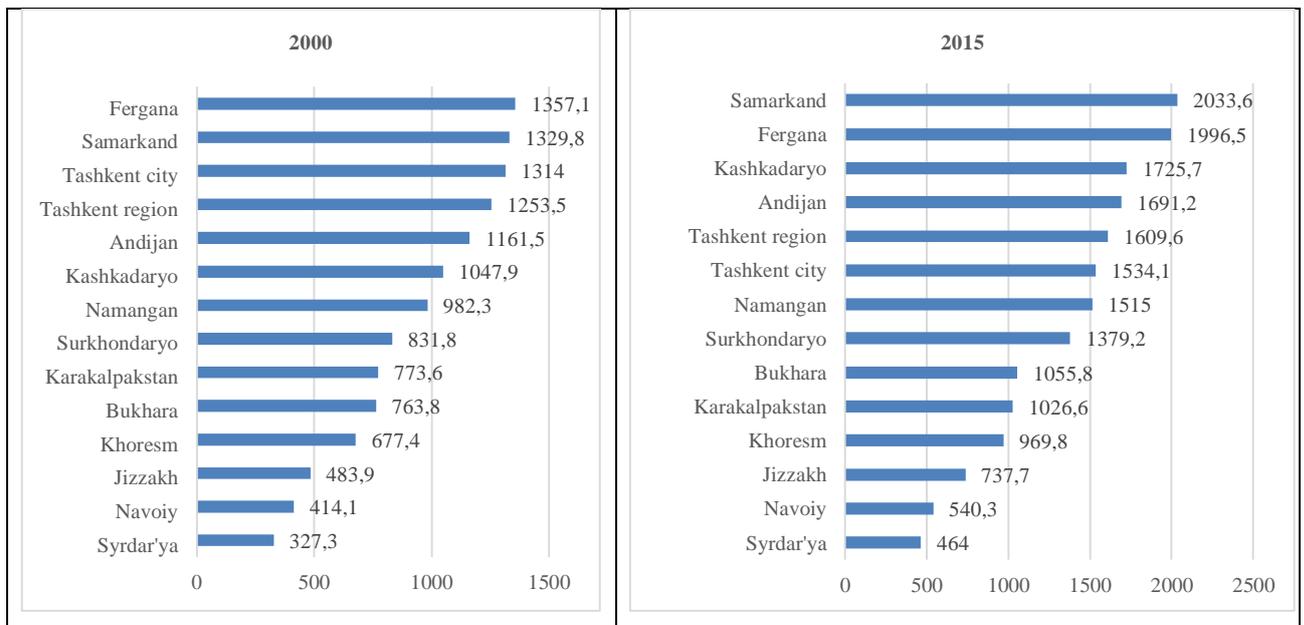
**Picture 2. Dynamics of labour resources of the Republic of Uzbekistan
(on account of thousand people)**

53,4 percent of labour resources of Uzbekistan falls on urban population aggregate and the rest 46,6 percent falls on rural population aggregate. Here, it is necessary to emphasize that the share of labour resources of rural population aggregate relatively increased during 2010-2015 years. For example, in 2010 it was equal to 45,4 percent, and in 2015 this index reached 46,6 percent. On the contrary, due to the slow natural increase of the population in cities the share of labour resources went down and in recent five years it went down from 54,6 percent to 53,4[5, 23].

The labour resources in the republic are located differently depending on the number of population. They are densely located in intensively developed Fergana, Tashkent, Samarkand regions, but in less developed Mirzachul, Navoiy, Karakalpakstan, Surkhondaryo they are scattered.

Samarkand region is in the leading place for its most labour resources among other regions. In 2015 the number of labour resources in the region exceeded 2033,6 thousand people. According to the number of labour resources, Jizzah, Navoiy and Sirdaryo regions cannot reach Samarkand region even if they are counted together (See pic 3).

According to the number of labour resources, Fergana region is in the second place throughout the republic. This region has 1996,5 thousand labour resources. The number of labour resources of Fergana region is two times as much as the one of Bukhara or Khoresm.



Picture 3. Regional composition of labour resources (on account of thousand people)

Besides, according to the number of labour resources, Andijan, Kashkadaryo and Tashkent regions are characteristic. From 1609,6 thousand of people to 1725,7 thousand of people fall on each of these regions.

Among the regions of the republic, Syrdaryo (464,0 thousand), Navoiy (540,3 thousand) and Jizzah (734,7 thousand) regions are relatively less provided with labour resources.

During the years of independence rich mineral resources were found in areas such as Usturt, Kizilkum and they have been fast developed. Unfortunately, such places lack of labour resources. Therefore, it is necessary to organize migration of labour resources in densely populated areas. In the result of it, the country is normally provided with labour resources, and also the mineral resources will widely be developed, the infrastructural system will be more developed. The migration of labour resources will have a good influence on economic-social development of the country.

Thus, one may come to the following conclusion about the formation of labour resources and regional composition:

- due to the stability of natural growth of the population the share of the population under working age will decrease, on the contrary, the share of the working-age population and population above working age will increase;

- labour resources are growing rapidly due to the influence of demographic factors, within 2000-2015 they increased in 1,5 times;

- although today the bigger part of labour resources falls on urban population aggregate, the share of labour resources of village population aggregate increases due to its faster natural growth;

- the main part of labour resources is located in intensively developed areas. Therefore it is desirable to organize manpower migration in areas with inconvenient natural condition but rich of natural resources;

- organization of manpower migration in areas lacking labour resources will have a positive influence on the economic-social development of the country.

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