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## **KEY INDICATORS OF LABOR MARKET ACTIVITY AND THEIR ASSESSMENT**

*Abstract.* Indicators of labor market activity in the new Uzbekistan are different in that they reflect the state of its socio-economic situation, movement, dynamics and condition. The article identifies current problems related to the expression of indicators of labor market activity, its socio-economic status, movement, dynamics and condition, and develops scientific proposals for solving them.

**Key words:** Labor market, socio-economic situation, labor resource, active labor resource, labor law, Unemployment and unemployment rate.

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## **КЛЮЧЕВЫЕ ПОКАЗАТЕЛИ ДЕЯТЕЛЬНОСТИ РЫНКА ТРУДА И ИХ ОЦЕНКА**

***Аннотация.** Показатели активности рынка труда в новом Узбекистане отличаются тем, что отражают состояние его социально-экономического положения, движение, динамику и состояние. В статье обозначены актуальные проблемы, связанные с выражением показателей активности рынка труда, его социально-экономического состояния, движения, динамики и состояния, а также разработаны научные предложения по их решению.*

***Ключевые слова:** рынок труда, социально-экономическая ситуация, трудовой ресурс, активный трудовой ресурс, трудовое право, безработица и уровень безработицы.*

**Introduction.** The labor market is a changing and dynamic system. Because it has several socio-economic changes. These changes and their status are illuminated by a system of indicators that play an important role in the labor market. Therefore, indicators of labor market activity are characterized by an expression of the state of its socio-economic situation, movement, dynamics and condition.

It should be said that the population of our republic is among the regions with the highest level of labor resources. Because labor resources in the regions of our republic characterize the number of people employed and represent a necessary element of the country's economic potential.

The composition of the labor force is reflected in indicators reflecting the state of the labor market. Its composition is divided into active and inactive (inactive) population.

**Literature review.** Foreign scientists, scientists from the CIS countries and our Republic have carried out a number of scientific works on the development of the labor market and solving employment issues. Adam Smith, D. On the theoretical foundations of the labor market in a market economy, its problems and their solutions. Ricardo, A. studied by Samuelson. Supporters of

the classical school of labor market theory and the approach of Ricardo D., Mill J.S., Marshall A. developed the basic rules of the classical theory of the labor market.

From the CIS countries Maksakova L., Yanchuk S., Odegov Yu. G., Bulanova V. S., Volgina N.A., Roshchin S. Yu., Razumova T. O., Kulikov V.V., Melikyana G. G., Korlosova R.P., Chertvivin R., etc. can be indicated.<sup>1</sup>

Abdurakhmanov G. from our republic. Kh., Ubaidullaeva R. A., Gulomov S. S., Tursunkhodzhaev M. A., Khodzhaev A. Kh., Rakhimova D. N., Kholmominov Sh. R., Rafikov A. A., Sadullaev A. S. Such scientists have conducted scientific research on the development and improvement of the efficiency of the labor market.

**Analysis and results.** An important indicator reflecting the dynamics of the labor market is the totality of people in society who are able to work, have knowledge and skills, and the ability to produce or provide services.

Most of them are of working age. Labor resources are calculated as follows:

$$MR = MY_o - (N + BB) + PO'$$

Here  $MY_o$  is the working age population;

$N$  – disabled people of groups I and II or persons incapacitated for work;

$BB$  - the working age population, not employed anywhere (women doing housework and raising young children, those who have reached the preferential age, etc.).

$PO'$  - pensioners and teenagers under 16 years of age employed in the production or service sector (This, as well as the current situation of our republic and region and its role in the economy, is described in detail in the following paragraphs).

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Labor resources are one of the most important factors in agricultural production. Therefore, they should be used effectively throughout the year. Their use can be determined using several indicators. First of all, the labor resource utilization rate is used.

It is determined by dividing the amount of labor resources (people) actually involved in production by the available amount of labor resources. You can use the following formula:

$MR = MRI / MRM$ , where MRI is the actual employed labor force (person)  
MRM – available labor resources;

To determine the average time spent by a capable person (labor resources) in production for one year, one month, it is necessary to divide the total working time spent on production (in man-days, hours) by the total amount of total labor resources spent (worked out).

It can be determined using the following equation:

$MRIV = Y_{oSiv} / Y_{oMRi}$

In this case, MRIV is the time required for average production;

$Y_{oSiv}$  – total operating time.

The size of the economically active population is determined by subtracting the size of the economically inactive population from the labor force. This indicator increases the demand and supply of labor in the labor market.

and leads to balance. Working citizens of the economically active population of both sexes aged 16 years and older, as well as under 16 years old and during the period under review:

- performing paid work or part-time work, as well as other income-generating work;

- temporarily absent due to illness, vacation, holidays, choice of work and other similar reasons;

- included persons working in family enterprises and not receiving wages.

According to the ILO classification, the economically active population refers to that part of the population that provides labor for the production of goods and services. This population group includes employed and unemployed

Population not employed in the economy. This is the economically inactive population, the part of the population not included in the labor force. This:

- pupils, students, listeners and cadets studying in full-time educational institutions;

- receiving old-age pensions and preferential pensions;

- persons caring for home, children and sick relatives;

- persons who are not looking for work, but can and want to work;

- persons who do not need to work, but who can and want to work. It includes people dependent on the state and individuals who do not work anywhere. To determine its quantity, the number of dependents of certain persons should be added to the number of dependents of the state. State dependents include;

The dependent population is divided into persons of working age and persons of non-working age. Working age includes unemployed housewives and students without a scholarship, non-working age includes children and elderly people who do not receive pensions.

The economically inactive population does not include the unemployed and young people (students) who are of working age, but not employed in the economy, studying and in military service, that is, the number of unemployed,

students and military personnel. the serving population is subtracted from the economically active population.

In a market system, there is economic instability (instability), which is expressed in the constant development of the economy and rising unemployment. The imbalance between supply and demand in the labor market means that the conditions for full and productive employment are constantly changing. If supply exceeds demand, it means that there is explicit unemployment, and if demand exceeds supply, then there is hidden unemployment. The unemployment rate is influenced by internal and external factors of the economy. That is, the import and export of capital and goods can certainly increase unemployment.

In the case of labor migration, if going abroad reduces unemployment, then the migration of foreign workers to the country leads to an increase in unemployment<sup>4</sup>.

Definitions of unemployment vary. This category can be briefly and narrowly defined as follows. "Unemployment is the unmet demand for work or the lack of need among workers to earn money." Unemployment as a macroeconomic problem arises in any country where the worker (job seeker) is not forcibly tied to the workplace, and this occurs based on the reasons for this. It is divided into several types:

- **friction**. This is associated with job searching and waiting, in which employees are looking for work or will find themselves unemployed in the near future as a result of changing jobs and places of residence, as well as due to graduation or seasonal work. This type of unemployment is associated with inefficiency in the labor market. It is always present and to some extent necessary.

- **structural**. It is associated with changes in the structure of demand for labor and is mandatory. The constant growth of human needs and only the disappearance of old industries and the emergence of new ones will lead to a

structural restructuring of the economy. It will last longer and is inevitable in any developing economy. Overall, unemployment growth may accelerate during the transition period. Because at the same time structural changes occur, that is, even without competition, unnecessary enterprises will be replaced by others<sup>4</sup>.

**Conclusions and suggestions.** In conclusion, it should be noted that the employment service of existing labor departments occupies an important place in our society in solving problems related to unemployment.

This is a cooperative organization that ensures coordination of the interests of workers and employers, connecting the demand and supply of labor. The most important tasks of these are taking into account free labor and unoccupied places at enterprises registered on the labor market, and providing comprehensive assistance to the unemployed.

Comprehensive analysis, assessment and reporting on the above indicators of labor market activity is an important condition for finding new ways to solve the problem of unemployment, clarifying the state of labor market dynamics, its changes, the main aspects of the factors influencing it, and looking for new profitable opportunities for the well-being of the population.

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