

Theoretical Study Of Employment Problems And Prospects In Uzbekistan

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Abstract: *The issues of improving the structural structure of employment of the population, training of the unemployed population to new, competitive professions in the labor market, support of small businesses, services and agriculture were analyzed. The current analysis of the population on employment, the role of the population in the development of the country's economy, the reforms carried out to ensure employment are covered.*

Keywords: Economic growth, global economy, creates jobs, diversification and small processing enterprises.

INTRODUCTION

The policy of the state to ensure the employment of the population of Uzbekistan, the problems and indicators of which were identified in the early 90s. of the last century, have long become irrelevant and did not meet the requirements of the present. At that time, in the initial stage of transition to a market economy, the main goal of our state was to prevent mass unemployment and to provide employment for workers released from unprofitable and bankrupt enterprises in a country with a high level of social insecurity [1, 44].

Unemployment is an almost ineradicable phenomenon in all countries of the world. Therefore, it is a macroeconomic problem that has the most direct and powerful impact on everyone. In modern conditions of economic instability, the loss of a job for most people means a decrease in living standards, often to the point of complete poverty and causes serious psychological trauma. Therefore, it is not surprising that the problem of unemployment is often the subject of much discussion and research. This socio-economic phenomenon is inherent not only in modernity, as it has existed since ancient times. Nevertheless, unemployment must be placed within a certain framework, within which a regime of effective growth and a state of economic stability is achieved.

In the current era of declining global economic growth due to the coronavirus pandemic, the development of entrepreneurship and thus the creation of new jobs, providing employment and increasing its income is one of the priorities. The issue of employment is becoming more relevant in today's pandemic coronavirus. It is known that the number of unemployed is growing in all countries of the world due to COVID-19. This has become a common problem of the global economy.

Employment of the population is a necessary condition for its reproduction. Because the living standards of the people, the expenditures of society for the selection, training, retraining and advanced training of personnel, employment, financial support of the unemployed depend on the employment of the population. Business employment reveals one of the most important aspects of human social maturity, which is related to the satisfaction of his or her labor and labor-related needs.

In January-June, the unemployment rate was 13.2%. The number of people in need of employment has increased to 1.94 million. The quarantine measures have had a significant impact on the labor market, according to the Ministry of Labor. The number of people in need of work was 1.94 million. The unemployment rate among 16-30 year olds reached 20.1 percent, and among women 17.4 percent. According to preliminary data, the number of labor resources increased by 0.6% compared to the same period in 2019 and amounted to 19 million people. Due to the negative impact of COVID-19 on the activities of businesses, the number of employed decreased by 5% to 12.7 million people. [2].

Millions of jobs have been lost in the world as a result of the pandemic. Billions of economic losses are being incurred. However, due to the timely measures taken in our country, the damage from the pandemic is small. Significant changes are taking place, especially in the field of youth employment.

The development of the labor market infrastructure in combination with economic reforms is one of the pressing problems of macroeconomic stability and effective use of the country's labor resources.

METHODOLOGY AND RESULTS

The following problems and shortcomings in the field of employment are being addressed and addressed:

- Large number of people in need of employment, high unemployment rate;
- Low efficiency of work on employment of returnees abroad, lack of existing opportunities in this area;

- Recruitment opportunities to increase home-based jobs non-filling;
- Launch of new facilities, existing enterprises modernization works (low efficiency);
- A significant part of the created jobs is short-term and seasonal;
- A significant part of the employed population is employed in low-wage sectors, the informal sector and unstable jobs.

The main task for employment is to create jobs by closely supporting these entrepreneurs. In this regard, tasks have been set for the introduction of various grant mechanisms in the preparation of young people for the profession, training, registration, provision of the necessary equipment. Entrepreneurs and farmers can help poor families to plant crops on their land, set aside land for replanting, help with home-based work, and allow businesses to pay taxes in installments, defer payments, or provide loans to reduce unemployment to some extent. It is a key factor in creating an economic basis for solving important problems of small business and private entrepreneurship in the country's economy and is the main direction of employment. They are the market with the greatest flexibility and adaptability to the requirements of the population, it is the main guide, innovating in the lifestyle and conditions of the population. Entrepreneur strives to make the most of new advances in science and technology, which is an important factor in increasing labor productivity to ensure economic growth in his firm. World experience shows that small business develops large it is important due to the fact that it requires less capital investment from producers, compactness, the ability to quickly change the range of products, depending on the conditions, the ability to rapidly modernize production capacity. Small business and private entrepreneurship can adapt more quickly to changing market conditions and occasional economic crises.

More than half of the economically active population does not work for government structures, but for themselves, and provide themselves with income, working in enterprises and organizations of the private and cooperative type.

The proportions of the distribution of employed have changed in favor of those industries in which business activity has increased due to market transformations:

- Trade and public catering;
- Logistics and trade intermediation;
- Lending, finance and insurance.

Ensuring employment in our country is a socio-economic society is one of the most important conditions of development and it has a special significance in the economy. Encouraging the support and development of small business and private entrepreneurship, services, agriculture and home-based work as the most important areas for further improvement of employment and welfare of the population in Uzbekistan, Extensive work is being done to further develop production and social infrastructure. Employment policy in a socially oriented market economy it is aimed at the formation of the main features of employment, the realization of the right of citizens to work and the provision of full employment with the necessary condition for achieving a high standard of living [3,5].

To date, the structural changes carried out to ensure employment of the population in the country include the following:

- Improvement of the structural structure of employment of the population and training of the unemployed population to new, competitive professions in the labor market.
- To focus on modernization of production, technical and technological re-equipment, especially structural transformation and diversification. In addition to creating new jobs, it also provides for the production of new products and the provision of services for internal and external consumption.
- Improving the activities of the centers that promote employment, in this case, first of all, the adoption of the structure of these centers, the definition of priority measures in the conditions of the global crisis, the implementation of reasonable measures to ensure the employment of the population due to the socio-economic development objectives requires the financial resources allocated.

The measures taken to organize the workplaces were of great importance in the provision of employment and social protection of the population;

- The compactness of the organization of the farm and their rapid adaptability to the market environment;
- Belonging of farm members to a certain family;
- Organization of production from the account of family funds availability of capacity;
- In the organization of Labor and in the management of the farm convenience.

The establishment of new workplaces for the rural population, the solution of their social problems, the increase of labor activity serves to restore free and comfortable life in our country, further raising the standard of living of the population. In increasing employment and income of rural dwellers and with it business is important in solving related social problems. Tailoring job how many and to what extent are the people who deserve employment indicates participation in socially useful work. In our opinion, in the development of measures for the organization of industrial enterprises, small processing enterprises in rural areas, the following mechanism is desirable to use. This mechanism suitable for small-scale enterprise for processing fruit and vegetable products it is possible to organize. Because the processing of agricultural products the technological process of production in the agricultural industry it is considered to be a continuation. For example, it is grown in agriculture it is sent to processing enterprises for processing fruit and vegetable products.

The informal instability of employment is gaining a large scale. Informal employment in general is determined by the formal rules established by firms or individuals and the extent to which they comply with the legislative norms that are inclined to use and pay cocktails [4,50].

As a result of the rapid growth of labor productivity in an innovative economy, the urgency of the problem of employment in the services sector is becoming more urgent increases. In this regard, the issues of accelerated development of the service sector based on foreign experience and increasing its role in creating new jobs are among the current issues.

CONCLUSION

In the context of the transition to the market and the liberalization of the economy, various forms of entrepreneurship play an ever-increasing role in ensuring income and employment of the population. For this reason, an important characteristic of the development of entrepreneurship in the regions of the republic is the proportion of the number of individual entrepreneurs in the economically active population. In recent years, this indicator has tended to grow due to more favorable tax conditions for "individuals" in comparison with legal entities, as well as because of the quick payback and liquidity.

Increase the living conditions of each member of the population and society, it is considered one of the priority directions of social policy, expanding opportunities for obtaining knowledge, strengthening health, raising the potential for participation in socially useful work as a labor force. In this sense, the first and main task in ensuring employment of the population is also associated with the perfection of man, his role and prestige in the family and society. Consequently, the humanism of society is assessed not by how high the economic potential of the country is, but by the fact that this potential is directed to the well-being and comprehensive development of each person.

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