



# **ASSESSMENT OF THE REAL SITUATION OF THE LABOR MARKET AND WAYS OF ENSURING THE EMPLOYMENT OF THE POPULATION**

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<b>Received:</b> January 20 <sup>th</sup> 2023 <b>Accepted:</b> February 22 <sup>th</sup> 2023 <b>Published:</b> March 26 <sup>th</sup> 2023	In this article, the real state of the labor market in the districts of Tashkent region is evaluated using the Frauchi index. Frauchi index is one of the indicators of the labor market, based on which regions of Tashkent region were divided into groups according to the state of the labor market and analyzed. Also, scientific proposals have been developed to improve the labor market situation and ensure employment of the population.

**Keywords:** labor market, frauchi index, population employment, unemployed, employed, vacancies, resumes.

## **INTRODUCTION**

In today's dangerous conditions, in our country as well as in many countries of the world, all-round support of the population, ensuring their employment and improving the standard of living remains one of the most important issues.

Of course, the high growth rate of the world's population, including our country's population, affects its lifestyle. Because in any country, economic development alone is not enough to improve the lifestyle of the population. These include, for example, comfortable accommodation of the population, ecologically clean food and full coverage of social and medical services.

For this reason, the assessment of population trends at the global, regional and national levels, the collection and processing of demographic data, and the determination of basic demographic prospects based on analysis are one of the urgent issues of today.

## **LITERATURE REVIEW**

It lays the groundwork for future research in collecting demographic data. Collecting inclusive demographic data is not only about inclusion factors, but also about how to manage these factors [1].

Such integration may contribute to the promotion of interventions related to specific socioeconomic factors and lifestyles, and may contribute to the use of this important research method as a tool to promote sustainability in metabolic modification [2].

According to K.A. Hafner and D. Mayer-Foulkes, there is a direct relationship between high income and human development - low birth rate. The positive aspects of this ratio were observed in 1980-2007 [3].

Therefore, the information should be maximally truthful and complete enough to conduct research in the

labor market, reflect the processes taking place in it, it not only describes the state of the labor market, but also serves as a basis for forecasting the researched processes, aimed at further improving the situation in the field of the labor market. should strengthen the changes that occur as a result of the implementation of measures [4].

According to Huo Jie and others, the principles of sustainable development cover economic, social and environmental aspects. That is, the development of economic systems and social structures leads to positive demographic changes [5].

Therefore, in order to achieve economic growth and ensure its stability, improving the standard of living of the population is an important factor. In turn, the population with a good standard of living has a high desire for development.

## **RESEARCH METHODOLOGY**

Tables, comparative analysis, graphic representation, expert assessment, logical reasoning, analytical comparison, dynamic series, economic-mathematical methods, econometric models, methods are widely used in this research. Also, the researches of foreign and local scientists on this topic were analyzed. International and local official statistics were used in the analysis.

## **ANALYSIS AND RESULTS**

By organizing and developing the labor market, it is necessary to ensure the continuous improvement of the population's employment and the well-being of its life, to eliminate sharp differences in terms of education, culture, professional qualifications, and income of different strata, and to create decent living conditions for people [6]. Also, the active labor market policy - the essence of the reforms in the field is primarily focused



on the person, his personality and maturity, who is at the center of these changes.

In world practice, the real state of the labor market is evaluated by the Frauchi index. The Frauchi index is one of the signs of the labor market and is expressed by the ratio of the number of jobs to the number of applicants (resumes).

$$F_i = \frac{v_s}{w_a}$$

here:

$F_i$  – frauchi index;

$v_s$  – number of vacancies;

$w_a$  – number of job applicants (resumes).

The higher the Frauchi index, the "healthier" the situation in the labor market and the easier it is to find a job. That is, there will be more vacancies and less competition.

The lower the index, the worse the situation in the labor market, that is, there are fewer available jobs and more job seekers.

It is appropriate to use the Frauchi index not for the whole country, but for specific occupations in certain regions. Usually, the Frauchi index is used to compare one occupation with another. Such a comparison shows the level of real demand for a particular profession.

Based on the above, the real state of the labor market in the regions of Tashkent region was evaluated using the Frauchi index (Table 1).

**Table 1**  
**The main indicators of the labor market in the regions of Tashkent region<sup>1</sup> (as of 2022)**

Territory	Average permanent population	Total labor resources	Persons need of employment	Resumes	Number of vacancies	Frauchi index
Tashkent reg.	2 966 168	1 616 346	116 849	89 586	37 059	0,4
Angren c.	176 460	88443	6 290	4 793	1 948	0,4
Almalik c.	136 831	90798	6 148	3 766	1 958	0,5
Bekobod c.	101 000	55981	3 962	3 868	663	0,2
Chipchik c.	166 402	98763	6 351	3 159	4 533	1,4
Yangyol c.	80 888	33989	2 372	2 155	1 027	0,5
Nurafshon c.	53 429	40117	2 971	3 359	2 212	0,7
Ohangapon c.	40 366	23392	1 750	2 042	769	0,4
Ahangapon	108 095	50922	3 832	3 467	1 062	0,3
Akkurgan	109 233	58701	4 495	7 496	932	0,1
Bekobod	161 736	81283	5 954	9 262	924	0,1
Bostonliq	174 004	93754	7 074	2 930	1 488	0,5
Boka	131 374	67868	5 161	6 253	1 097	0,2
Kibrai	172 595	105457	7 234	3 527	3 375	1,0
Zangiota	167 302	100179	7 280	2 316	2 482	1,1
Parkent	173 670	85234	6 237	4 604	1 428	0,3
Pskent	104 314	54269	4 217	3 262	802	0,2
Chinoz	140 922	70659	5 178	5 086	1 489	0,3
Kuychichichik	113 051	60686	4 615	4 099	959	0,2
Urtachirchik	133 972	76266	5 437	3 125	1 739	0,6
Yukarichirchik	135 925	69697	5 126	3 846	1 828	0,5
Yangyol	194 357	112735	8 136	3 731	2 338	0,6
Tashkent	190 242	97153	7 029	3 440	2 006	0,6

According to the analysis, the average permanent population of the region by 2022 will be about 3 million. 1.6 million labor resources. if there are more than 116,800 people in need of employment. The number of job applicants (resumes) is 89,600 and the number of vacancies is 37,200.

According to calculations, the Frauchi index on the labor market of Tashkent region is equal to 0.4. That is, there are 2 vacancies for every 5 job applicants (resumes) in the region.

In conclusion, it should be said that the real state of the labor market was negatively evaluated

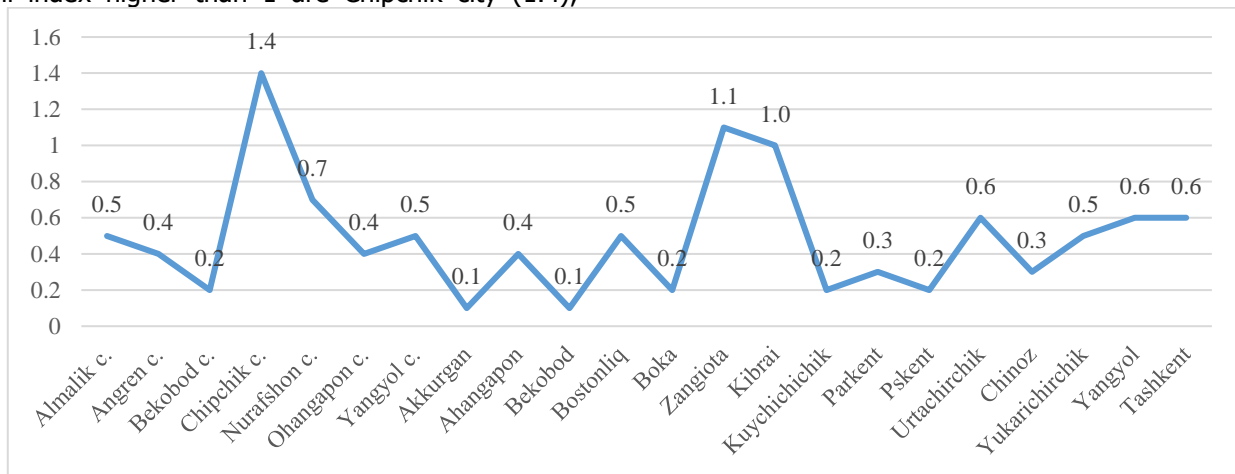
<sup>1</sup> Tashkent region employment assistance center information.



according to the Frauchi index. In other words, there are few vacancies and many applicants.

However, the variation width of the Frauchi index on regional labor markets is equal to 1.3,  $x_{\min} = 0.1$  and  $x_{\max} = 1.4$ . For example, the districts with Frauchi index higher than 1 are Chipchik city (1.4),

Zangiota (1.1) and Qibray (1.0), while the districts with a low index are Akkurgan (0.1), Bekobod (0.1), Bekobod city (0.2), Boka (0.2), Piskent (0.2), Kuyichirchik (0.2), Ohangapon (0.3), Parkent (0.3) and Chinoz (0.3) districts and Angren (0.4) and Ohangapon (0.4) cities (Fig. 1).



**Figure 1. Frauchi index on the labor markets of the regions of Tashkent region<sup>2</sup> (as of 2022)**

Regions can be conditionally divided into three groups according to the state of labor markets, based on the variation width of the Frauchi index on labor markets. In particular:

**Group 1.** The state of the labor market is good, that is, there are 1 or more vacancies for every 1 person applying for work ( $F_i \geq 1$ );

Table 2

**Group 2.** The state of the labor market is average, that is, there are 1 job vacancy for every 2 job applicants ( $0,5 \leq F_i < 1$ );

**Group 3.** The state of the labor market is bad, that is, there are 1 job vacancy for every 3-10 job applicants ( $F_i < 0,5$ ).

**Grouping of the regions of Tashkent region according to the labor market situation<sup>3</sup>**

<b>The first group</b> (labor market situation is good) $F_i \geq 1$	<b>The second group</b> (labour market status average) $0,5 \leq F_i < 1$	<b>The third group</b> (bad labor market situation) $F_i < 0,5$
Chirchik city, Zangiota and Qibray districts	The cities of Almalyk, Yangiyol and Nurafshan and the districts of Bostonliq, Yukarichirchik, Ortachirchik and Yangiyol, Tashkent districts	The cities of Bekobod, Angren and Ohangapon and the districts of Akkurgan, Bekobod, Boka, Piskent, Kuyichirchik, Ohangapon, Parkent, Chinoz

Based on the above analysis, according to the situation in the regional labor markets, Chipchik city and Zangiota and Qibray districts are conditionally included in the first group, Almalyk, Yangiyol and Nurafshon cities and Bostonliq, Ukrenchirchik, Ortachirchik and Yangiyol, Tashkent districts in the second group, and Akkurgan, Bekobod in the third group. , Boka, Piskent, Kuyichirchik, Ohangapon, Parkent, Chinoz districts and

the cities of Bekobod, Angren and Ohangapon can be included (Table 2).

**CONCLUSIONS**

In forming the labor market, its further development, reducing unemployment and ensuring the stabilization of population employment, attention should be paid to the following areas:

<sup>2</sup> Compiled by the author based on information from the Tashkent region employment assistance center.

<sup>3</sup> Based on the author's calculations.



✓ in parallel with the demographic changes, it is necessary to create jobs, especially for the population with secondary and secondary special education;

✓ it is necessary to improve the system of retraining for traditional and modern professions that are in high demand in the labor market;

✓ it is necessary to implement non-standard forms of employment;

✓ it is necessary to implement an effective mechanism of state regulation of labor migration;

✓ it is necessary to develop and organize a mechanism for organizing the unemployment insurance system.

To sum up, active labor market policy - the essence of reforms in the field is primarily focused on the person, his personality and maturity, who is at the center of these changes. Therefore, it is appropriate to increase the well-being of citizens, improve their way of life, and consistently implement the principle put forward by our president: "Reform is not for the sake of reform, but first of all, to ensure the interests of man".

7. <https://www.toshvilstat.uz>

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