

## Main Criteria and Indicators of Rural Employment

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**Abstract:** In our republic, especially in its rural areas, there are many problems awaiting their practical solution in providing employment for the population. The article analyzes the theoretical and methodological foundations, the main criteria and indicators for ensuring the employment of the rural population in the Republic of Uzbekistan.

**Keywords:** demography, employment, labor, economy, labor market, population.

Research aimed at the practical application of the mechanisms of a socially oriented market economy makes it possible to determine the main criteria for ensuring employment of the rural population. They are one of the components of the main directions of the socio-economic development of the village. If we analyze the employment of the rural population as an important condition and an integral part of rural socio-economic life and agricultural development, then it becomes easier to cover its main criteria and form a system of indicators. Because, on the one hand, the main indicators of ensuring employment of the rural population are included in the system of indicators of the socio-economic development of the village, and on the other hand, they are one of the final indicators of the development of agriculture. In this regard, our esteemed President Sh. Mirziyoyev noted that "the creation of new jobs and employment of the population, first of all, graduates of secondary specialized and higher educational institutions, ensuring the proportionality of the labor market and infrastructure development, reducing unemployment" is an urgent issue. Therefore, during the implementation of economic reforms, it is an objective necessity to conduct scientific research to determine the main criteria and indicators of rural employment.

Today, the population of the country is more than 46.0% of the total population living in the countries of Central Asia. Although the natural population growth in the country in 2000-2010. decreased significantly compared to the first years of independence and 1995 (73.6% in 2000 compared to 1995, 93.2% in 2010), In 2017 natural population growth increased by 9.3% and 7.3% respectively compared to 1995. Such growth requires the rapid creation of new jobs (jobs with a high level of economic prestige) in the country.

Due to demographic processes, the number of labor resources in our country is increasing every year. The analysis shows that during the years of independence, the labor resources of our republic increased by 8459.3 thousand people and increased by 82.8%. This situation testifies to the complexity of the demographic situation in our republic. Because the growth of demographic "pressure" in the labor market exacerbates the problem of youth employment. During the analyzed period, the population of the Republic of Uzbekistan increased by 54.7%, the urban population is constantly increasing. For example,

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in 2017, the population of the city amounted to 16,533.9 thousand people, or its growth exceeded the level of 1991 by 2.2 times (Table 1).

**Table 1 . Population change in Uzbekistan (thousand people)**

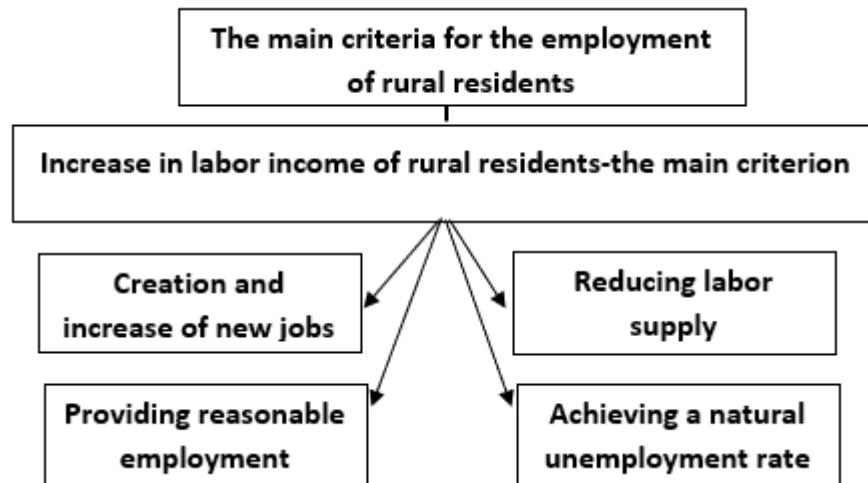
Indicators	years					
	1991	2000	2005	2010	2017	2022
Total population	21106.3	24813.1	26312.7	29123.4	32653.9	36023.3
From this						
Urban population	7624.2	9225.3	9495.1	14897.4	16533.9	18371.9
Rural population _	13482.1	15587.8	16817.6	14226.0	16120.0	17651.4

For our republic, it is necessary to study the demographic and socio-economic situation, which is one of the most effective ways to solve the problem of a qualitative increase in the employment of the working population:

- about 50% of the republic's population lives in rural areas and produces more than 20% of the gross domestic product (GDP);
- the share of unemployed rural labor resources due to the lack of non-agricultural jobs is more than 48% of the total unemployed population of the republic, and their number is growing;
- the low level of qualification and mobilization of the rural labor force, not employed with ability to work, is the main obstacle to their movement from their places of residence to the city and to regions of the country with a low supply of labor and to objects in foreign countries;
- the outstripping growth in the number of rural labor resources compared to the regions where labor is sold directly contributes to an increase in hidden unemployment, especially in agriculture, to the extent that the supply of labor in this area exceeds demand;
- there are real opportunities to ensure a rational balance between labor supply and demand by creating new jobs in the processing industry, construction, service and maintenance enterprises and private farms in rural areas.

The main criteria for ensuring employment of the rural population are: increasing the labor income of the rural population; increasing the creation of new jobs; reduction in labor supply; provide reasonable employment; reach the natural rate of unemployment (Fig. 1).

The main criterion (goal) for ensuring employment of the rural population is to increase the labor income of the population. Achieved on the basis of the positive results of the following main indicators: increase in wages; profitable work of personal subsidiary plots; increase in income from small business and private entrepreneurship; increase the efficiency of the family business; effective organization of domestic work; rational use of the advantages of the financial-credit and tax systems; increase in income from securities and deposits; increase income from external labor migration; increase in income from internal labor migration, etc.



**Fig. 1. Scheme of the main criteria for ensuring employment of the rural population**

The criteria justifying the increase in the creation of new jobs in the field of employment of the rural population include the following indicators: the creation of non-agricultural jobs; attraction of investments in fixed assets; re-equipment of workplaces with new equipment and machinery; to encourage the creation of new jobs in the field of small business development and private entrepreneurship; development of social infrastructure and others.

At the same time, the criterion for reducing the supply of labor in ensuring the employment of the rural population is formed on the basis of the following indicators: the development of self-employment; reduce inflation; application of market methods of production and organization of labor; expansion of flexible and non-standard forms of employment; improving the skills and mobility of local staff; promotion of the export of labor, etc.

Unemployment is increasing due to the following factors: low level of skills, education, mobility and exportability of personnel, high growth rates of the number of labor resources compared to the number of jobs, rising unemployment among those employed in agriculture, unemployment in the regions, etc.

In the context of economic reforms, deepening privatization and expropriation of property, restructuring the structural structure in the field of growing crops, developing farms and farms, the number of workers released from agricultural production in connection with the achievements of scientific and technological development and the introduction of intensive technologies is increasing.

In the context of economic modernization, the criteria justifying the provision of reasonable employment in rural areas include the following indicators: achieving a market balance between labor supply and demand; increase in non-agricultural jobs; increase the participation of the economically active population in labor; ensuring the growth of labor productivity; to ensure the labor income of rural residents is not lower than the size of the minimum consumer basket. When a reasonable employment of the population is achieved, an acceptable natural level of unemployment will be created. This level of unemployment provides the most optimal realization of the economic interests of employers and owners of "capacity for work". Then the labor force will be priced according to its vocational training.

The criteria for achieving the natural level of unemployment in providing employment for the rural population are: the economic interests of employers and owners of "capacity for work" are realized in the most optimal way; setting prices for labor in accordance with its professional and professional

training; Growth of GDP in agriculture and increase in incomes of the population; improving the standard of living, welfare and development of the population in rural areas, etc.

In addition, the main indicators of increasing employment in rural areas are the share of the economically active population employed in the economy, persons in need of employment (unemployed), the sectoral and territorial structure of employment, and the levels of employment of the population. qualifications, demand and supply of labor force, their mutual correlation, unemployment rate, the share of seasonal workers in the total composition of those employed in rural areas, the share of those employed in agriculture and non-agricultural sectors, the number of entrepreneurs in rural areas - the number of employees employed, the coefficient of labor market density and others

Thus, the increase in new jobs on the scale of the non-agricultural sector has formed rational employment of the population, reduced unemployment to an acceptable level, various forms of ownership have developed, structural changes have occurred in the economy, places of residence and work are freely chosen, no administrative restrictions on local personnel are mobilized, there are guarantees employment in accordance, an increase in the material and spiritual well-being of the rural population is achieved only in conditions where the level of the minimum wage is divided by those that have been increased to the minimum consumption budget, and taxes on labor income are sharply reduced.

Indicators of employment of the rural population can be classified and grouped according to their characteristics, such as the way the process is expressed in terms of content, coverage, calculation methods.

It is also possible to divide the employment indicators of the population into two large groups in the form of static and dynamic indicators, in other words, to say that static indicators are quantitative indicators, and dynamic indicators are qualitative ones.

Static indicators are indicators reflecting the state of employment of the population. These include the number of rural residents, the number of rural labor resources, the number of the employed part of the rural population in sectors of the economy, the number of unemployed, the number of hired and non-wage labor, the number of employees in the state and non-state sectors, the number of distribution of labor resources by sectors and territories (territorial and industry

Dynamic indicators include the rate of labor force growth, the number of people employed, lost and newly created jobs, unemployment rate, landlessness , the ratio between the number of people who moved from one network or territory to another, labor supply and demand, the ratio of the number of employed to the total number job seekers, labor exports , mechanical displacement of the working-age population, shifts in, this could include, for example, the change in the ratio between those employed in the public and non-public sectors.

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