IMPROVEMENT OF THE EMPLOYMENT INDICATORS IN THE ECONOMIC AND STATISTICAL ANALYZING

Abdurakhmon Sultonovich Asrakulov

Fergana State University, Senior Teacher, PhD

A R T I C L E I N F O.	**Abstract:**
Key words: labor market, system of statistical indicators, multifactor analysis, types of employment, international standards, employer labor costs, labor migration, informal employment, seasonal factor, cluster analysis.	In the research studied the issues of expanding indicators in the economic and statistical analyzing of employment, which considered the main indicators of the labor market. The research work based on proposals and recommendations in the direction of eliminating these problems, identifying the main problems that exist when measuring social and labor indicators.

INTRODUCTION

Employment indicators are considered important indicators that reflect the state of development of the economy, they indicate of economic development in the country and the level of welfare of the population. Economic growth at the same time as the creation of new jobs is a general and necessary condition for achieving an increase in the level of employment and solving unemployment. For the analyzing and evaluation of the above-mentioned situation, a system of statistical indicators reflecting the national labor market must necessarily be formed in the official statistics of the country.

The system of necessary statistical indicators used in factor analysis of employment indicators of the population in most developed countries is presented in a comprehensive and comprehensive coverage of the situation in the labor market and studied extensively and comprehensively by the official statistics and is presented in the form of a system of statistical indicators. This situation allows us to analyze the situation in the labor market in developed countries, relying on clear and studied official indicators.

MATERIALS AND METHODS

One of the important steps to achieve foresee and manage the movement towards sustainable economic growth is the short and long-term prediction of socio-economic development. In the development of forecasts, in addition to conceptions and ideas, measurement of the scale and intensity of individual processes and situations, their interrelationships and degree of attachment, as well as quantitative assessment will be of fundamental importance. Currently, the system of accounting for employment, labor force and income of the population, which includes the following, is being implemented in Uzbekistan [4]:

on the basis of the reports of economic entities, the collection of data on the number and composition of employees in them, demographic characteristics of the labor force, etc., on the main indicators of the socio-labor sphere;

to examine the budgets of households providing information on various forms of employment,

including informal employment, composition and sources of income of the population;

a selective study of the balance of labor resources developed by the employment structures on a regular basis;

take into account unemployment statistics on the basis of data from regional employment centers;

collection of data of various ministries and departments on employment and Labour remuneration in the small business and agrarian sector, payments under the pension system, employment of social welfare recipients, graduates of vocational education institutions and other circumstances.

The collection of statistical data in Uzbekistan is carried out within the framework of the annual program of the state statistical work, which is annually approved by the Cabinet of Ministers of the Republic of Uzbekistan. It should be noted that since 2018 year, this program has undergone significant changes that differ significantly from previous years. New sections have been added to the program, a list of socio-economic indicators has been created, information and analytical data preparation has been established for each section, the official website of the state statistics agency provides for the placement of visual interactive services on the provision of statistical data. Another important result is the introduction of the classification of economic entities by types of economic activity in the sectors that were previously practiced [1].

Although significant changes have been made to the program, it is necessary to make some changes to its chapters related to Labor Statistics. The indicators reflecting employment and socio-labor relations are reflected in the 1st section of the annual program of the state statistical works known as "Statistics of national accounts" and the 7th section known as "Economic activity of the population, salary of workers and working conditions". According to the program, employment indicators are determined on the basis of data collection by the State Statistics Committee of the Republic of Uzbekistan on 9 main derivative indicators and the Ministry of employment and Labor Relations of the Republic of Uzbekistan on 5 indicators [2].

RESULT AND DISCUSSION

As a result of the analysis of annual state programs of statistical work, the following shortcomings and aspects that should be eliminated in measuring the indicators of the social and labor sphere in Uzbekistan were identified (Figure 1):
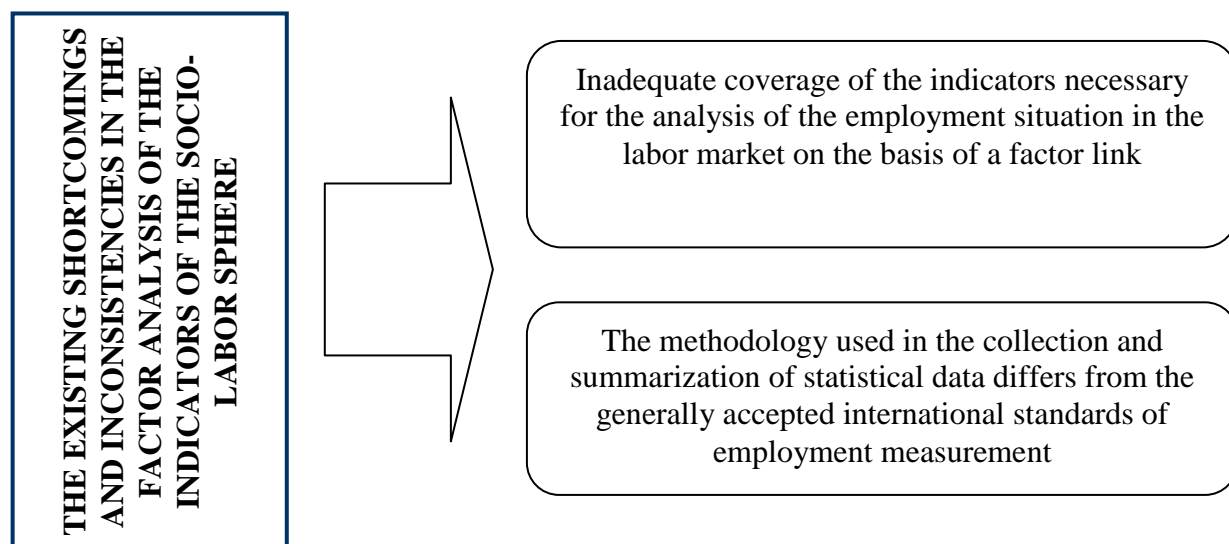

Figure 1. The main problems that exist in the measurement of social and labor indicators in Uzbekistan[1]

---

[1] Developed on the basis of author's research.

Kielce: Laboratorium Wiedzy Artur Borcuch

1. Insufficient coverage of the indicators necessary for the analysis of the employment situation in the labor market on the basis of a factor link.

2. The methodology used in the collection and summarization of statistical data differs from the generally accepted international standards of employment measurement [5].

In our opinion, it is desirable to consider each of the above aspects in full and in detail.

1. Insufficient coverage of the indicators necessary for the analysis of the employment situation in the labor market on the basis of a factor link. Today, in the statistical system of our country, several (around 15 units) of basic statistical indicators related to employment and wages are collected. However, these indicators are not enough to analyze the employment situation in the labor market on the basis of a factor link.

We think that it is worthwhile to collect the following indicators by the national system of Statistics, taking into account the types and characteristics of statistical indicators related to employment and wages collected in developed countries:

the amount of expenditure of the employer to the labor force. Since the level of expenditure on the labor force is an important issue in the formation of wage policies, today this indicator is almost non-existent in the National Statistical System. These indicators reflect the important competitive factors in domestic and international trade, with the system having an important role in the direction of labor protection and placement of investments in human capital [3];

labor migration. The impact of labor migration indicators, which include regional and professional mobility, on the demographic development and economic indicators of the regions is high. Nevertheless, statistical calculations on the domestic situation of labor migration in our country are not carried out. The regulation of migration, its scope, flow and quantitative composition, assessment and forecasting of its impact on society and the economy are among the most important areas of the country's domestic policy. As a result of the lack of statistics on internal Labor Migration, there is no possibility of assessing the scale of migration and its results in donor regions and receptor (receptor) regions;

earnings from employment. In our country, the data on wages are collected in a generalized state without being divided into structural elements. In the system of National Statistics, there is no data on such important components of income as tariff wages, income from employment for hire, labor income of hired workers, income from self-employment. At the same time, statistical data on the income of the owner after the payment of taxes and other mandatory fees of the item are also not referred to in official statistics. If it is taken into account that the statistics of incomes provide for the purpose of measuring the welfare of the population, forming a wage policy with a minimum (base) wage rate, Social Security, etc., it will be possible to identify areas in a state of social decline with the help of the proposed indicators and implement the relevant social policy

It is worth noting that the real assessment of the level of employment of the population can be achieved if the necessary employment indicators, which must be collected additionally, are analyzed and evaluated in the order indicated.

2. The methodology used in the collection and summarization of statistical data differs from the generally accepted international standards of employment measurement. The analysis of the statistical practice of measuring the employment situation shows that the methodology for measuring regularly approaches the international standards described in the resolutions of the International Conference of Labor Statists.

However, today, the fact that these standards are also outdated can be seen in some developed countries when the methodology for determining indicators is adapted to the forms of employment and the policy of remuneration of enterprises for labor. In general, the above-mentioned problem can be distinguished

in two ways (Figure 2):

1. The essence of the concepts used in the National Statistical System and the method of their determination differ from the essence and method of determination established by the International Labour Organization.
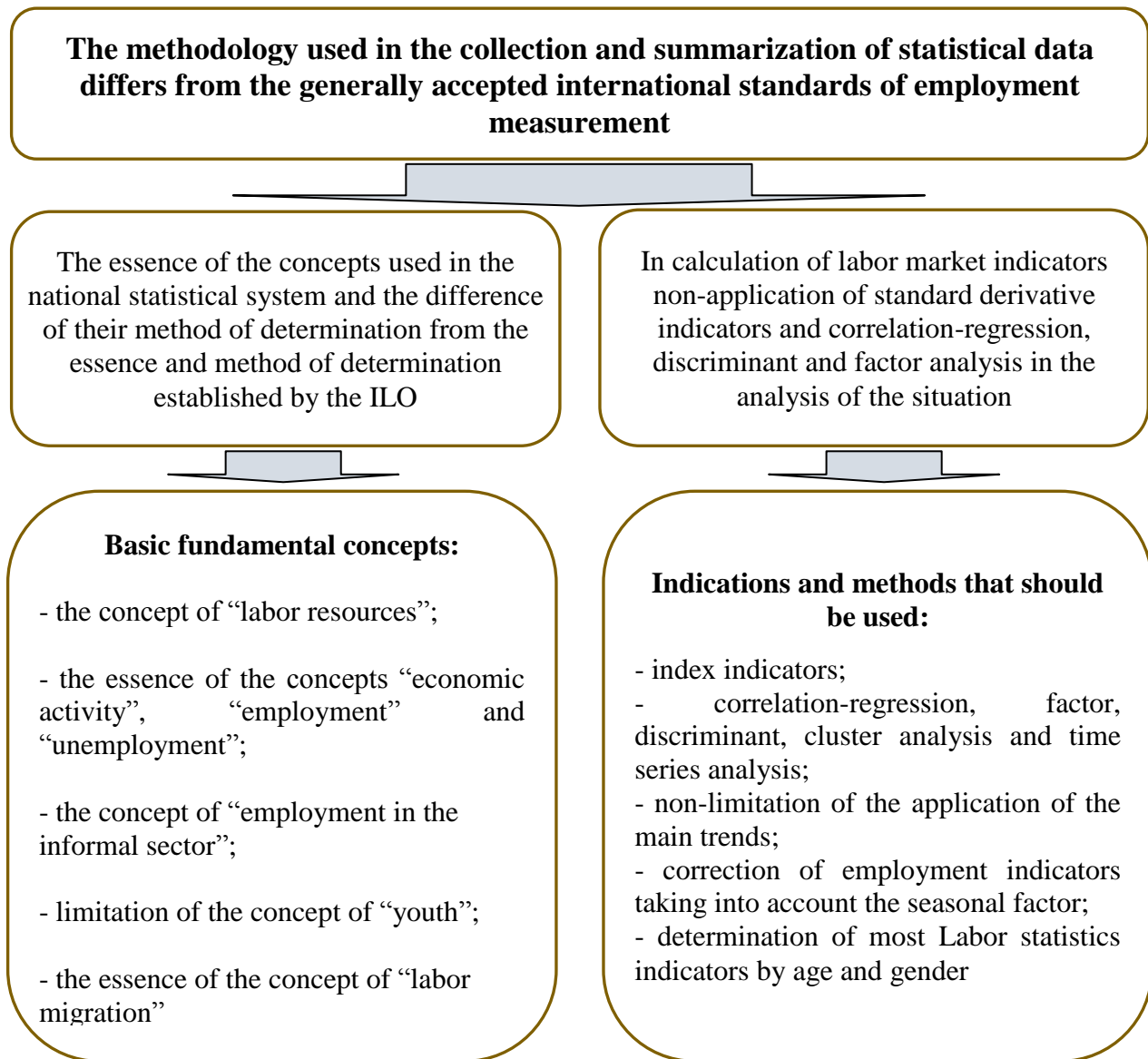
The methodology used in the collection and summarization of statistical data differs from the generally accepted international standards of employment measurement

The essence of the concepts used in the national statistical system and the difference of their method of determination from the essence and method of determination established by the ILO

In calculation of labor market indicators non-application of standard derivative indicators and correlation-regression, discriminant and factor analysis in the analysis of the situation

Basic fundamental concepts:

- the concept of "labor resources";

- the essence of the concepts "economic activity", "employment" and "unemployment";

- the concept of "employment in the informal sector";

- limitation of the concept of "youth";

- the essence of the concept of "labor migration"

Indications and methods that should be used:

- index indicators;
- correlation-regression, factor, discriminant, cluster analysis and time series analysis;
- non-limitation of the application of the main trends;
- correction of employment indicators taking into account the seasonal factor;
- determination of most Labor statistics indicators by age and gender

Figure 2. Differences between national and accepted international standards[2]

The differentiation of the essence of some terms and concepts related to employment from the generally accepted essence leads to the fact that the amount of certain statistical indicators is indicated to a certain extent more or less.

For example, in the National statistical system, the term "labor resources" in its essence is not taken into account large and small labor resources of working age, women in child care in the category of "economically active population", housewives and schoolchildren in the form of full-time study, hours of work in the category of "busy" and the duration of working hours. The "youth" category includes those under the age of 25 by international standards, while those under the age of 30 are included in the National statistical system. When we say "labor migration" in the National statistical system, only hired

---

[2] Developed on the basis of author's research.

LABORATORIUM WIEDZY Artur Borcuch

labor resources are provided, and persons moving within and outside the country with entrepreneurial activity (mainly in the sphere of trade) are not taken into account [7].

2. In calculation of labor market indicators non-application of standard derivative indicators and correlation-regression, discriminant and factor analysis in the analysis of the labor market situation.

In the National statistical system, the use of the following derivative indicators and analyzes used in the calculation of labor market indicators and analysis of the labor market in developed countries makes it possible to more accurately view and manage the employment and the labor market:

the application of the index indicators for the short-term period allows, on the one hand, to study the dynamics of the indicators of Labor Statistics (productivity, wages, nominal and real incomes of the population, the Consumer Price Index), on the other hand, a factor analysis based on the indices allows to determine the quantitative effect of the factor indicator [6];

adequate use of correlation-regression, factor, discriminant, cluster analysis and time-series analysis makes it possible to assess the correlation density of employment and unemployment indicators with other economic indicators (GDP, investment per capital, export and import volumes and others);

the average amounts reflecting the main changes in the labor market – the application of mode and mediana for analysis – make it possible to clearly see trends and identify the most socially vulnerable groups of employees;

the analyzing, taking into account the seasonality of employment indicators, makes it possible to compare the dynamics of the regions during the short-term season and to identify regional differences;

the allocation of Labor Statistics by age and sex of the population, along with the determination of which age or gender labor resources occupy jobs in the economic segments, allows to make the necessary changes in the planning of balancing demand and supply.

We can say that the overarching of the above-mentioned differences and the inclusion of the proposed changes in the process will improve the quality of the indicators of Labor Statistics.

The above-mentioned problems in the formation of indicators of Labor Statistics: evaluation the dynamics of the quality of labor resources, as well as the impact of the level of knowledge and qualification on wages; normalization of Labor and the regulation of wages; identification and management of the causes of the movement of labor resources; optimization of labor costs; labor productivity on the basis of sectors, professionalism, sex, territorial and other characteristics of the labor force limits the possibilities of carrying out a comparative analysis.

CONCLUSIONS

In order to bring the above-mentioned cases to the required level, it is necessary to introduce a system of indicators of the labor market and wages, which is widely used in developed countries today, and therefore, first of all, to carry out the following tasks:

increase economic activity on the basis of provision of highly qualified labor resources of the national economy and its individual regions, establishment of the situation in the national and local labor markets;

orientation of labor resources on the basis of determining the need for education and vocational training of the labor market;

development and implementation of programs based on employment and labor market regulation;

regulation of labor force flows across regions and sectors, development of employment programs with the organization of labor force;

implementation of measures to increase labor productivity, regulate the labor capacity of industries and

Kielce: Laboratorium Wiedzy Artur Borcuch

optimize the labor costs of production;

implementation of fair and based policy of payment of Labor;

implementation of a tax policy aimed at stimulating of effective employment, creation of new jobs and the protection of national producers;

implementation of a policy based on the income and social protection of the population, preventing a sharp change in the difference between the living standards of the population;

development of forecasting scenarios of their various variants in the determination of socio-economic measures and ensuring that measures are carried out within the framework of these scenarios.

With the implementation of the above-mentioned tasks, the possibility of ensuring the optimal state of employment in the national labor market and the indicators of labor income of the population increases. This situation, in turn, requires taking into account important aspects of effective employment of the population.

REFERENCES

1. Decree of the President of the Republic of Uzbekistan PD-3165 from 2017 July 31 "On measures to ensure activity of the State Statistics Committee of the Republic of Uzbekistan". www.lex.uz.

2. Decree of the Cabinet of Ministers of the Republic of Uzbekistan № 1011 on December 22, 2017 "On the determination of the number of people in need of employment, including the conduct of studies on the issues of employment of households, as well as on the improvement of the methodology for the formation of the balance of labor resources, employment and employment of the population". www.lex.uz.

3. Башкатова Б.И. Социально-экономическая статистика. –М.: Юнити, 2002. –203 с. (Bashkatova B.I. Social-Economic statistics. – M.: YuNITI, 2002. – 203 p.).

4. Гайибназаров Б.К., Колонова Л. Ижтимоий соха иқтисодиёти. –Т.: 2007. –106 б. (Gayibnazarov B.K., Kolonova L. Economy of the social sphere. – T.: 2007. – 106 p.).

5. Асрақулов А.С. Ўзбекистонда аҳоли бандлигидаги тенденцияларнинг эконометрик тадқиқи / Иқтисодиёт ва таълим, 2019, №5. 86–89-б. (Asrakulov A.S. Econometric research of trends in employment of population in Uzbekistan / Economics and Education, 2019, #5. 86-89 pp.).

6. Шадманов Х.Н. Меҳнат бозорида самарали бандликни таъминлаш: муаммо ва ечимлар // "Халқаро молия ва ҳисоб" илмий электрон журнали. № 2, апрель, 2019 йил. 1–9-б. (Shadmanov Kh. N. Effective employment in the labor market: challenges and solutions. Scientific electronic journal" International Finance and accounting". #2, April, 2019. 1-9 pp.).

7. Asrakulov A.S. Multi-Factor Modeling and Forecasting of Employment Indicators in The National Labor Market of Uzbekistan // The American Journal of Management and Economics Innovations. –2020, 2/12. pp. –27-47.

8. Асрақулов, А. С. (2020). Некоторые аспекты методологии определения неформальной занятости в Узбекистане и определения её границ. Финансово-правовые и инновационные аспекты инвестирования экономики региона, 698-704.

9. Асрақулов А. Бандлик моделларини тадқиқ этишга концептуал ёндашувлар. Biznes Expert. 2019(142):10.

10. Асрақулов, А. (2020). Ўзбекистонда аҳоли бандлигидаги тенденцияларнинг эконометрик тадқиқи. Иқтисодиёт ва таълим, (5), 86-89.

Kielce: Laboratorium Wiedzy Artur Borcuch

11. Асрақулов, А. С. (2020). Эконометрическое исследование тенденций трудовой занятости населения в Узбекистане. *Наука сегодня: проблемы и перспективы развития [Текст]: ма*, 43.

12. Асрақулов, А. (2020). Норасмий бандликка концептуал ёндашувлар ва унинг Ўзбекистон меҳнат бозоридаги даражаси. *Biznes Expert*, (145), 1.

13. Асрақулов, А. С. ЭКОНОМЕТРИЧЕСКИЕ ИССЛЕДОВАНИЯ ТЕНДЕНЦИЙ ЗАНЯТОСТИ В УЗБЕКИСТАНЕ.

14. Асрақулов, А. (2019). Бандлик моделларини тадқиқ этишга концептуал ёндашувлар. *Biznes Expert*, (142), 10.

15. Ханкелдиева Г.Ш. Особенности корпоративного управления в акционерных обществах с государственным участием // Бюллетень науки и практики. Электрон. журн. 2017. №11 (24). С. 357-363. Режим доступа: http://www.bulletennauki.com/honkeldiyeva

16. Ханкелдиева Г. Ш. Перспективы развития электроэнергетической отрасли Республики Узбекистан в условиях модернизации экономических отношений // Бюллетень науки и практики. Электрон. журн.2017. №12 (25). С. 293-299. Режим доступа: http://www.bulletennauki.com/honkeldiyeva-g

17. Mirzaev A.T. Assessment of cluster formation in management of recreational activity. International Scientific Journal "Theoretical & Applied Science", Philadelphia, USA. 04, (84), 2020. – 605-610-pp.p -ISSN: 2308-4944. http://T-Science.org

18. Mirzaev A.T. Evaluation of innovation capacity resource components in effective management of recreational clusters on the basis of econometric analysis. EPRA International Journal of Research and Development (IJRD). India. Volume: 5 Issue: 7 July 2020. –P.131-137. DOI: https://doi.org/10.36713/epra4790

19. Mirzaev, A.T (2018) "The level of use of tourist attractions in the regions and the factors affecting them," *Economics and Innovative Technologies*: Vol. 2018: No.3,Article19.Available at: https://uzjournals.edu.uz/iqtisodiyot/ vol2018/iss3/19

20. Topilovich, M. A. (2022). IMPROVING THE MECHANISMS FOR THE DEVELOPMENT OF ENTREPRENEURIAL ACTIVITY IN THE FIELD OF TOURISM IN UZBEKISTAN. *ASIA PACIFIC JOURNAL OF MARKETING & MANAGEMENT REVIEW ISSN: 2319-2836 Impact Factor: 7.603*, *11*(10), 124-136.

21. Oripov Abdumalik Abdusalomovich, *DEVELOPMENT OF THE SERVICESPHERE IN UZBEKISTAN AND FEATURES OF MODELING ITS MANAGEMENT PROCESSES*, Journal of Management Value and Ethics , 2020, 10(3), PP46-53

22. Abdusalomovich, PhD., O. A., & Akhmadjonovich, U. D. (2022). Changes in the Management of the Services Sector in the Context of Digitalization of the Economy. *International Journal of Culture and Modernity*, *17*, 132–138. Retrieved from https://ijcm.academicjournal.io/index.php/ijcm/article/view/303

23. Akhmadjonovich, U. D ., & Abdusalomovich, O. A. (2022). The Role of Higher Education Institutions in the Country's Innovative Development and Economic Growth. *European Multidisciplinary Journal of Modern Science*, *7*, 266–271. Retrieved from https://emjms.academicjournal.io/index.php/emjms/article/view/591

24. Oripov, A. A. (2022). Specific Features of Modernization of Service Sector. *American Journal of Economics and Business Management*, *5*(11), 124–128. Retrieved from https://www.grnjournals.us/index.php/ajebm/article/view/1661

LABORATORIUM WIEDZY
Artur Borcuch

25. Oripov, A. A. (2022). EVALUATION OF EFFICIENCY OF SERVICE ENTERPRISES BASED ON RISK MANAGEMENT SYSTEM. *Gospodarka i Innowacje.*, *29*, 128-137.

26. Орипов, А. (2020). Хизмат кўрсатиш корхоналари фаолиятини бошқаришни моделлаштириш асосида рақамли иқтисодиёт воситаларидан фойдаланиш йўналишлари. *Иқтисодиёт ва таълим*, *1*(5), 48-53.

27. Jumakulov, Z., & Madaminov, A. (2022). Economic Factors of Introduction of the" University 3.0" Concept in Uzbekistan. *Periodica Journal of Modern Philosophy, Social Sciences and Humanities*, *12*, 143-146.

28. Jumakulov, Z. I., & Madaminov, A. M. (2022). ISSUES OF IMPLEMENTATION OF THE UNIVERSITY 3.0 CONCEPT IN UZBEKISTAN. *Gospodarka i Innowacje.*, *29*, 81-83.

29. Jumakulov, Z. I. (2022). Foreign Experiences of Organizing Financial Independence of Higher Education Institutions. *American Journal of Economics and Business Management*, *5*(11), 62–65. Retrieved from https://www.grnjournals.us/index.php/ajebm/article/view/1650

30. Ханкелдиева, Г. Ш. (2017). Корхоналар корпоратив бошқарувининг баҳолаш усулларини таҳлил қилиш. *Иқтисодиёт ва инновацион технологиялар» илмий электрон журнали*, (5).

LABORATORIUM WIEDZY
Artur Borcuch