

Issues Of Employment In Khorezm Region

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Abstract. *The article deals with current issues of employment in Khorezm province of the Republic of Uzbekistan in the period 1991–2011, measures taken to reduce unemployment in the region, the process of organizing employment promotion for vulnerable groups by government agencies and authorities.*

The creation of jobs in the region and the financial support and social protection of the unemployed, the implementation of measures to ensure the employment of young people, especially in rural areas, graduates of secondary schools, higher and specialized secondary educational institutions, as well as on the basis of a legal and regulatory analysis of the relevant reforms and current statistics of the Republic and the region on the coverage of the economic content of effective employment are analyzed.

Key words: *Labor market, employment, labor resources, wage vocational training, number of unemployed, unemployment benefits.*

I. INTRODUCTION

In the twenty-first century, employment is the most widely recognized issue that the world community can always prove to be relevant.

Creating the necessary basic conditions for all types of population in social life, further improving the social infrastructure and increasing the efficiency of the employment process. This process serves to increase citizens' participation in production and makes a worthy contribution to the development of society.

The number of unemployed people in the world will increase from 170 million in 2007 to 202 million in 2012, including 75 million young women and men. Nearly 2.2 billion people live below the \$2 per day poverty line. Such poverty can only be eradicated by providing moderate and well-paid jobs. Between 2016 and 2030, 470 million jobs will need to be created for new entrants into the global labour market [1].

The 2012 United Nations Conference on Sustainable Development "Rio + 20" called on world leaders to improve The Sustainable Development Goals (SDGs). It should be noted that discussions on priority issues were also organized at the national level. The outcome resulted in the identification of 17 BRMs to be achieved by 2030 and 169 related targets. This international document was officially adopted at the historic United Nations Summit on 25 September 2015 on behalf of document A/RES/70/1 [2].

The Sustainable Development Goals also raise the issue of global employment. In particular, Goal 8-refers to decent work and economic growth, article 8.3 on the creation of effective decent work, article 8.5 on achieving full and effective employment and decent work for all women and men, including young people and persons with disabilities, equal pay for valuable work by 2030, a significant reduction in the proportion of unemployed, uneducated and uneducated youth by 2020 in paragraph 8.6, the abolition of forced labour in paragraph 8.7, the abolition of modern slavery and trafficking in persons, and the elimination of child labour.

In this regard, the Employment Act [3] and the Labour Code [4] are important legal grounds for shaping the labour market in our country. These normative and relevant laws [5] recognize unemployment, the right to choose the form of employment and guarantees of social protection against unemployment. These normative and regulatory documents

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are an important factor in ensuring employment and improving the welfare of the population.

There are a number of problems in providing employment in the region. The solution of these problems requires the provision of employment in a new and modern way, as well as the effective development of social protection and labor market relations. In view of this complex process, those who are engaged in informal entrepreneurial activities without state registration, lack of decent paid permanent jobs, difficulties in finding employment of young people, especially in the employment of young people with no higher education or work experience, due to low pay, young people go abroad in search of work, while high wages are paid in rural areas problems such as the outflow of young people to work abroad due to the lack of jobs, and the difficulty of obtaining credit for entrepreneurs planning to operate in the service sector in rural areas.

At the same time, according to the President of Uzbekistan Sh. Mirziyoyev, "The next important task is to increase the personal responsibility of complex management, governors and their first deputies to radically change the entire employment system" [6].

II. REVIEW OF LITERATURE.

B. Rosmetov and S. Salayev studied the characteristics of the labor market in Khorezm region, the level of infrastructure development, the social and economic importance of labor market infrastructure, the elements of the components, and some aspects of the main tasks and functions.

Interdependence of labor market infrastructure and its components is analyzed scientifically and theoretically, the methodology of complex evaluation and forecasting of its development efficiency, as well as the main directions of formation and development of state and non-state employment services. In their monograph "Social Partnership and Effective Employment", M. Mirzakarimova and M. Haidarov partially studied the problem of effective employment [7]. It should be noted that the issue of ensuring effective employment through regulation of the labour market in Khorezm region has not been fully studied. Taking into account the vital interests of all members of society and orienting themselves towards the lives of citizens with low incomes, compliance with the requirements of fairness in the distribution of social production results, the most important of which are the social aspects of labor market regulation.

It is necessary to develop a strategy for regulating the labor market [8]. These circumstances determine the relevance of the topic of the chosen article.

III. RESEARCH OBJECTIVES.

Examine and research from sources job creation in the region and employment and financial support to the unemployed and their social protection;

Statistical analysis of measures taken to reduce unemployment in cities and districts, organization of employment promotion for vulnerable groups by public authorities and competent bodies and associations;

Study the implementation of the State youth policy by objectively examining the implementation of measures to ensure the employment of young people in the region, especially in rural areas, graduates of secondary schools, higher and specialized secondary educational institutions;

Ensuring gender equality in employment, studying modern infrastructure and the competitive environment in the market for employment promotion services.

IV. RESEARCH METHODOLOGY.

With a view to developing social protection and employment mechanisms in Khorezm region and establishing their effective functioning, employment issues in the region have been studied with the help of current statistical analysis and are methodologically studied as follows.

1. Qualified and highly qualified specialist in studying the employment of the national economy in the labour market of the employed population and in steadily growing sectors (construction, transport, trade and catering, public services, health, public education, science and management).

2. When analyzing the labour market and labour resources, the possibilities and conditions of employment of the working age population, as well as the elderly and teenagers employed in production, were studied and compared separately.

3. The average wage of workers in the national economy has been studied and its impact on the process of equalization with other sectors has increased.

4. With a view to reducing the number of unemployed people (in the study of the appendix to the labour exchange), a comparative study of vocational training by region and type of training is being conducted.

5. Unemployment benefits, job search and employment have been studied by region.

These research methods play an important role in determining the socio-economic development of the region in accordance with current conditions. Also theoretical and methodological aspects of the mechanisms of provision and regulation of effective employment on the labor market on the example of a region can be used to study the process of employment in other regions of the country.

V. RESULTS AND DISCUSSION

1. Employment in the residents of Khorezm region as a matter of state policy.

Article 16 of the Act on the implementation of State employment policy and the provision of appropriate guarantees for citizens is implemented by the Ministry of Employment and Labour Relations and its local authorities [9].

In 1991–2011. The General Department of Labour and Social Protection of Khorezm province and its local bodies were working to deepen labour and employment and social protection reforms in full compliance with the requirements of the Employment Act.

The "Employment" programme is aimed at solving problems, improving the situation on the labour market and ensuring the effective use of productive forces. A positive turn in the work of the labour authorities has been achieved. The city and district labour departments have conducted an in-depth analysis of employment processes. Their relations with employers, enterprises and organizations have improved and their impact on the formation of labour relations has increased.

2. Employment of the national economy in the labor market of Khorezm region.

The analysis shows that in 1995, the total number of people employed in the labor market in the region was 415.2 thousand people.

38.1 thousand in industry;

143 thousand in agriculture;

29.5 thousand in construction;

7 thousand in transport;

2.2 thousand in communication;

30 thousand in trade and public catering;

13.2 thousand in communal services;

24.4 thousand in health care;

56 thousand in public education;

3.6 thousand in culture and art;

fanda 0.4 thousand;

1.9 thousand in finance and credit;

4.1 thousand and 59 thousand people are employed in various sectors of the economy.

This process in 1997 amounted to 442.0 thousand people employed in the region, which is 26.8 thousand more than in 1995. Growth rates are highlighted in the following sectors.

39.0 thousand people in industry, 201 thousand people in agriculture, 30.5 thousand people in construction, 8 thousand people in transport, 13.6 thousand people in public utilities, 25.1 thousand people in healthcare, 56.3 thousand people in public education, 2.1 thousand people in finance and credit. did The number of people employed in the following sectors has decreased. It decreased by 0.2 thousand in communications, 0.5 thousand in culture and arts, 1 thousand in trade and catering, and 41.5 thousand in other sectors of the economy. The sectors that have remained unchanged in the first decade of the period under study are the science and management sectors.

When analyzing the next 10 years, the number of employed people in the region in 2000 was 467.2 thousand, compared to 49 thousand in 1995, 91.4 thousand in 2004, 173 thousand and 588.2 thousand in 2009.

When a region's employment processes are analysed in different sectors, growth rates are not stable in some areas. For example, the number of people employed in industry decreased by 5,000 in 2000 compared with 1997 to 34,000, and by 6,600 in 2004 compared with 1997 to 40,600, while in 2009 the figure was 45,500. A similar situation exists in agriculture. In 2000, it decreased by 13.8 thousand people compared to 1997 and decreased to 187.2 thousand people. In 2004, 185.3 thousand people were employed in agriculture, but in 2009 alone it increased by 1 thousand people to 186.3 thousand compared to 2004. In the field of communications, the employment of 2,000 people remained unchanged in 2000 compared to 1997. In 2004-2009, it decreased to 1.8 thousand people. In the field of culture and arts, employment increased by 0.1 thousand persons in 2000 compared to 1997, in 2004 it increased by 2.3 thousand persons, and in 2009 it decreased by 0.6 thousand persons compared to 2000, and in 2009 it reached 4.4 thousand persons. In the field of finance and credit, it increased by 0.5 thousand people in 2000 as compared to 1997 and amounted to 2.6 thousand people, 2.5 thousand people in 2004 and 3.1 thousand people in 2009 [10]. (Table No. 1).

Construction, transport, trade and catering, utilities, health care, public education, science and governance can be included in the sustainably growing segments of the population employed in the national economy during the research period.

Resolution No. 1082-I of the Legislative Chamber of the Oliy Majlis of 29 October 2009 "On the job creation and employment programme for 2010" provides for the necessary measures for the unconditional implementation of the programme for the creation of 950,000 new jobs in Uzbekistan in 2010. The programme for job creation and employment for 2010, annexed to the decision, provides for the implementation of the 2009 programme for job creation and employment. j The high level of 46,000 jobs in Khorezm province established in [11].

<i>Labor market</i> <i>He was engaged in work in various sectors of the economy</i> <i>population (thousand people)</i>															
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Total :	415,2	427,5	442,0	449,0	456,0	467,2	468,3	478,3	490,4	506,6	522,3	538,0	553,6	571,1	588,2
Industry	38,1	39,0	39,0	39,0	40,0	34,0	36,8	37,8	38,9	40,6	43,3	43,8	44,8	45,1	45,5
Agriculture	143	198,8	201	197,0	190,0	187,2	186,5	178,5	188,0	185,3	182,8	201,2	215,2	216	186,3
Construction	29,5	30	30,5	32	38,5	41,0	42,9	44,7	46,7	48,8	51,5	51,6	53,8	55,1	58,1
Transport	7	7,3	8,0	12,1	0	10	8,8	9,4	9,7	10,5	11,4	11,8	12,9	13,3	21,3
Communication	2,2	2,2	2,0	1,9	0,0	2,0	1,7	1,7	1,7	1,8	1,8	1,8	1,8	1,8	1,8
Trade, catering	30	28,8	29	28,2	0,0	36,7	37,9	38,6	40,1	42,4	45,2	43,4	52,5	54,7	55,1
Supply and preparation	-	1,8	1,6	2,8	0,0	3,5	3,4	2,7	2,8	2,9	2,7	6,2	0	0	0
Information and computing	0	0,1	0,1	0,2	0,1	0,02	0,02	0,02	0,02	0,02	0,02	0,02	0	0	0
Utilities	13,2	13,6	13,6	14	14,2	15,0	15,2	15,6	16,3	17,2	18,2	18,2	18,9	19,3	19,7
Health	24,4	25	25,1	24	26,5	26,5	27,8	28,9	29,9	31,6	33,9	34,4	35,1	35,9	35,9
Public education	56	56,0	56,3	46,5	58,2	58,1	63,8	64,1	67,0	70,1	74,0	74,8	74,4	75,7	76,1
Culture, art	3,6	3,2	3,1	3,1	3,0	3,0	1,0	2,1	2,2	2,3	2,5	2,6	4,4	4,4	4,4
Subject	0,4	0,4	0,4	0,3	0,3	0,4	0,5	0,5	0,5	0,5	0,5	0,5	0,5	0,5	0,5
Finance - credit	1,9	3,1	2,1	3,0	3,1	2,6	2,5	2,5	2,4	2,5	2,7	2,7	2,9	2,9	3,1
Management	4,1	2	4,1	4,7	4,7	4,7	6,4	12,9	8,3	7,5	9,6	10,6	10,0	10,2	11
Others	59	6,9	17,5	40,4	21,6	26,8	20,2	18,1	25,2	25,2	23,7	28,1	22,0	36,2	54,3

Table №1

3. Analysis of the labor market and labor resources in Khorezm region.

The analysis shows that in 1996 the cocktail market was attended by 599.8 thousand people. 592.4 thousand people of working age, of which 4.6 thousand are elderly people and 2.8 thousand are teenagers. In the same year, the able-bodied population accounted for 98.8 per cent of the total labour force in the region, while the elderly and adolescents in production accounted for 1.2 per cent. The economy employed 436,600 people. The number of students of working age who were excluded from production was 51,100, mothers and housewives with many children were 109,200 and unemployed 1,100.

When this process was studied on the example of 2000, a total of 663.9 thousand people participated in the labor market in the region. If we compare with 1996, we can see that it has increased by 64.1 thousand people. The working age population reached 645.4 thousand people (97.2%), the elderly - 17.9 thousand people (2.7%), adolescents - 0.6

thousand people (0.09%). Compared to 1996, the number of people employed in the economy increased by 30.6 thousand to 467.2 thousand, the number of students of working age separated from work increased by 13.9 thousand to 65.0 thousand, mothers with many children and housewives increased by 20 thousand. , 129.2 thousand people, the unemployed increased by 1.4 thousand people and amounted to 2.5 thousand people.

When studying the regional labor market and labor resources in 2005 and 2009, we can see that in 2005 the total labor force was 787.3 thousand people, in 2009 - 869.9 thousand people. The labor force in the region in 2005 increased by 123.4 thousand people compared to 2000 and by 206 thousand people compared to 2009. In 2005, the able-bodied population was 99.4 percent, and the elderly and adolescents employed in manufacturing accounted for 0.59 percent.

In 2009, the working age population remained unchanged at 99.4%, and the elderly and adolescents employed in manufacturing accounted for 0.62%. The number of people employed in the economy increased from 522.3 thousand in 2005 to 588.2 thousand in 2009, or 65.9 thousand. The number of students of working age separated from production in 2005 increased by 78.6 thousand people compared to 2000, by 13.6 thousand people, and in 2009 by 16.1 thousand people. Mothers and housewives with many children reached 170.3 thousand in 2005, an increase of 41.1 thousand compared to 2000, and a decrease of 102.1 thousand compared to 2009. The number of unemployed in the region reached 6.6 thousand in 2003, 8.2 thousand in 2004, 4.9 thousand in 2005, and 1.2 thousand in 2009 [12]. (Table №2).

Resolution of the Senate of the Oliy Majlis of the Republic of Uzbekistan No. 119-II of December 3, 2010 "On the program of job creation and employment in 2011" was marked. The program of job creation and employment in 2011 of the annex to the resolution states that in 2010 the creation of jobs and the implementation of employment in Khorezm region (50.2 thousand) created jobs [13].

Table №2

Labor market														
Labor resources (thousand people)														
	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Total labor resources	599,8	617,7	630,0	647,0	663,9	683,9	712,8	738,3	762,3	787,3	814,2	823,3	847,7	869,9
Including:														
Population of working age	592,4	610,3	616,3	625,9	645,4	675,6	708,1	733,8	757,6	782,6	809,8	818,4	842,4	864,3
The elderly	4,6	4,0	11,7	20,3	17,9	8,2	4,6	4,4	4,6	4,6	4,4	4,9	5,3	5,6
Teenagers	2,8	3,4	2,0	0,8	0,6	0,1	0,1	0,1	0,1	0,1	0	0	0	0
Those who are busy in the economy	436,6	442,0	449,0	456,0	467,2	468,3	478,3	490,4	506,6	522,3	538,0	553,6	571,1	588,2
Unemployed population	1,1	1,4	1,8	2,5	2,5	3,8	4,7	6,6	8,2	4,9	3	2	0,7	1,2
Students of working age separated from production	51,1	55,0	59,0	65,0	65,0	57,0	60,4	75,2	78,3	78,6	79,9	83,7	88,4	94,7
Mothers and housewives with many children	109,2	119,3	120,2	123,5	129,2	154,8	169,4	166,1	169,2	170,3	99,7	88,1	73,2	68,2

Distribution of labor resources (as a percentage)														
Total labor sources	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
including:														
Able-bodied population	98,8	98,8	97,8	96,7	97,2	98,8	99,3	99,4	99,4	99,4	99,4	99,4	99,4	99,4
Seniors and adolescents engaged in production	1,2	1,2	2,2	3,3	2,8	1,2	0,6	0,6	0,6	0,59	0,60	0,60	0,62	0,62
Adults	0,77	0,65	1,86	3,14	2,70	1,19	0,59	0,60	0,60	0,58	0,60	0,60	0,62	0,62
Teenagers	0,47	0,55	0,32	0,12	0,09	0,01	0,01	0,01	0,01	0,01	0,00	0,00	0,00	0,00

4. The issue of studying the average wages of employees in the national economy in Khorezm region.

For instance, in 1991 it was 316.6 soums, in 1996 - 1713.4 soums, in 2000 - 7680.9 soums, in 2005 - 34025 soums, in 2010 - 245565.9 soums. In 1991, the highest average salary in various sectors was 708.1 soums in the financial and credit sector, 433.3 soums in culture and arts, and 266.1 soums in public utilities.

In 1996, financial and credit sector maintained high level and reached 3673.5 soums, communication sector - 2926.0 soums, construction sector - 2684.0 soums. In comparison with other sectors of economy, the average salary in transport sector in 2000 was 18281.4 soums, in financial-credit sector 17270.7 soums and in communication sector 16136.9 soums.

In 2005, the transport network made up 106,941.3 soums, financial and credit sector 935,555.2 soums, construction sector 75618.3 soums, in 2010 the above mentioned transport network made up 43,8785.9 soums, financial and credit sector 15,1433 soums, construction sector 310,339.4 soums, the total average salary of employees was considerably higher than in other sectors. This is especially important in financial-credit and transport sectors.

The lowest average wages of workers in various sectors of the economy: In 1991, in health care 231.9 soums, in communal services 266.1 soums, in 1996, in trade and public catering 1171.0 soums, in agriculture 1215.2 soums, and in 2000 4043.1 soums, 4871.3 soums in agriculture, 25006 soums in trade and public catering in 2005, 29522.9 soums in culture and art, 151433 soums in science in 2010, 154359.9 soums in agriculture [14]. *Table №4.*

Based on the data presented above, the fact that the average salary of workers in agriculture, trade and catering, which is the leading sector in the region, is lower than the average salary of workers in other sectors, is a factor affecting the efficiency and productivity of these sectors. Therefore, in order to increase the efficiency and productivity of the sector, regular increase of the average salary of employees makes it equal to other sectors.

Table №3.

<i>Labor market</i>														
Workers in various sectors of the economy														
average salary														
														(so um)

	1991	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total:	316,6	173,4	302,2	440,4	558,3,5	768,0,9	1166,6	1578,4	2039,6	2655,2	34025	41326,0	91604,4	138363,6	187434,0	2455,66
Industry	332,4	182,1	319,3	429,4	688,7,4	1064,8	1607,4	2713,3	3355,1	4136,1	5910,8	6779,4	13179,9	19487,2	2165,6	270,6
Agriculture	327,4	121,5	216,8	206,2	3602,9	4871,3	8136,9	9480,5	1111,9	1701,4	1613,2	1599,3	61072,0	10345,6	1228,4	154,3
Transport	427,8	270,3	572,5	936,2	1296,2	1828,1	2521,3	3779,2	5189,5	7251,0	1069,4	1174,6	17614,9	24146,2	3323,1	438,7
Communication	374,5	292,6	446,0	632,4	1076,4	1613,6	2599,9	3312,2	4626,1	5931,8	6040,1	8587,2	10839,1	14926,1	1836,2	260,1
Construction	405,1	268,4	480,7	716,6	1190,5	1475,7	2309,4	3468,3	4932,5	5482,7	7561,8	8951,6	20266,5	30087,1	3032,0	310,3
Trade, catering	260,3	117,1	242,0	239,3	3904,2	4043,1	6585,4	8569,4	1728,5	1970,9	2500,6	29610,0	10442,7	15939,2	1590,1	182,1
Utilities	266,1	204,5	340,1	418,6	8124,4	9755,6	1538,9	2053,7	2543,7	3615,8	5895,4	5036,9	67836,9	95236,1	1442,6	185,8
Health	231,9	129,0	221,1	329,7	5408,9	7127,4	1058,4	1571,4	1991,1	2426,3	3401,3	5462,2	78395,9	11938,9	1744,9	229,0
Public education	275,8	144,6	238,1	355,6	5625,6	7808,8	1145,5	1682,8	2257,1	2814,4	4065,0	5935,8	78700,7	12206,2	1710,5	233,1
Culture, art	433,3	127,4	171,2	278,2	4236,8	6106,7	1124,4	1744,4	1810,3	2094,5	2952,2	3865,0	65678,5	11203,9	1511,4	188,4
Subject	307,6	165,2	270,0	500,6	6637,3	8039,2	1082,2	1563,1	1938,0	2409,6	3562,4	3433,7	59777,8	95392,6	1344,9	151,4
Finance - credit	708,1	367,3	660,8	807,6	1160,8	1727,0	2651,5	3590,8	5893,6	6738,6	9355,5	1219,4	16625,5	24648,1	2946,4	334,3
Management	349,8	205,8	301,7	445,9	8560,8	1242,3	1512,3	2145,6	2917,2	3562,7	5183,6	6726,4	99933,0	15092,8	1966,1	258,5

Analysis of the number of unemployed in Khorezm region (when studying the application to the labor exchange).

In 1997, there were 15,805 people, which more than doubled over the next 6 years, to 33,596 in 2003, an increase of 3,459 from 2007 to 37,055. In 2010, 37,404 people were officially declared unemployed in the province.

Analyzing these statistics by cities and districts of the province, in 1997, the largest number of unemployed people were registered in Hazarasp (1980), Khanka (1931), Khiva district (1868), while the lowest unemployment rate was recorded in Yangibazar (906), Urgench (833 persons), Gurlansky (753 persons) districts.

In 2003, the number of unemployed in the Khazarasp district increased by 2,728 to 4,728, the number of unemployed in Khiva increased by 2,026 to 3,894, and the number of unemployed in Shovota increased by 2,269 to 3,912. The highest growth rate was in Shavat district. This year the smallest number of unemployed in the districts was 1506. In Yangibazar, 2151 in Gurlan, 2437 in Yangiarik districts. Compared to 1997, the total number of unemployed in the above-mentioned districts increased by an average of 3,379 and amounted to 6,094 in three districts.

When this process was observed in 2007, 4776 people were unemployed in Khazarasp district, 4732 people in

Labor market <i>The number of unemployed, those who applied to the labor exchange.</i> (person)												
	1997	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total in districts	1580 5	2425 3	2919 5	3243 7	3359 6	3633 0	3396 4	2855 9	3705 5	4458 3	4611 1	3740 4
<i>Urganch city</i>	1647	2190	2604	3382	3071	3658	3570	3332	4183	4774	4914	3141
<i>Bogota</i>	1676	2499	2457	3206	3050	3786	3728	2551	1101	3607	3759	3282
<i>Gurlan</i>	753	1344	2416	2008	2151	2480	2461	2485	3038	3780	3943	3036
<i>Koshkopur</i>	1512	1975	2280	2145	2514	2727	2167	1753	2537	3283	3441	3195
<i>Urganch</i>	833	2003	2202	2810	2486	2446	2517	2544	3001	3775	3948	3630
<i>Hazorsp</i>	1980	3026	4553	4761	4728	4926	4032	3567	4776	6096	6267	4698
<i>Honkha</i>	1931	2650	2397	2951	3826	3905	3929	2015	2822	3580	3741	3498
<i>Khiva</i>	1868	3277	3736	3894	3915	4042	3655	3087	4610	5405	5585	3957
<i>Shovot</i>	1643	2151	3336	3528	3912	4385	4185	3830	4732	4993	4911	4361
<i>Yangiarik</i>	1056	2029	2009	2427	2437	2494	2437	2413	2594	3108	3267	2399
<i>Yangibozor</i>	906	1109	1205	1325	1506	1481	1283	982	1661	2182	2335	2207

x - Based on labor exchange data.

Shavat district, 4183 people in Urgench city, a total of 13691 people in these districts increased by 8421 people compared to 1997 and on average amounted to 2807 people. The lowest number of unemployed in the region in 2007 was in the following districts. Bagat district 1101 persons, Yangibazar district 1661 persons, Urgench district 3001 persons. The total number

of unemployed in 3 districts is 5763 people, on average 1920 people. If we compare the data of 2003, the total number of unemployed in the above districts has decreased from 7042 to 5763 people and decreased to 1279 people.

In 2010, the highest number of unemployed in all cities and districts was 4698 in Khazarasp district, 4361 in Shovets district, 3957 in Khiva district, 13016 in 3 districts, this year the lowest number of unemployed in all cities and districts was 2207 in Yangibazar district. In Yangiarik district of 2399, in Gurlan district of 3036 people, in 3 districts of 7642 people, difference between unemployed was 5374 people.

Based on the total number of unemployed persons who applied to the labour exchange in the region during the study period, the average analysis made up 1436 persons in 1997, 3054 persons in 2003, 3368 persons in 2007 and 3400 persons in 2010.

Between 1997 and 2010, the average number of unemployed in the region was 4450 in Khazarasp district, 3919 in Khiva district, 3830 in Shavat district and more than 3009 in the province between 1997 and 2010. Between 1997 and 2010, the average number of people with low unemployment in Yangibazar district was

1,515. This is 2 times lower than the provincial average.

(Table No. 4)

Table №4

6. Analysis of unemployment benefits in Khorezm region.

When analysed on the basis of statistical data, the number of people receiving unemployment benefits increased from 1997 to 2004, reaching 3,063 in 1997, 4,846 in 2000, 6,802 in 2001, 8,645 in 2002, 10,121 in 2003 and 12,083 in 2004.

By contrast, the number of people receiving unemployment benefits in the region has been decreasing year by

year in 2005-2010.

8887 in 2005, 4399 in 2006 and 4273 in 2007,

In 2008 it was 2141 people, in 2009 it was 2416 people, in 2010 it was 783 people.

In 1997, 3,063 people received unemployment benefits in the region, with an average of all towns and districts receiving it. This figure was 440 in 2000, 618 in 2001, 785 in 2002, 920 in 2003, 1098 in 2004, 807 in 2005, 399 in 2006, 388 in 2007, 194 in 2008, 219 in 2009 and 71 in 2010.

In 1997, 588 persons were granted unemployment benefit in Hazarasp district, 458 persons in Kushkupir district, 458 persons in Bagat district, 418 persons in Hazarasp district, which is almost twice as much as the average distribution of all towns and districts-278 persons in Urgench city-94, Urgench region-59 and Urgench-3.4 times less.

In 2003, 1,439 people received unemployment benefits in Khazarasp district, 1,437 in Koshkopir district, 1,122 in Yangiariq district, which is 1.5 times higher than the average of 920 people in all cities and districts, 497 in Hankov district and 513 in Urgench.

In 2007, 564 people received unemployment benefits in Urgench, 526 in the Khazarasp district, 467 in the Shovota district, which is 1.5 times more than the average of 388 people in all cities and districts, 239 in the Khiva district and 278 in the Urgench district. It points out that this is less than 5 times.

In 2010, 129 people received unemployment benefits in Khazarasp district, 113 in Khan district, 105 in Gulan district, which is approximately 1.5 times more than the average of 71 people in all cities and districts, 17 in Yangibazar district, 41 in Koshkopir district and 2 times less than 4 times.

Distribution of unemployment benefits in the region on the example of individual districts and cities for 1997-2010, An average of 858 in Khazarasp district, 667 in Koshkopir district, 660 in Bagat district, 560 in Yangiariq district, 496 in Gurlan district, 481 in Shovot district, 455 in Khiva district, Urgench city. 430, Urgench district, 375, Khonka district, 369, Yangibazar district, 354 persons. Based on the general analysis, it should be noted that an average of 519 people are entitled to unemployment benefits in the region annually [16].

(Table No. 5)

Labor Market Unemployment Benefit Assigned (person)												
	1997	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total in the province	3063	4846	6802	8645	10121	12083	8887	4399	4273	2141	2416	783
Urganch	94	271	404	535	513	869	863	537	564	271	192	55
Bogota	418	573	742	1084	1095	1666	1325	345	322	113	155	80
Gurlan	180	543	431	533	679	1021	844	683	349	300	280	105
Koshkopur	458	774	1147	1231	1347	1371	804	305	324	80	122	41
Urganch	59	270	438	477	755	1074	633	230	278	92	119	72
Hazorsp	588	827	1082	1220	1439	2029	944	503	526	556	449	129
Honkha	245	199	271	350	497	676	834	234	488	218	307	113
Khiva	259	433	667	941	994	801	459	274	239	87	246	57
Shovot	254	325	599	733	933	1004	800	314	467	133	164	49

<i>Yangiarik</i>	286	454	625	896	1122	844	940	697	357	154	275	65
<i>Yangibozor</i>	222	177	396	645	747	728	441	277	359	137	107	17

Based on labor exchange data.

VI. CONCLUSION.

In short, based on the achievements in the field of employment in Khorezm region, of course, the program of job creation and employment is being consistently implemented. After all, employment reforms in our country are carried out in accordance with a long-term and consistent social policy, which has been implemented since the first days of independence. This will serve to further improve the living standards and well-being of our people.

It should be noted that in the study of employment and job creation in Khorezm region, the following tasks are important for employment in the region:

First, a decrease or increase in the number of employed people from year to year, changes in the structure of employment in the sectors of the economy, are reflected in an increase in informal employment. The formation of these processes is crucial for the proper organization of labour distribution at the local level between economic sectors, structural transformation of employment and programme development;

Secondly, based on the analysis of official statistics for 1991-2011, it can be noted that the number of the labor force and the number of active population in the economy is growing in line with the population. Of course, it should be noted that this situation is related to the age structure of the population and has led to an increase in the number of able-bodied people;

thirdly, the need for qualified personnel at industrial enterprises, mainly the organization of short-term training courses for current professions, as well as the revision of the system of training at higher and secondary specialized educational institutions, the organization of training and retraining, i.e., advanced training should be provided;

Fourth, gender equality in employment ensures that men and women have equal access to all opportunities offered by this market. Numerous studies conducted around the world show that there is a positive correlation between increasing women's education and per capita gross domestic product (GDP) [17].

The following suggestions can be made based on the analysis:

First, the development of innovative programs to standardize the work of civil servants in the region and review the organization of wages;

Second, orientation of the region's able-bodied population towards educational specialities taking into account their interests and ensuring their employment;

Third, providing commercial banks with soft loans to the population of the region through the implementation of measures aimed at entrepreneurship and entrepreneurship, as well as identification of intellectual abilities;

Fourthly, territorial redistribution of labor resources taking into account implementation of large investment projects in the region, creation of large enterprises and subsidiaries of enterprises in rural areas;

Fifth, organize training seminars for migrant workers at the district level to improve the migration system in the region, familiarize them with the legislation on migration;

Sixth, organize differentiated vocational training courses for unemployed youth in the region, taking into account the complexity of mastering specialties;

Seventh, increase the productivity of animal farming through support and encouragement of farms in the region, creation of mini enterprises for processing of wool from small cattle in the regions specializing in animal farming;

Eighth, effectively use the opportunities of mahalla citizens' meetings to increase the number of services in the

region, create new jobs through family business.

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APPENDIX

List of national legislation in the field of employment:

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