



## **ASSESSMENT OF EMPLOYMENT AND DEMOGRAPHIC DEVELOPMENT OF THE POPULATION OF UZBEKISTAN BASED ON A NON-TRADITIONAL APPROACH**

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<b>A B S T R A C T</b>	<b>KEY WORDS</b>
This article theoretically substantiates the primacy of interest in human activity. The application of the economic law of the primacy of interest in human labor activity is theoretically and methodologically substantiated and, based on the interest index, demographic issues in the Republic of Uzbekistan, indicators of economic activity and employment of the population are analytically studied. Scientific proposals and recommendations have also been developed to increase employment and labor resources in the economic development of the country.	Interest, dominance of interest, interest index, demographic problems, economic activity of the population, employment, labor resources.

### **Introduction**

World experience shows that economic development does not fail to have an impact on the demographic processes of all countries. At the same time, demographic aspects are considered an important factor in increasing the level of employment of the population. In today's rapidly growing population, researching the scientific basis of this problem in our country is the need of the hour. That is why it is required to study in depth the role of regulation of demographic processes, which is one of the main factors affecting the socio-economic development of the country, and its role in increasing the employment of the population. In such conditions, the importance of implementing methods of regulating demographic processes in increasing the level of employment is increasing.

In the world, special attention is paid to scientific research on the influence of demographic aspects on increasing the employment of the population. In this regard, scientific directions such as expansion of innovative types of employment, taking into account the needs of socio-demographic groups of the population, are important.

Today, in our country, in all sectors of the economy, special attention is paid to issues such as improving the distribution and qualitative composition of labor resources, increasing labor potential, changing the structure of employment, increasing the mobility of human resources, the length of working hours and demography. In the Address of the President of the Republic of Uzbekistan Shavkat Mrziyoyev to the Oliy Majlis, "Based on the in-depth analysis of the actual situation in the labor market in Uzbekistan in the regions of our republic, the development of regional and sectoral

programs to increase the level of employment of the population, the creation of new jobs "[1], they emphasized that comprehensive measures are being taken to develop state orders and set a quota of jobs for socially needy sections of the population and to reduce poverty. In order to solve these tasks, the deepening of scientific research in areas such as improvement of employment forms, assessment of demographic groups, improvement of employment regulation mechanisms in the labor market is of particular importance.

When assessing demographic indicators and population employment in the country, it is considered appropriate to evaluate based on the interest index.

In the implementation of such research, it is necessary to use new research methods for the analysis of population employment based on the approach of interest of activity, determination of interest coefficient and index of interest. The interest-based approach to the assessment of population employment, determination of the interest coefficient and interest indices allows to evaluate its qualitative and quantitative parameters and through this, to analyze the consequences of external influence on the level of population employment in a wider way.

Taking into account the interests of workers and employees, who in turn are a component of the labor potential, has an important place in increasing the employment of the population. Human interest can be fully determined, and only when its constituent qualities are considered as elements of human interest, it will have the essence at the level of a material object.

Such an approach means that it is important today to interpret the concept of human interests in a broader way, to determine its specific features. However, the fact that a clear definition of the concept of human interests has not yet been given in the economic literature, only some of its aspects have been covered, increases the interest in this term. From this point of view, we will try to comprehensively approach the concept of human interests, analyze economic indicators by highlighting its various aspects. For example, due to mistakes and neglect made by a person, his mental state and health, mental-emotional state and many other aspects that have been ignored in the production process are a factor that directly affects economic processes. occurs.

## **Literature Review**

From an economic point of view, it would be appropriate to consider the definition of the concept of human interests as the manifestation of personal qualities, characteristics and other similar aspects of people who are participants in economic processes under the influence of external factors.

The mature economist A. Smith in his book entitled "Inquiry into the nature and causes of the wealth of nations" (1776) shows that "the main incentive that activates a person is personal interest"[2]. At this point, it can be said that human interests are an important link that determines the future of economic development.

In our opinion, human interests are the sum of relations between things and events directly related to humans. A person is at the center of socio-economic processes in society, and all events and incidents in it take place directly and indirectly with the participation of a person. Human interests consist of a system of different classes, strata and groups interacting with each other, and their activities and interactions ensure the progressive development of society. A one-sided study of the concept of human interests is an obstacle to the full disclosure of its economic content and essence. Because the fact that a person is at the center of all things and events in human society and that all adopted laws are aimed at the benefit of a person requires special attention to be paid to its economic essence.

However, we think that human interests should be considered primarily as a person's attitude to external influences. As an explanation for this, it can be said that all economic processes are manifested and carried out in the form of "dominance of interest". Such interests, in turn, can be divided into economic or material, social, spiritual, legal and other types. However, such a definition shows that there is no single economic law that reflects interest among economic laws. Knowing that the law is a necessary, important, stable, recurring relationship between events [3], it shows that there should be an economic law of "predominance of interest" from the point of view of economic processes serving human interests. This is important in the operation of general economic processes. All people who have existed in the history of the development of society have organized their lifestyle based on a certain type of interest. We can categorize such interests as follows, according to the extent of their impact.

## Research Methodology

Human interests can be divided into groups such as personal, group or family, society, and divine interests.

Individual, i.e. the interest of a single individual, is a certain amount of personal interest in all activities performed by a person as a subject of economic processes, regardless of whether it is a worker or an employee, a manager or an employee, a buyer or a consumer. is supposed to act in Personal interest, in turn, refers to the interests related to property, material wealth, health and mental health of a person. At this point, it should be mentioned that, taking into account that personal interest is focused on the protection of personal property, the form of "private property" should be included in the legislation of our country. This further strengthens the right of a person to work, while creating an opportunity to guarantee the inviolability of property formed from wages. Because a person's ability to work belongs only to himself, and it is appropriate that the property formed in exchange for the income from the work should appear as a form of personal property.

Group or family interest - in terms of the fact that a person lives and works in a community by nature, he works for the benefit of his family, relatives or teammates, and acts from the point of view that their interest is superior to the interest of others.

More than thatThe constant activity of a person in society creates the need to act in the interest of society and the state. Where there is no benefit, there will be no development, and it is this benefit that fully manifests its essence in regulating the socio-economic system of the state and carrying out socio-economic reforms. Thus, human interest is economically manifested as a person's influence on the economy. It is this effect that is formed in the form of human interests and it is appropriate to bring it as the next factor among the political, legal and organizational factors affecting the economy. We can see this in the way that all economic processes serve man, as a consumer or producer, man works for personal, group or community benefit. This has a direct impact on the quality of the manufactured products and the increase or decrease in income.

When grouping human interests according to their purpose, we can divide them into economic or material interests, social interests, legal interests, spiritual or other types of interests. In this case, every action or activity of a person is aimed at a certain type of benefit. This refers to economic, social, legal, spiritual-cultural or other types of interests.

Based on the above, it can be said that taking into account the needs and desires of a person as a subject of economic processes creates the need to study his place in the economy in the form of human

interests. Studying the concept of human interests provides an opportunity to forecast its impact on the economy. We found it expedient to name such influence as human interests and conditionally define it as (M)-interest.

We know that according to the law of "diminishing marginal utility" as an economic law, the utility of all human actions during a period decreases, but in our opinion, in the general period, human interests have the characteristic of increasing instead of decreasing utility. This is explained by the fact that when a person has some wealth, he is not limited by the amount of this wealth, on the contrary, he starts to acquire more wealth. That is, every person approaches any events and processes in terms of the superiority of his own interest, while events and processes that are not in the interest of a person are terminated or disappear.

So, based on this situation, we can come to a theoretical conclusion that if a person is limited to one factor, i.e., material benefit, the benefit he receives from this material wealth will increase and the amount of satisfaction from it will decrease. In this case, it can be theoretically justified that with the increase of material wealth, the amount of satisfaction a person receives from it decreases. It can be concluded from this that the general benefit that all people receive from material wealth increases, and at the same time the amount of satisfaction they receive from it, that is, the amount of marginal satisfaction, also increases. shows. As an example, the benefit that each person receives from the work he does is less than the benefit he will receive from the next time he works. So in this:

$$\begin{aligned} M_1 &\leq M_2; \\ M_1 &= CHN_{1,1} + CHN_{1,2} + CHN_{1,3} + \dots + CHN_{1,n}; \\ M_n &= CHN_{n,1} + CHN_{n,2} + CHN_{n,3} + \dots + CHN_{n,n}; \\ M_n &= M_{n-1} + \Delta M_n; \\ CHN_1 &= \frac{\Delta ON_1}{\Delta Q_1}; \\ CHN_1 &\geq CHN_2; \end{aligned}$$

Here: M- is the amount of interest,  
CHN-limited profitability.

As mentioned above, according to the law of "diminishing marginal utility", the utility of all human actions during a period decreases.

$$\begin{aligned} \Delta M_1 &= M_1 - M_0; \\ \Delta M_1 &= M_1; \\ \Delta M_2 &= M_2 - M_1; \\ \Delta M_2 &\leq M_2; \\ \Delta M_n &= M_n - M_{n-1}; \\ \Delta M_n &\leq M_n; \end{aligned}$$

Here:  $\Delta M$  is the amount of marginal interest.

As a result of the research, it can be said that in our general periodicity, human interests have the characteristic of increasing marginal utility, as opposed to decreasing marginal utility.

$$\begin{aligned}\Delta ON_1 &= ON_1 - ON_0; \\ \Delta ON_n &= ON_n - ON_{n-1}; \\ UM_n &= M_1 + M_2 + M_3 + \dots + M_n; \\ UM_n &= \sum_{n=0}^n M_n; \\ \text{Here: } ON &\text{- is the amount of intermediate interest,} \\ UM &\text{- common interest.}\end{aligned}$$

From the formula given above, we can see that the amount of intermediate interest represents all the constituent elements of a person during one period.

The interest index of the economic activity of construction industry enterprises can be explained in the form of the following formula:

$$Min = Kj/Ko$$

Here: Min - is the interest index;

Kj - indicator for the current year;

Ko - is the indicator of the previous year.

The impact of human interests on the economy can be explained in the form of the following formula:

$$IM_n = (M_{1,2}/M_{1,1} + M_{2,2}/M_{2,1} \dots + M_{n,2}/M_{n,1})/n$$

Here: IM- is the coefficient of interest;

n- is the number of interests.

These coefficients can be explained by the fact that when  $0 \leq IM_n < 1$  the benefit is low or absent, when  $IM_n = 1$  there is a normative benefit, when  $1 < IM_n$  is higher than 1 the law of increasing benefit applies. It can be seen from the given formula that determining the place of a person in the economy, that is, determining his influence on economic development, is important for determining the directions of development in the future.

It is based on the study of the indicator of human interests that allows determining the amount of primary product production. Let's say that the requirements for a person as a consumer of a product and such requirements can be given as requirements for the quality, price and appearance of the product. In this case, it is these indicators that determine how much and at what price the product can be sold and get a higher profit. Therefore, determining the indicator of human interests is important for all sectors and areas of the economy, and it is important in determining the development trend of these sectors and areas.

Today, the human interests that ensure the "predominance of interests" are not considered as a single system or complex. But the importance of considering and evaluating human interests for all humanity is increasing day by day. It requires doing this using different methods and approaches. We can see that the presence of important qualities that form and determine interests makes a person think, make decisions and act within the framework of his interests (Figure 1).

The degree to which one or another type of these qualities is manifested in a person determines his interest. As a result, all areas and industries with human influence develop as a result of human interests. So, as long as not only the economic system, but also all relationships in the world express

human interests of one kind or another, we will be able to determine the level and characteristics of economic development and make the necessary conclusions. For this reason, in order to understand and evaluate human interests more broadly, a structural structure of the qualities that influence and determine these interests has been developed.

So, according to studies, determining the interests of a person requires to study it in 4 groups.

These are qualities that define economic or material interest, qualities that define social interest, qualities that define scientific, political and legal interests, and qualities that define moral and potential interests. In this picture, the most necessary and important human qualities are selected, which are involved in the thinking, decision-making and implementation of all actions. We believe that this structure is made up of a complex of human qualities, and it is appropriate to call them the elements that make up human interests. These qualities are found in the nature of people in the form of a whole complex, they ensure a person's living and full socio-economic activity, as well as the formation of his behavior. The application of these qualities to all members of the labor team serves to unite this team towards a single goal, to improve the cultural, moral and spiritual environment.

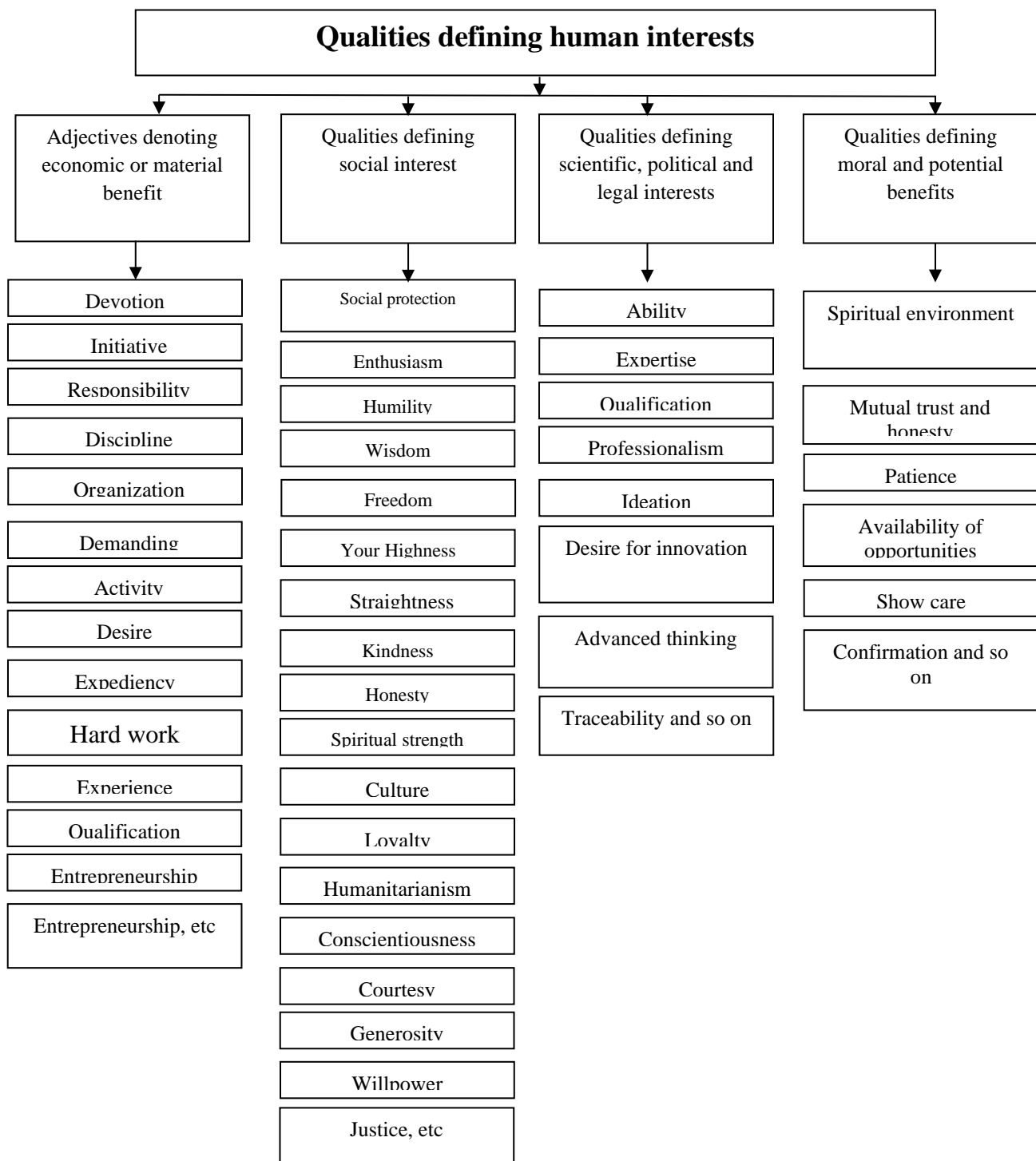
It shows that the effective employment of labor resources depends primarily on the level of professional skills and education, qualifications, spiritual-educational, moral aspects of workers and employees, and the ability to satisfy their socio-economic needs. The qualities of humanity in the "Human, spiritual and moral values" part of the complex of human qualities of human interest are formed differently in everyone.

From our side, we divided the adjectives reflecting human interests into 4 main groups and 46 adjectives. When choosing these qualities, we tried to choose the primary most important qualities that are necessary in the process of living and working. In turn, increasing the amount of these qualities also leads to the emergence of various complications.

We tried to reveal the importance and essence of human qualities through the above picture. The qualities presented in the picture indicate what needs to be focused on for the harmonious development of people in all aspects. It is not a matter of more or less accumulation of qualities, but it is important that they are embodied, taking into account their optimal and necessary aspects.

The wide application of the qualities in the complex to the labor team serves to unite the team towards a common goal, to unite forces, and to improve the moral and spiritual environment. To the successful operation of the enterprise and organization, to the highly effective joint activities of those working in it, to the qualifications, professional training and level of education, spiritual, educational, moral aspects, to the working and living conditions of the workers, material and spiritual shows that it depends on meeting their needs. During this period, as well as before, various measures are being taken to effectively use human resources, and efforts are being made to increase their utilization rate. Only a few adjectives that are considered important are used in this. Others were left out of the spotlight. However, if you look at the list of qualities in the picture above, there is no reason to say that one quality is more or less important than another. It is not in the more or less importance of human qualities, but in how they influence and motivate human activity.





**Figure 1. Qualities defining human interests.**

The low level of using employees' opportunities and potential is largely not due to their lack of passion for work or lack of ability, but their inability to properly organize their work, which qualities should be used to improve it, or which qualities it is that they do not know that they are losing their opportunities by leaving them out of mind. Therefore, it is necessary to carry

out measures to constantly increase the efficiency of qualities in the labor teams of workers and employees based on the schedule.

### Analysis and Results

From the data of Table 1 below, it can be said that the main socio-economic development indicators of the country were analyzed in the studied years 2010-2022 (Table 1). According to it, it can be seen that the rate of growth of the gross domestic product in the studied period was equal to the average coefficient of interest of 1.22. In turn, it can be observed that during this period, the average coefficient of interest of the permanent population in the country was 1.02. In addition, in the studied period, the average coefficient of interest of the economically active population is 1.02, the average coefficient of interest of the country's labor resources is 1.01, and the average coefficient of interest of those employed in the economy is 1.01. It can be seen that

Table 1 The main socio-economic development indicators of the Republic of Uzbekistan [4]

Indicators	2010	2012	2014	2016	2018	2020	2022	Average coefficient of variation
<b>GDP (billion soums)</b>	78936.6	127590.2	186829.5	255421.9	426641.0	605514.9	888 341.7	1.22
<b>Permanent population (thousands)</b>	28001.4	29555.4	30492.8	31575.3	32656.7	33905.2	35271.3	1.02
<b>Economically active population(thousa nd people)</b>	12286.6	12850.1	13505.4	14022.4	14641.7	14797.4	15038.9	1.02
<b>Labor resources (thousands of people)</b>	16726.0	17564.3	18048.0	18488.9	18829.6	19158.2	19517.5	1.01
<b>Number of jobs in the economy (thousands of people)</b>	11628.4	12223.8	12818.4	13298.4	13273.1	13236.4	13706.2	1.01
<b>Including:</b>								
<b>Agriculture, forestry and fisheries</b>	3118.1	3251.7	3528.9	3646.7	3537.2	3499.2	3438.7	1.01
<b>Industry</b>	1605.7	1669.5	1736.5	1802.4	1802.9	1809.5	1810.6	1.01
<b>Construction</b>	1033.7	1105.7	1183.3	1263.6	1205.5	1305.6	1314.3	1.02
<b>Trade</b>	1235.6	1305.6	1378.3	1452.4	1401.8	1405.4	1525.2	1.02
<b>Transport and storage</b>	509.9	549.1	592.1	638.2	645.2	610.5	633.1	1.02
<b>Education</b>	1102.0	1103.3	1104.7	1105.6	1111.7	1158.2	1268.7	1.01
<b>Health and social services</b>	596.2	598.4	600.8	601.6	604.0	669.5	671.3	1.01
<b>Other types</b>	2427.2	2640.5	2693.8	2787.9	2964.8	2778.5	3044.3	1.02
<b>Public sector</b>	2410.2	2363.2	2324.7	2330.4	2427.0	2483.1	2540.0	1.00
<b>Non-governmental sector</b>	9218.2	9860.6	10493.7	10968.0	10846.1	10753.3	11166.2	1.02
<b>Average monthly nominal salary (soums)</b>	-	-	-	1064214.6	1542598.3	2227141,2	3204301,4	1.20



In addition, in the period under study, the average coefficient of interest in the distribution of the population according to ownership forms, including in the public sector, had a stable indicator. The fact that the average monthly nominal wage interest rate was equal to 1.2 in the analyzed period also indicates that the nominal income of the population in the country has increased in proportion to the country's GDP. It should be noted that this indicator has a high growth rate compared to the permanent population.

Based on the analysis of the data of table 2 presented next, we will consider the correlation between the amount of GDP and the growth of the permanent population, economically active population, labor resources and the number of employed people in the economy. From the analysis of the data in this table, it can be seen that there is a close relationship between the country's GDP and the change in the permanent population. leads to an increase. At the same time, we can see that there is a close relationship between the permanent population of the country and the economically active population, labor resources and those employed in the economy. In turn, this means that the increase in the permanent population of the country is explained by the increase in the number of economically active population, labor resources, and the number of people employed in the economy.

Table 2 Population and its employment in the Republic of Uzbekistan dependent factor analysis [5]

	<b>YIM</b>	<b>Permanent population</b>	<b>Economically active population</b>	<b>Labor resources</b>	<b>Jobs in the economy</b>
<b>YIM</b>	1.00	0.92	0.83	0.79	0.79
<b>Permanent population</b>	0.92	1.00	0.98	0.96	0.96
<b>Economically active population</b>	0.83	0.98	1.00	0.99	0.99
<b>Labor resources</b>	0.79	0.96	0.99	1.00	1.00
<b>Jobs in the economy</b>	0.79	0.96	0.99	1.00	1.00

In table 3 below, the analysis of factors related to the population and its employment in the Republic of Uzbekistan is carried out according to the index of interest. In this table, the GDP of the country is determined by the permanent population, economically active population, labor resources and employment in the economy. Correlational analysis was carried out according to the index of interest. The interesting aspect of this table is that, as we have seen above, there is a close relationship between the country's GDP and the change in the permanent population, and when it is analyzed on the basis of the index of interest, it is generally correlated. it will be possible to see that the dependency does not exist. At the same time, when analyzing on the basis of the interest index, we can see that only labor resources have a high correlation with the increase of the country's GDP, and this shows that labor resources are an important factor in the increase of the country's GDP.

In addition, from the analysis of the table, it can be seen that there is a very low correlation between the permanent population and the economically active population, labor resources and those employed in the economy, or there is no correlation at all.

**Table 3 Population and its employment in the Republic of Uzbekistan analysis of related factors according to interest index [6]**

	YIM	Permanent population	Economically active population	Labor resources	Jobs in the economy
YIM	1.00	-0.20	0.28	0.68	0.21
Permanent population	-0.20	1.00	-0.30	-0.08	-0.18
Economically active population	0.28	-0.30	1.00	0.46	0.50
Labor resources	0.68	-0.08	0.46	1.00	0.52
Jobs in the economy	0.21	-0.18	0.50	0.52	1.00

This, in turn, can be explained as follows, that is, the increase in the number of the population should not lead to an increase in the number of economically active population, labor resources, and the number of people employed in the economy. labor resources, forms part of the economically active population and, in turn, leads to an increase in the number of people employed in the economy.

### Conclusions and suggestions

In conclusion, it can be said that the assessment of demographic issues and population employment in the country on the basis of the interest index leads to the accuracy of the obtained results and the correctness of the conclusions drawn. Because precisely on the basis of the evaluation criteria proposed by us, it allows to forecast the employment of the population with high accuracy and to identify the existing shortcomings, at the same time, it creates an opportunity to organize the effective employment of the population by using the indices of economic interest.

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