

ANALYSIS OF THE STATE EMPLOYMENT POLICY AIMED AT THE EMPLOYMENT OF LABOR RESOURCES IN THE REPUBLIC OF UZBEKISTAN

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Received: 2023 25, Nov

Accepted: 2023 20, Dec

Published: 2024 31, Jan

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Abstract

This article analyzes ways to increase the activity of labor resources in the Republic of Uzbekistan, identifies socio-economic factors affecting it and develops proposals and recommendations to improve the efficiency of the regional labor market

Keywords

Population, Economically Active Population, Labor Resources, Employment, Unemployed, Labor Market, Jobs, Employment.

Introduction

Structural changes in the economy of the Republic of Uzbekistan require further attention to the issue of employment.

The role of employment is extremely important in creating the economic basis for human development. For many people around the world, working is the main source of livelihood for themselves and their family members. For them, losing their job is tantamount to risking their own development. Employment status also affects people's subjective feelings.

From the point of view of society, effective employment provides the able-bodied population with the necessary income, creates an economic basis for human development. At the same time, the state creates conditions for the creation of equal opportunities for all members of society by supporting and protecting the socially vulnerable and the disabled.

In economic theory, employment is interpreted as "the degree to which the economically active population is involved in the economy."

The Law of the Republic of Uzbekistan "On Employment" states that "Employment is an activity of people that does not contradict the Constitution and laws of the Republic of Uzbekistan, is related to meeting their personal and social needs, and provides them with wages (income)" [1].

Employment is one of the most important aspects of human social development, which reveals the problems associated with labor issues and ways to meet the demand and supply of labor. The employment relationship is a socio-economic indicator that shows how many able-bodied people are involved in socially useful work.

ANALYSIS OF THE RELEVANT LITERATURE

Ensuring employment of the population, which is considered a component of the formation of an optimal strategy for the development of the economy in the conditions of market relations, issues of increasing the activity of labor resources in the country S.Zhukov, P.Juravlev, Keynes, A.Kokina, K.McConnell, R.Mumladze, Yu.Odegov, Rudenko, A.Rofe, L.Sbitova, A.It has been studied by scholars such as Smith. In these studies, theoretical and methodological aspects of labor resources, their socio-economic essence, the classification of labor resource formation, the main types and forms of labor resource employment, labor migration of the population, the regulation of employment, the distribution of employment of the population by sectors of the economy are developed.

Among the leading scientists who conducted research in the Republic of Uzbekistan on the study of the theoretical foundations and determination of solutions to problems in this direction, Q.X.Abdurahmanov, H.P.Abulkosimov, B.X.Umurzakov, Sh.R.Kholmominov, D.Rahimova, N.Q.Zokirova, D.A.It is possible to include plateaus and others. In their scientific work, the issue of increasing the employment of the population was studied both theoretically and practically.

At the same time, the insufficient attention paid to the composition of effective employment of labor resources in the scientific work of our country and foreign scientists and practitioners as a result of the research made it possible to correctly determine the relevance of the topic of the study, its purpose, main tasks.

The relevance of the problem chosen from our side, insufficient research in the economic literature, the scientific and practical significance of the expected scientific results became the basis for choosing ushbumavzu as an object of research.

RESEARCH METHODOLOGY

The article used methods such as economic research methodology, system analysis, monographic analysis, comparison, grouping, expert assessment, economic-statistical.

ANALYSIS AND RESULTS

The level of employment in the labor force is influenced by a number of factors, the most important of which are the population, its gender and age structure, migration, forms of ownership, existing jobs in

sectors and industries of the economy. It is advisable to study all these factors in specific regional conditions.

In September of this year, the Republican Scientific Center for Employment and Labor Protection of the Ministry of Employment and Labor Relations conducted another public survey in 108 cities and districts of the country.

The survey covered 500 self-governing bodies, 5.0 thousand households and 26.5 thousand citizens.

In January-September 2021, the number of labor resources amounted to 19,322.8 thousand people, an increase over the same period in 2020 by 101.1% or 201.4 thousand people. The number of people employed in the economy amounted to 13,609.1 thousand people, an increase over the corresponding period by 3.1% (403.9 thousand people).

In January-September 2021, the number of people employed in the official sector amounted to 6,124.3 thousand people, compared to the same period in 2020, the number of people employed in legal entities increased by 7.9% or 450.5 thousand people.

The number of people employed in the informal sector amounted to 5,943.9 thousand people, a decrease of 4.1% or 254.0 thousand people compared to January-June this year.

According to the survey, the total number of people in need of work was 1,413.7 thousand people, the unemployment rate among the economically active population was 9.4%. The unemployment rate among those aged 16-30 was 14.9 per cent, while the unemployment rate among women was 12.8 per cent.

In January-September this year, the economically inactive population of the country amounted to 4,300.0 thousand people, an increase of 0.6% or 26.3 thousand people compared to the same period last year.

During the first 9 months of this year, a total of 338.2 thousand new jobs were created or 124% of the forecast (an increase of 126% over the previous year, an increase of 66.9 thousand). Including

- ❖ A total of 9,064 out of 78 projects through the implementation of sectoral investment projects;
- ❖ 108.8 thousand (116%) new jobs were created due to the implementation of 10.6 thousand projects included in the regional investment program.
- ❖ 4,920 permanent jobs (182% compared to the 9-month forecast) were created due to the development of social infrastructure.
- ❖ 123.9 thousand new jobs were created in about 60,000 newly registered small enterprises and micro-firms.
- ❖ 91.5 thousand people (122%) were employed through the establishment of individual entrepreneurs.

Training in vocational knowledge based on the requirements of the labor market has become a priority of the ministry. Under the Ministry's auspices, 16 "Welcome to Work" Monomarkaz, 59 district and city vocational training centers, and 136 mahallas have been established.

In the first 9 months of this year, 97.7 thousand unemployed people were involved in vocational training in 54 types of professions, entrepreneurial skills and foreign languages, which are in high demand in the labor market.

The majority of those involved in vocational training were women (66 percent) and young people (54 percent). 26.4% of them are unemployed registered in the "Women's Book" and 40% in the "Youth Book".

Of those involved in vocational training, 48.9 thousand (50.1%) are in industry and services, 27.1 thousand (27.6%) in construction, 3.6 thousand (3.7%) in agro-technology, 6,6 thousand (6.8%) were directed to IT professions and 11.5 thousand (11.8%) to craft trades based on the tradition of "Master-Apprentice".

Employment in the Republic of Uzbekistan includes a group of physically and mentally healthy people aged 16 to 60 years and older, which are as follows:

1) those who are employed and receive remuneration on the basis of full-time or part-time work, engaged in other income-generating work;

2) temporarily absent from work for various reasons (illness, vacation, business trip, retraining, advanced training, etc.);

3) those who worked in a family business without pay.

According to the definition of the International Labor Organization, "employed" includes the following persons.

I. Employment:

1) employees - those who performed certain work for a fee during the reporting period;

2) those who have a job and are temporarily unemployed during the reporting period, but have officially retained their jobs.

II. Employees in their company:

1) employed persons, who were engaged in a certain activity for the purpose of earning income during the reporting period;

2) those who own an enterprise and do not work for any reason during the reporting period.

Employment itself is divided into 2 groups:

1) traditional employment, ie permanent employment during a full working week;

2) non-traditional (flexible) employment.

As a result of economic reforms in Uzbekistan's transition to a market economy, new forms and methods of employment have emerged. Flexible employment is an important indicator of the changing trend in the composition of the hired labor force. It is an integral part of the labor market and also includes a number of other elements:

- ❖ functional flexibility (rotation of workers with a wide range of specialties);
- ❖ flexible payment systems;
- ❖ remote flexibility (work on the basis of subcontract system in small systems).

Employment is a key criterion for the economic and social development of any country. Because employment plays a key role in solving social problems in society, increasing economic labor productivity and living standards. Employment plays an important role in ensuring the stability of the country in improving professional skills.

In January-June 2022, Samarkand leads in the number of labor resources in the regions of the Republic – 2.1 million people.

This indicator received the following appearance in the cross section of the remaining regions:

- ❖ Fergana-2 million people;
- ❖ Tashkent City-1.9 million people;
- ❖ Kashkadarya-1.8 million people;
- ❖ Andijan-1.7 million people;
- ❖ Tashkent-1.6 million people;
- ❖ Namangan-1.5 million people;
- ❖ Surkhandarya-1.4 million people;
- ❖ Karakalpakstan-1 million people;
- ❖ Bukhara-1 million people;
- ❖ Khorezm-1 million people;
- ❖ Jizzakh-788 thousand people;
- ❖ Navoi-569 thousand people;
- ❖ Syrdarya-486 thousand people.

The formation and development of market relations in the economy of the Republic directly affects the effective functioning of the labor market, its structural-quantitative and qualitative indicators. Data analysis reveals that by 2022, the growth of the absolute amount of the population increased by 25.1% compared to 2000, while the number of items in the sectors of the economy increased by 79.3% during this period. The increase in the amount of labor resources (75.9 %) during the period of independence was higher than the increase in the level of employment in the economy. Based on the above data, it can be said that the number of labor resources increased by 391.4 yani 75.9% compared to 2000 in 2022; labor resources by 116.8 yani 16.8% in 2022; and the number of employees in the economy by 77.3 %; the number of employees in the economy by the total population in 2022, we can only see that in 2022

According to the results of the observation, the following cases and problems were identified regarding employment issues:

lack of decent paid permanent jobs, difficulties in hiring young people, including young personnel who do not have higher education or seniority;

it was observed that business activities were carried out informally without state registration (food preparation, sweets and national dishes, canning fruits and vegetables, selling bread and non-food goods at home, furniture repair, window and door frame preparation, construction work, service implementers, including: retail in apartments, cars, plumbing and various other services such as repair, household services such as cooking, Beech-sewing, etc.);

in the absence of well-paid permanent jobs in rural areas, young people leave to work abroad.

The following proposals and recommendations for the organization of employment and jobs were developed:

Taking into account the high need for qualified personnel at production enterprises, the organization of short-term courses on training for up-to-date professions (welder, electromonteur, specialists in the use of various stations, specialists in the field of service, etc.), as well as the revision of the specialist training system of educational institutions in the higher and secondary special education system, In the transition

to a digital and innovative economy, it is also necessary to pay attention to the quality of jobs created (high-tech sectors) and develop targeted additional measures to expand the official export of Labor;

In order to continue the process of legalization of the informal sector facilities carried out in the Republic, it is necessary to establish workshops and monitor these processes, consisting of qualified specialists in the bodies of the Holy cocktail to eliminate the problems encountered in the formalization of economic entities transferred to this official sector;

Creating favorable market conditions for the development of youth entrepreneurship as well as the organization of new jobs in regions with a greater unemployment rate and the comprehensive support of any manifestations of self-employment of young people (of course, within the framework of the law). Activation of information and consulting centers and other consulting services of the Chamber of Commerce and industry in the development of carefully worked business plans for young people planning to start entrepreneurship;

The main reason why young graduates of vocational colleges do not get a job in their specialty among the population who are not employed according to the results of studies is due to the fact that the knowledge of young people who graduate from these professions (specialties) does not meet the requirements of the labor market, that is, insufficient knowledge and skills. From these, the organization of vocational training training courses of different duration (3, 6 and 12 months), differentiated, taking into account the complexity of mastering specializations (in particular, the implementation of a social contract system in vocational training of young people belonging to socially vulnerable strata of morality);

The provision of additional jobs as well as the development of services provided in rural areas in order to increase the standard of living and quality of the population, the establishment of enterprises for the storage, drying and processing of agricultural products;

On improving the system of organized migration: organizing training seminars for labor migrants on a district scale, introducing them to the documents of the law on migration; obtaining a patent for labor migrants (in the formalization of the necessary documents allowing them to get a job abroad) provides practical assistance (including remote registration of necessary documents within the framework of state legislation, obtaining the initial option of a permit that serves to prevent violations of the law of the same state in the country where the migrant goes;

The fact that the main part of the working population corresponds to the contribution of the village, forest and fishing, indicates the presence of large reserves in improving the structural structure of the congestion between the population. In addition, high growth rates for employment among the population are observed in the service sector, that is, in the areas of transportation and storage, financial and insurance activities, construction and trade, with incomparable opportunities to create low-cost jobs that do not require large funds, the development of these areas provides ample opportunities to increase the level of employment in regions lagging behind in economic-social development. This indicates the need to take into account the above aspects in each region, in the development of programs for the organization of jobs and employment of the population.

CONCLUSIONS AND SUGGESTIONS

We make the following practical recommendations for further increasing the efficiency of the use of available labor resources and employment in the Republic of Uzbekistan:

- New facilities specializing in the processing of agricultural products, operating on the basis of local natural raw materials and material resources, as well; pay special attention to the launch of enterprises in the light and food industries that employ women;
- providing financial assistance from the Employment Fund to increase the production capacity, change specialties, technical re-equipment and reconstruction of enterprises experiencing temporary difficulties in order to maintain existing jobs;
- intensification of work on the creation of new jobs in the field of consumer services, the involvement of extra-budgetary funds and public funds in these activities;
- Development of a mechanism to encourage employers to create jobs in the form of domestic labor in enterprises, which may include tax benefits provided by law, other economic incentives for the development of domestic labor;
- Reimbursement of costs incurred in the organization of domestic labor by setting variable prices for utilities and electricity;
- Ensuring the coordination between structural changes, processing, social and market infrastructure, small business and entrepreneurship, carried out in order to accelerate the development of new sectors of the economy in these specialties within the established areas of training in professional colleges;
- Monitoring the effectiveness of training in terms of determining the balance between the demand for specialists in the economy and specialists in vocational education, based on the results of which to make changes in the structure of the organization of new types of educational institutions;
- Introduce the practice of pre-ordering for the training of relevant specialists in professional colleges in the practice of personnel activities of enterprises.

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