



IMPROVING THE WELFARE AND EMPLOYMENT OF THE POPULATION

Sh.S. Sharifov

Samarkand State University Named After Sharof Rashidov
Associate Professors, PhD

S. Astanaqulov

1st Year Master Samarkand State University

Annotation

This article analyzes the increase in welfare and employment of the population. The article defines the strategy, directions and stages of implementation of the goals set in the concept of the level of welfare of the population, as well as the views of the authors on employment and social development by improving the welfare of the population.

Keywords: well-being, well-being, level of well-being, standard of living, well-being of the people, employment, employment, standard of living, normal level, poverty, poverty.

Introduction

Various concepts such as "standard of living", "welfare of the people" and others are used to describe the level of well-being of the population. In Uzbekistan, the term "standard of living" is more widely used to describe the level of satisfaction of material, spiritual and social needs of the population. The well-being of the population or its standard of living depends on the needs of the population, the development of production and services, scientific and technological progress, the level of spiritual enlightenment of the population and other similar factors. The welfare of the population is determined; on the one hand, by the composition and level of the population's need for various goods that are constantly changing, on the other hand, it is determined by the ability to meet needs, the market situation of goods and services, incomes, wages. However, both the amount of wages and the level of welfare depend on the level of efficiency of production and services, the level of scientific and technological development, the cultural and educational level of the population, national characteristics and political power.





Improving the welfare of the population, providing employment is the main goal of social development. The well-being of the population is the most important criterion for assessing the effectiveness of state socio-economic policy. Fully supplied in every way, everything is described in such an explanatory way as to be abundant. In particular, A. Olmasov and A. Vakhabov say: "Prosperity is the quantity and quality of life benefits consumed by people, the general condition of life - what are the conditions".

Research in this area first began in the works of the English scientist U. Petty (1623-1687). F. Kene (1694-1774) also tried to assess the real sources of improving the living standards of the population. A. Smith (1723-1790) was concerned about the spread of poverty among the working people and stressed that the desire to increase the welfare of the population was natural. J.M. Keynes (1883-1946) and A. Marshall (1842-1924) made a significant contribution to the development of the theory of the formation of favorable financial conditions for improving living standards. From the second half of the 19th century, there was a shift in the views of Western scholars on the assessment of living standards from a political-economic to an economic-statistical point of view. At this time, the researchers were mainly conducting analytical work on the real living standards and actual consumption of workers. In general, well-being means the availability of material and spiritual goods necessary for the survival of the population, as well as a set of measures associated with it. "Employment is the employment of people who are able and willing to work and find useful work".

The employed part of the population includes:

- Those who work for money, as well as work for at least 2 hours a week without being hired for profit or family income, regardless of how long they have been paid for their activities;
- Caregivers of patients due to illness or injury; those who have studied outside their place of work on annual leave or holidays;
- Those that are on leave at the initiative of the administration, with or without maintenance, and temporarily absent from work for other similar reasons;
- Persons working in a family business without pay.

"Employment is an activity of people that does not contradict the Constitution and a law of the Republic of Uzbekistan, is related to the satisfaction of their personal and social needs, and brings them wages (income) ".





The employment relationship shows how many able-bodied people are involved in socially useful work and to what extent. 3.2 of the Action Strategy for the five priority areas of development of the Republic of Uzbekistan for 2017-2021.

The task is to "... increase labor productivity in sectors of the economy." This goal is achieved through the efficient and rational use of labor resources. Therefore, the role of business entities operating in all sectors and industries of our national economy, including in rural areas, is also important in improving the welfare and employment of the population.

The concept of "well-being" in the modern interpretation is a comprehensive concept that applies to all aspects of human activity. Welfare of the population means the level of provision of the population with the necessary material and intangible goods and services and their consumption.

Living standards are a complex socio-economic criterion that reflects the development of physical, spiritual and social needs, as well as the opportunities created to meet them.

The United Nations has made a significant contribution to the development of the concept of "living standards" and the system of socio-economic indicators. In 1960, the UN Working Group prepared a report on the principles of determining and assessing living standards on a global scale, and this was the first attempt to create a comprehensive system of living standards. In addition to research conducted by UN experts, some scientists have also done a lot of work to develop accurate systems for determining and assessing the living standards of the population.

Further, the study of living standards focuses on reconciling the interests of different segments of the population, mitigating various conflicts between them, ending the stratification of unjustified income and eradicating poverty.

In order to obtain detailed information on the level of welfare of the population, it is necessary to study in depth the level of income and needs of the population, the level and composition of consumption, housing, property, cultural and household goods and other opportunities.

Indicators of the level of well-being of the population are different districts and are inextricably linked with the concept of living standards. Some important indicators and their indicators can be seen in the table below (Table 1.).





Table 1 Indicators and indicators of the level of welfare of the population

Welfare indicators	Indicators
	1.Satisfaction of basic physical needs
1. Health	1.1. Total deaths per 1,000 or 100,000 people
	1.2. The number of children who died under the age of one per 1,000 live births
	1.3. life expectancy
	1.4. Loss of ability to work as a result of illness
2. Food business	2.1. Consumption of basic foodstuffs, etc.
3.Accommodation	3.1. Launch of the total area of houses in residential areas
	3.2. Total area of accommodation
	3.3. Housing improvement
	3.4. The average size of apartments
4. Property in houses	4.1. Provision of the population with material and household goods
	4.2. Sale of cultural and household goods to the population, etc.
5. Paid services	5.1. Volume of paid services to the population
	5.2. The structure of paid services to the population
	5.3 Volume of household services, etc.
6. The cultural level of the population	6.1. Literacy rate of the population
	6.2. Volume of published books and brochures
	6.3. Volume of magazines and other periodicals
	6.4. The population is provided with televisions, etc.
7. Working conditions	7.1. Loss of working time in industry
	7.2. Changing the working conditions of employees
	7.3. Injuries in production and so on
8. Rest	8.1. Number of children resting in summer camps, etc.
9. Social security	9.1. Ratio of pensions and average wages and its minimum amounts
	9.2. The average amount of child support and the minimum ratio they deserve to live on
	9.3. The ratio of the amount of pensions and the subsistence minimum, etc.
10. Socio-living situation.	10.1. Total number of unemployed
	10.2. Deaths as a result of accidents, poisonings and injuries, murders, and so on.
	10.3. Number of registered crimes
	10.4 Discharge volume of polluted effluents
	10.5. Release of toxic substances into the air, etc.
11. Revenues and expenses	11.1. Cash income of the population, including by their type
	11.2. Monetary expenditures of the population, including by their types
	11.3. 11.3Average monthly wages of employed employees, including segregation by industry, region and occupation
	11.4. 11.4Deposits of the population and its increase, etc.



The success of Western scientists in this regard is that they have used a differential approach in assessing the average parameters of their standard of living. This is very important in terms of the proper distribution of economic opportunities in the process of meeting the needs of certain segments of the population. There are also other terms and concepts that describe the level of well-being of the population. The most detailed interpretation of the level of well-being of the population is as follows: well-being is a general socio-economic category that reflects the level of development of physical, spiritual and social needs, the scale of satisfaction and the opportunities created to meet them. Such an interpretation makes it possible to more fully express the qualitative and quantitative indicators of the level of well-being of the population. The concept of well-being represents an idea based on a system of principles and indicators aimed at improving the welfare of the population. The concept of the level of well-being of the population determines the strategy, directions and stages of implementation of the envisaged goals. During the transition to market relations in Uzbekistan, there was a need to create a concept of the level of welfare of the population that meets the new socio-economic conditions.

In formulating this concept, some provisions of the concept of "quality of life", which has been widely used in world practice in recent years, can be used. Historically, this concept has been based on the development of concepts such as "global employment", "living standards", which reflect the economic parameters of the life of the population. This concept shapes the conditions that determine the physical, mental and social well-being of human communities. It is not only about the objective factors that assess the quality of life, ie nutrition, housing, employment, level of education, but also about the subjective perception of the population of such concepts as well-being, happiness, contentment, pleasure. For example, health and well-being, family relationships, work, financial status, creativity, and so on is important components of satisfaction. Thus, the concept of quality of life also includes human interactions with the environment. This relationship characterizes the level of satisfaction of needs and the adequacy of existing opportunities to expected opportunities. The level of well-being is determined by a system of indicators that gives an idea of a particular aspect of the life of the population. Efforts are being made in our country to ensure financial stability, modernize production, maintain balanced export growth, increase the competitiveness of the economy, and further improve the welfare and living standards of the population.





To this end, the "Action Strategy", adopted by Decree PF-4947 for 2017-2021, sets strategic goals to improve the welfare of the population on the basis of priorities, goals and objectives set by the President. The standard of living and well-being of the population in the countries of the world are expressed in different terms and concepts. For example, in Uzbekistan, the term "standard of living" is widely used to describe the level of satisfaction of material, spiritual and social needs of the population. Such a description characterizes more living standard statistics, and it is a variable process influenced by a combination of many factors.

Today, the United Nations is addressing issues related to improving the living standards of the world's population and providing assistance to countries suffering from poverty. In particular, the Millennium Development Goals (MDGs) and the 2030 Agenda for Sustainable Development, adopted by the UN General Assembly in 2000 and 2015, are aimed at providing direct economic and social support to the world's population, as well as protecting the health of the population while preventing environmental degradation. is one of the important works. According to the level of satisfaction of needs, the standard of living can be divided into 4 groups:

- A full standard of living - the use of benefits that provide favorable conditions for the full restoration of human physical and mental strength;
- Normal level - the rational use of scientifically based norms that provide favorable conditions for the full recovery of human physical and mental strength;
- Poverty - the consumption of goods at the level of maintaining the ability to work as a lower limit for the reproduction of resources for labor;
- Poverty - the consumption of the minimum number of biologically acceptable types of goods and services, the use of which only allows a person to survive. We are all accustomed to assessing the living standards of the population by the increase or decrease in the amount of income and consumption per capita.

The standard of living of the population is a much broader concept as its quality indicators. At present, there is no effective way to bring the concepts of living standards to a single indicator that comprehensively characterizes the quality of living of the population. The latest version of the United Nations System of Welfare and Living Standards in International Statistics was developed in 1978 and includes 12 main groups of indicators.

One of the most important indicators of the development of society, which has the highest impact on the welfare and living standards of the population, is the level of employment. Employment is a socio-economic relationship in which people interact to participate in socially useful work, regardless of where they work.





Employment is a macroeconomic category. It reflects the social and economic indicators of the state of society: employment, education, military service, and housekeeping, co-operation of the population, taking into account the care of children and the elderly, and so on. Employment is a socially useful activity that brings income to people. The larger the population engaged in productive labor in society, the lower the unemployment rate and the higher the standard of living and welfare. Employed persons are employees or contract workers, persons who are able to independently provide themselves with legalized activities (businesses, farmers) and military personnel.

The employment relationship shows how many able-bodied people are involved in socially useful work and to what extent. Employment is an activity that does not contradict the legislation of the people and brings a salary or income that is sufficient to meet their personal and social needs.

In order to increase the welfare of the population in Uzbekistan, it pursues a policy of full employment. An important regulatory framework for this, in particular the Law on Employment and the Law on Pensions, the Labor Code and other social measures aimed at implementing the state social policy, including increasing employment and improving the welfare of the population. documents received.

The Law on Employment has helped to address three important issues:

- First, it has fulfilled its state obligations to ensure full employment, ie the requirements for compulsory participation of citizens in labor activities have been eliminated;
- Secondly, the organization of the employment service was envisaged and its tasks were defined;
- Third, the Employment Fund was established to finance unemployment benefits.

In accordance with Article 2 of the Law of the Republic of Uzbekistan "On Employment", the part of the population employed includes:

- Employed, including full-time or part-time paid work (week), as well as paid work approved by the contract (agreement, agreement), but temporarily absent due to illness, leave, temporary suspension of production citizens;
- Self-employed citizens, including entrepreneurs, members of production cooperatives, farmers and their family members involved in production;
- Citizens elected, appointed or approved for a paid position;
- Military servicemen serving in the Armed Forces, Internal Troops and Railway Troops, State Security and Internal Affairs Bodies, as well as non-military (alternative) servicemen;
- Citizens working in international and foreign organizations;





- Working on private farms and **dehqon** (farmer) farms, producing on collective farms, soviet farms and the press;

Citizens studying in schools, vocational schools, secondary special military and higher educational institutions, postgraduate, residency and doctoral studies;

- Employed population of citizens working in public organizations and religious institutions, carrying out their activities in accordance with the laws of the Republic of Uzbekistan.

The employed population also includes citizens of other countries who temporarily stay in the territory of the republic and perform activities not related to the activities of diplomatic missions.

The unemployed include two groups of citizens:

- Citizens who are not voluntarily employed, living at the expense of one of the spouses, parents and others;

- People who are reluctantly unemployed: those who are looking for work independently, those who are looking for a job with the help of employment services; unemployed citizens receiving unemployment benefits with official status. In December 2019, the Republican Scientific Center for Employment and Labor Protection of the Ministry of Employment and Labor Relations conducted a public survey covering 485 citizens' self-government bodies, 4.9 thousand households and 25.8 thousand citizens. It was attended by residents of 108 cities and districts. According to the study, the unemployment rate was 9.0 percent of the economically active population, which is a decrease of 0.3 percent compared to 2018. The total number of those wishing to work is 1,335.3 thousand, of which 15% are 16-30 years old and 12.8% are women.

In 2019, the number of labor resources reached 19,007.8 thousand people, which is 100.9% more than in 2018. The number of people employed in the economy amounted to 13541.1 thousand people (102% compared to last year). In 2019, the number of people employed in the official sector for the first time increased by 3.7% compared to 2018 and amounted to 5712.1 people. The number of people employed in the informal sector (excluding labor migrants) amounted to 5368.3 thousand people. As a result of measures to legalize jobs, the number of temporary and seasonal workers decreased by 19.6 thousand, entrepreneurs operating without registration and proper permits - by 42.8 thousand. In 2019, there was a decrease in the number of economically inactive population. In particular, those who do not want to work or do not have the opportunity to get a job immediately decreased by 73.9 thousand or 9.6%, which means an increase in labor and entrepreneurial activity.





The results of the study showed that the number of people leaving the country for work amounted to 2460.2 thousand people, which is 103.2% compared to the same period last year. In 2019, 773,452 citizens applied to the district (city) Employment Assistance Centers for assistance in finding employment (among them the number of people under the age of 30 was 218,025). 356,897 of the applicants were employed, 263,230 were involved in public works, and 36,750 were involved in vocational training. Unemployment benefits were granted to 57,874 citizens.

The State Fund for Employment Promotion provided 12.2 billion soums in subsidies to employers, unemployed people who want to start a business, citizens who are developing their own farms, as well as enterprises that employ needy people. 9,000 unemployed people were employed. Calculation of length of service for more than 39.1 thousand self-employed citizens working at home (care for the sick and the elderly, housework, furniture repair, plumbing and electrical work, car repair and washing, tutoring, etc.) and temporary employment certificates entitling to retirement were issued. As stated in Article 3 of the Law "On Employment", the unemployed are: from 16 years of age to retirement age, without a job and salary (income), actually looking for work, employment, vocational training and employment as a person willing to undergo retraining are persons who are registered with the public service and who have not offered a job that these services are acceptable, but are able to work. It should be noted that the Law of the Republic of Uzbekistan "On Employment" sets out the basic principles of employment. These principles stem from the characteristics of modern market relations. Their main ones can be described as follows:

The first principle is the extraordinary right of citizens to use their abilities to productive and creative work. Forcing to work is not allowed. Except in exceptional cases provided by law.

In the socio-economic life of Uzbekistan, certain steps have been taken to strengthen universal values, the most important of which is the voluntary nature of labor. Now the priority right to choose whether or not to participate in social work belongs to the individual himself. Labor is becoming one of the most equal and accessible areas of employment for socially useful work - education, household chores, raising children, and so on.

The principle of emergency law, which consists in the use of a person's ability to work, implies the right of a person to work in a place of his choice for as long as he wishes. Everyone can independently choose the time and method of employment that is convenient for him. Regardless of gender, age, nationality, and other characteristics, permanent, partial, temporary, and occasional employment for everyone is characterized by flexible schedules of working time organization. The fact that the





right to choose a profession is not limited and the right to work in one of the sectors of the economy is also important.

Society must create an equal legal environment for all to realize their potential. The second principle is that the state must create the conditions for the realization of the right of citizens to work. The employment policy is based on the renunciation of strict regulation, non-compulsory employment in the social sphere, the promotion of human interests and needs through the freedom and voluntariness of choice of any sphere of socially useful work.

Measures of the state to directly affect employment are based on the priority of incentives. In this case, the workers must not have the means to violate the social and economic rights and freedoms of entrepreneurs and the regions. The principle of employment assistance has several aspects. The basis of the self-disclosure of the impact on employment is to direct the process of its formation (employment) in any direction. The principle of employment promotion also includes the active and interested participation of the subjects of social labor relations in the development and regulation of development. These entities are employees, employers who are united in trade unions, associations and unions. Labor is an activity that has specific human characteristics, including actions, effort, efficiency, social benefits, and so on. Work has the property of time, it is divided and alternated with rest. Labor is the process of using manpower in development. Employment is one of the important aspects of social development that takes place in connection with a person's attitude to work and the satisfaction of needs in the field of labor. Unlike labor, employment cannot be equated with the practical activities of people in a particular workplace. Employment shows how able-bodied people are employed. In other words, in order for a person to be considered employed, he or she must be a member of any team or create his or her own business.

1. To form accurate statistics in terms of demographic grouping to determine the level of well-being of the population and to conduct appropriate research.

2. Measures to be considered in the short term:

- Reduction of consumption of the population, ie emergency termination of the monopoly of the state and "individual" entrepreneurs;
- Implementation of uninterrupted power supply, acceleration of alternative energy use;
- Cost reduction, ie the introduction of the principle of economy in society in a low-income environment;
- Creation of conditions for the operation of venture funds;
- Reduction of the informal economy.





3. In the framework of long-term programs:

- Increasing the volume and efficiency of financing of preventive medical services;
- Teaching in schools in groups, taking into account the interests of students;
- increase the coverage of higher education;
- Introduce the idea of “small business to big business” in the economy
- Implement the principle of exporting labor products, not labor migrants.

4. Development of high-capacity products in employment in the country.

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