

**ANALYSIS OF KEY INDICATORS OF LABOR RESOURCES IN  
SURKHANDARYA REGION**

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**Annotation:**

This article analyzes the composition of labor resources in the Surxondaryo region, their number, employment level, and the distribution of the economically active population by sectors. The study examines demographic growth in the region, the age structure and gender ratio of the working-age population, as well as the proportion of employed and unemployed people based on statistical data. Proposals and recommendations have been developed to improve the qualitative indicators of labor resources, enhance the level of professional training, and create modern job opportunities.

**Keywords:** Labor resources, employment level, economically active population, demographic growth, unemployment, professional training, job creation.

**Introduction**

One of the priority directions in the development of the labor market of the Republic of Uzbekistan is reducing regional disparities and increasing employment among the population. The southern region of the country, Surxondaryo, is considered a territory with significant labor resource potential, where the share of the working-age population has been increasing year by year. According to data from the Statistics Agency, by the end of 2024, the population of the region reached 2 million 945 thousand people, of which 57.3 percent are of working age.

In the region, the number of economically active people amounted to 1 million 502 thousand, with the employment rate reaching 88.5 percent and the unemployment rate standing at 11.5 percent. Since the majority of the population lives in rural areas, employment is mainly concentrated in agriculture (44 percent), service (32 percent), and industry (15 percent) sectors. In recent years, significant changes have been observed in the labor market of the Surxondaryo region due to the expansion of new manufacturing enterprises, clusters, and small business entities. In particular, between 2022 and 2024, more than 45 thousand new jobs were created in the region. However, issues such as the imbalance in the age structure and professional qualifications of the labor force, the high level of migration, and the shortage of skilled personnel remain pressing challenges.

Therefore, a comprehensive analysis of the labor resources in the Surxondaryo region, their employment level, and economic activity, as well as identifying existing opportunities and challenges and developing mechanisms for the effective use of labor potential, is of significant scientific and practical importance today.

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## REVIEW OF LITERATURE ON THE TOPIC

Labor resources and employment issues have been extensively studied both in Uzbekistan and abroad. Uzbek researchers have conducted numerous studies dedicated to analyzing employment and the labor market. For example, Tursunov (2019) examined the labor management system and employment levels in Uzbekistan, presenting the composition of economically active populations and dynamic changes in the labor market across regions based on statistical data. Similarly, Abdullayev and Hamidov (2021) conducted an in-depth study of the age and gender structure of labor resources, as well as the impact of migration flows on regional economies.

The experience of analyzing labor resources in foreign literature is also of great importance. For instance, the International Labour Organization (ILO, 2020) provides methodological recommendations for monitoring labor market trends and enhancing workforce potential. Similarly, World Bank (2021) reports highlight strategic directions for improving the economic efficiency of labor resources, training skilled personnel, and increasing employment in developing regions.

Among studies analyzing Uzbekistan's regional labor market, annual data and reports on employment and unemployment by region published by the State Committee of Statistics serve as primary sources. These sources provide precise statistical information on labor resource dynamics, the composition of the economically active population, and their sectoral distribution in the Surxondaryo region.

## RESEARCH METHODOLOGY

The study primarily utilized current legislation of the Republic of Uzbekistan, state statistical data, and scientific articles and monographs by experts as key sources. In addition, the research focused on analyzing the regional economy, particularly identifying factors for sustainable development at the district level and systematically assessing them. Conclusions were drawn based on a comprehensive approach and modern economic analysis methods.

## ANALYSIS AND RESULTS

Studying the composition of labor resources in the Surxondaryo region is a crucial condition for regional economic development, increasing employment, and ensuring the effective use of the workforce. This section analyzes statistical data from 2018 to 2024, examining the volume and structure of labor resources in the region, their distribution by age and economically active population, as well as their proportion relative to the total permanent population.

According to the table data, the total number of labor resources in the Surxondaryo region was 1,442.7 thousand in 2018, increasing to 1,509.6 thousand by 2024. During this period, the growth of labor resources remained steady, with annual average changes ranging from 1.2 to 1.5 percent. At the same time, the share of labor resources relative to the permanent population decreased from 56.1 percent in 2018 to 52.0 percent in 2024. This decline is associated with changes in the age structure of the population, the aging process, and migration flows. In other words, despite the overall population growth, the proportion of the working-age population has relatively decreased.

**Table 1. Key indicators of labor resources in Surkhandaryo region**

	2018	2019	2020	2021	2022	2023	2024
Labor resources	1442.7	1462.6	1452.2	1463.5	1468.9	1489.6	1509.6
As a percentage of the permanent population	56.1	55.6	54.7	53.4	52.3	51.8	52.0
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Working-age population / economically active population	1437.4	1445.1	1450.2	1461.1	1466.5	1484.9	1502.2
As a percentage of the permanent population	55.9	55.0	54.6	53.3	52.2	51.6	51.0
As a percentage of labor resources	99.6	98.8	99.9	99.8	99.8	99.7	99.5
Workers below and above working age	5.3	3.4	2.0	2.4	2.4	4.7	7.4
As a percentage of the permanent population	0.2	0.1	0.1	0.1	0.1	0.2	0.3
As a percentage of labor resources	0.4	0.2	0.1	0.2	0.2	0.3	0.5

According to the table, it is evident that the working-age population constitutes the main labor resource in the Surkhondaryo region. This group numbered 1,437.4 thousand in 2018 and 1,502.2 thousand in 2024. Its share relative to total labor resources ranged from 99.6% to 99.5%, confirming the dominant role of this age group in the regional workforce. This provides scientifically significant information about the demographic stability of the workforce and the high potential of labor resources.

It should be noted separately that the number of workers below and above working age was 5.3 thousand in 2018 and 7.4 thousand in 2024. Their share relative to total labor resources increased slightly from 0.4% to 0.5%, while as a percentage of the permanent population, it ranged around 0.2–0.3%. This indicates that workers younger and older than the working-age population play a small but noticeable role in the regional economy. At the same time, their share in the labor market is relatively small compared to the primary working-age population, which continues to dominate the workforce.

The wage level in the Surkhandaryo region is one of the key indicators reflecting the stability of the regional economy and labor market. During the period from 2017 to 2024, the average wage in the region has demonstrated a steady growth trend.



**Figure 1.** Wages in the Surkhondaryo region

In 2017, the average wage in Surkhondaryo region was 1.1 million soms, rising to 3.8 million soms by 2024. During this period, the average wage increased nearly 3.5 times. The annual growth rate was approximately 15–20%, indicating a stable rise in wage levels and an improvement in economic activity in the region.

It should be noted that the stable growth of wages helps to increase the motivation of labor resources, attract young specialists to the workforce, and improve the skill level of existing workers. At the same time, higher wage levels promote regional employment, reduce migration flows, and support local economic development.

### CONCLUSION AND RECOMMENDATIONS

The analysis shows that in Surkhondaryo region, the size and composition of labor resources are closely linked with average wage levels, significantly influencing the region's economic potential and employment rates. Between 2018 and 2024, the number of labor resources increased from 1,442.7 thousand to 1,509.6 thousand, although their share relative to the permanent population slightly declined. During the same period, the average wage rose from 1.1 million soms to 3.8 million soms. This trend indicates that rising wages positively impact the attraction of labor resources to the regional workforce and improve employment among the working-age population.

The working-age population forms the core of the regional workforce, and the significant increase in their wage levels strengthens labor motivation. At the same time, the growth in the number of workers below and above working age, in parallel with wage increases, helps expand the share of this group in the labor market. As a result, wage levels and labor resource growth act as mutually reinforcing socio-economic processes, contributing to overall workforce stability and regional economic development.

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**Recommendations:**

1. Strategic Increase in Wages. To boost employment and attract skilled personnel, it is recommended to raise wages competitively across various sectors in the region.
2. Development of Skilled Workforce. Expand vocational training and professional development programs to enhance the efficiency and qualifications of labor resources.
3. Incentivizing Young and Older Workers. Ensure employment opportunities for workers below and above working age, and increase their motivation through wages, bonuses, and incentive systems.
4. Promoting Regional Employment. Maintain a balance between wage levels and workforce composition to provide local employment opportunities and reduce migration flows.
5. Effective Labor Resource Management. Establish regional monitoring of labor resource composition, wage levels, and employment rates, and develop measures to use the workforce efficiently across economic sectors.

The positive trend in the growth of labor resources and wages in Surxondaryo region provides significant opportunities for ensuring sustainable economic development, creating new jobs, and improving the living standards of the population. Therefore, implementing systematic measures at the regional level to optimize the composition of labor resources, increasing wage levels, and developing a skilled workforce emerge as pressing priorities.

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