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**TERRITORIAL CHARACTERISTICS AND DEVELOPMENT FACTORS OF  
LABOR RESOURCES IN UZBEKISTAN**

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**Abstract**

This article analyzes the labor force of the Republic of Uzbekistan and the main factors influencing its formation. Based on this analysis, the overall and territorial quantitative ratios of the available labor force in the country are compared. The distribution of labor force by types of activity identified as the main areas of employment in the country is analyzed, and issues related to the effective use of these resources in addressing key issues related to labor force utilization in the country are raised.

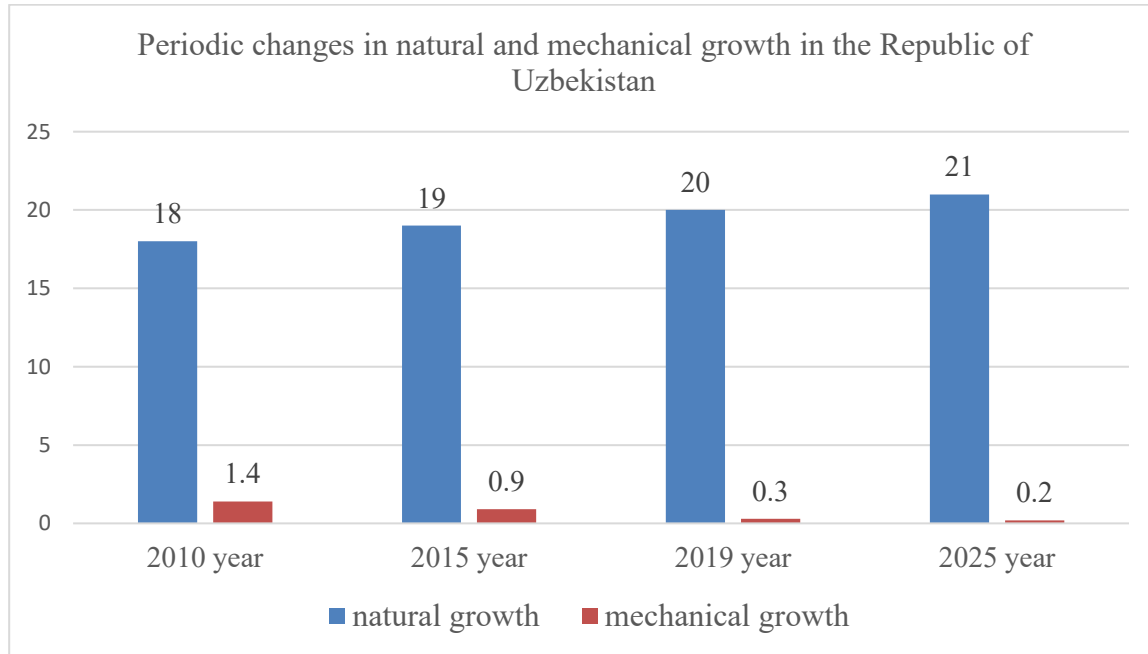
**Keywords:** Population, demographic processes, labor force, economically active population, regions, sectors of the national economy.

**Introduction**

As is well known, labor is the most important resource in any country. Consequently, the level of population participation in production is linked to its age structure. In this case, the population is divided into groups such as those below working age (0-14 years), those of working age (15-59 years), and those past working age (60 years and older). The Republic of Uzbekistan is characterized by a steadily increasing birth rate. In recent years, the working-age population has constituted 54.6% of the total. However, this does not lead to the conclusion that the country is well-supplied with people of working age and has a sufficient workforce in all sectors of the national economy. Today, concepts such as population workforce and unemployment remain pressing issues among the factors influencing the level of labor supply in the national economy. At the same time, the demand for highly qualified specialists in various fields is growing. This situation creates problems that must be addressed as soon as possible in terms of employment, unemployment, and industrial development. Developing and attracting qualified specialists to the industry requires time, as well as analysis and conclusions about the size and scope of the country's labor force, the number of people employed by industry, and the regional picture of similar situations.

As noted above, the quantitative ratio of the country's labor force is linked to the rate of demographic processes, such as fertility and mortality, as well as external migration. It should be remembered that these factors exert different influences. Specifically, while a high fertility rate affects the labor force indirectly, that is, periodically, migration and mortality processes influence it continuously, that is, permanently. Fertility, in turn, affects population through mortality, so it is appropriate to analyze these two phenomena in terms of the ratio of natural increase, that is, natural population movement, to mechanical movement, that is, migration. In recent years, natural

population movement in the country has been steadily increasing, and population simultaneously remains the main factor driving labor force growth. Mechanical population movement, although not having a significant impact on quantitative changes in Uzbekistan's population, does have a certain influence.



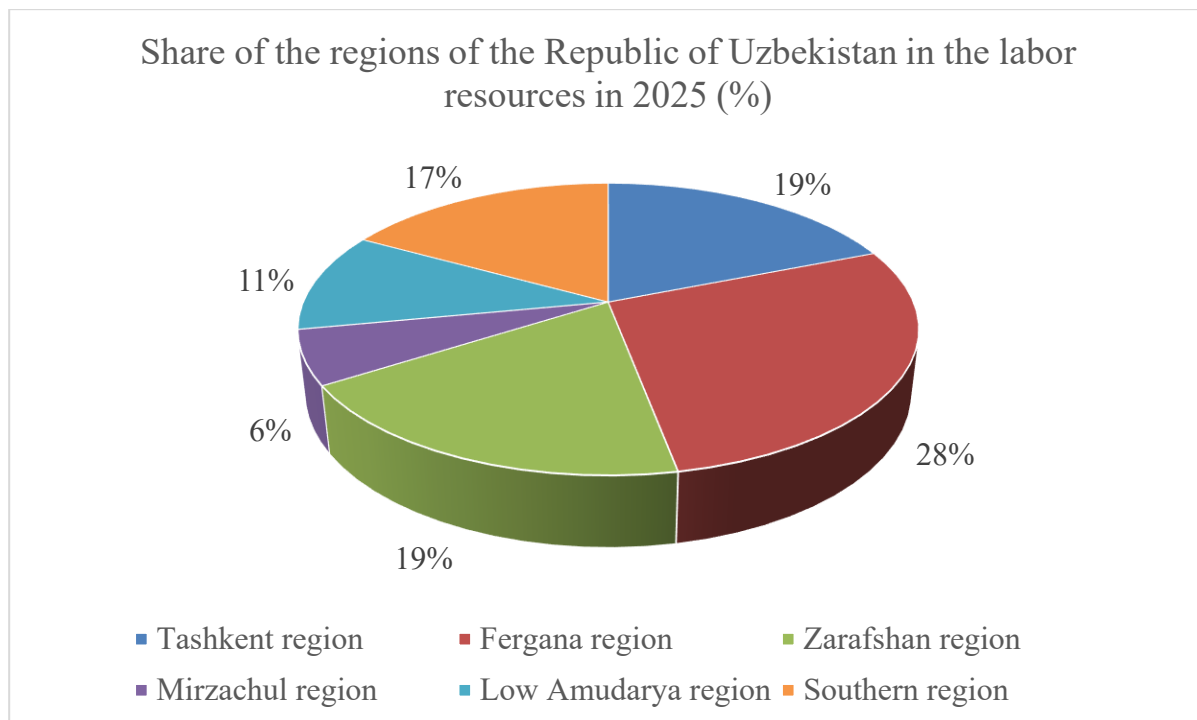
As the diagram shows, the rate of natural increase is steadily increasing and is considered the primary source of labor force potential, while migration processes are steadily slowing, and consequently, their impact on the country's labor force is also diminishing. It is worth noting that the above analysis considers specific years and reflects the overall situation over recent decades; that is, it reflects the overall picture of changes over all years.

Of course, when assessing labor force potential, demographics are not the only consideration; important factors also include the country's labor force potential, along with its quantitative ratio, measures aimed at its utilization, and solutions to current problems related to this issue.

As mentioned, the working-age population accounts for almost 55% of the country's total population, or 19,904,500 people. The presence of such a large workforce does not necessarily mean that all of them are economically active, employed, or have sufficient qualified specialists in key sectors of the national economy. Furthermore, the territorial distribution of the labor force is crucial for clarifying this issue. This issue is linked to regional population size and is the basis for territorial development. From the perspective of the consistency between the territorial-administrative division of the Republic of Uzbekistan and the characteristics of regional economic development, as well as based on aspects of studying the territorial distribution of the population, renowned geographer Professor A. Soliev proposes an analysis of regions by combining

them into regions. In this regard, it is recommended to divide Tashkent Region (Tashkent City and Tashkent Region), Mirzachul Region (Syrdarya and Jizzakh Regions), Zarafshan Region (Samarkand, Navoi, and Bukhara Regions), Fergana Region (Andijan, Namangan, and Fergana Regions), Southern Region (Kashkadarya and Surkhandarya Regions), and Lower Amu Darya (Khorezm Region and the Republic of Karakalpakstan) into such regions. Indeed, when studying the geographic location and demographic characteristics of the population, this is an acceptable way to group regions into such regions, as these characteristics are common to all regions. Consequently, a territorial study of the labor force also requires studying the country divided into these regions.

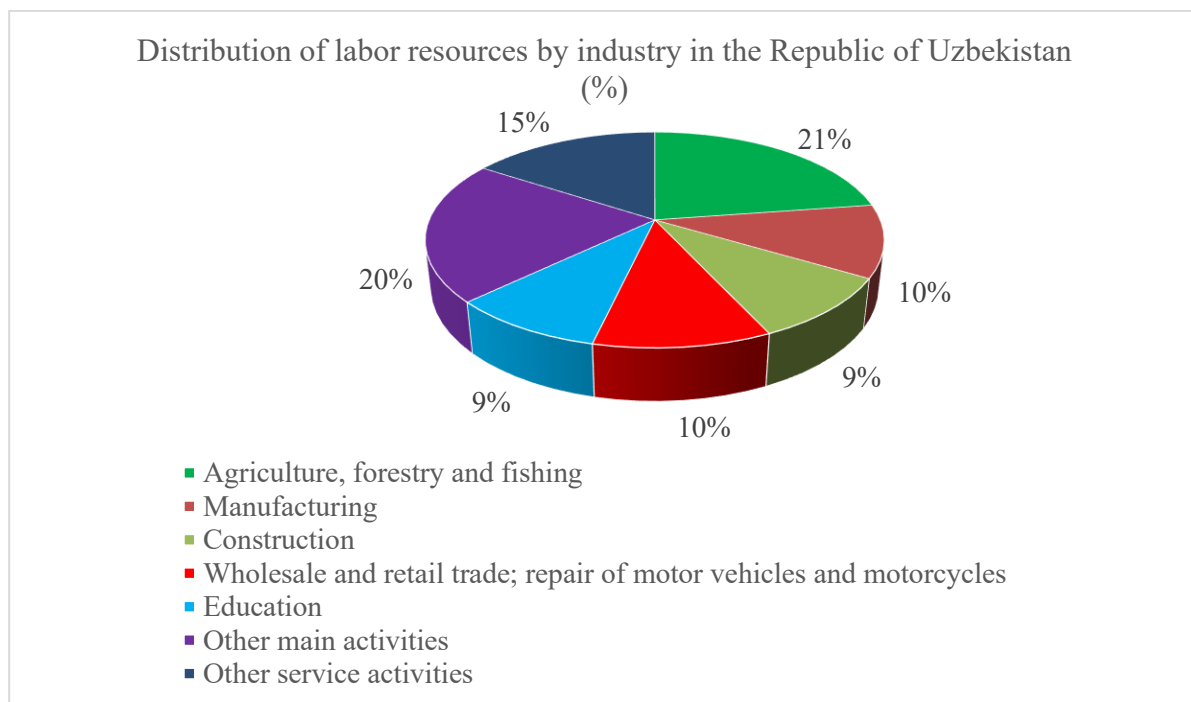
The territorial distribution of the population in Uzbekistan is highly uneven, based on natural, historical, and social factors. Accordingly, the territorial distribution of the labor force in the country also exhibits significant variations.



Along with the labor force share, these data show the population size in regions and, of course, the intensity of demographic processes.

Many issues related to the labor force, such as the national employment rate, the distribution of the economically active population across economic sectors, and the role of individuals younger and older than working age in the labor market, require separate analysis. Since the priority in this paper is to create a general picture of the country's labor force, we will limit ourselves to examining the employment rate by economic sector.

Based on data from the Statistical Committee of Uzbekistan, 18 main types of activities and categories of additional services were identified. The bulk of the labor force traditionally consists of agriculture, forestry and fisheries, manufacturing, construction, wholesale and retail trade; others are employed in vehicle and motorcycle repair, education, and other services, and also have varying shares in other main activities. Currently, the economically active population in the Republic of Uzbekistan is 15,098,000 people. We believe that the share of this number in various sectors of the economy will show which sectors should be developed and how to create jobs in the country using labor resources.



The category indicated in the diagram as "other main activities" includes 13 industries. These include, in addition to traditional existing sectors such as mining, healthcare, management, and procurement, as well as sectors requiring high scientific and technical skills and developing globally, including logistics, information and communications technology, professional and scientific and technical activities, and others. The share of employment in these sectors is lower than the share of employment in agriculture as a whole.

In conclusion, although the labor force and economically active population in the Republic of Uzbekistan are sufficient for the development of economic sectors and the filling of jobs in the country, it is necessary to create a foundation for the development and expansion of industries that play a key role in the development of the national economy in accordance with the requirements of a modern economy and technological progress. Providing modern leading industries with an economically active population

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and qualified personnel is considered a priority and is the main criterion for resolving any issues related to the country's available labor force.

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