



## IMPROVING WAYS TO EMPLOY THE POPULATION

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### Abstract

This article addresses the issues of improving employment. It is also scientifically based that the national goals and objectives in the field of sustainable development can achieve sustainable and inclusive economic growth through effective and decent employment. Over the past 5 years, most processes in the labor sector have been digitized, labor statistics have been brought into line with ILO standards, its real indicators have been met, new forms of employment have been developed and widely used, transparency has been ensured and feasibility has been established.

**Keywords:** employment, sustainable development, labor, International Labor Organization, employment.

### Introduction

In order to ensure decent and formal employment, the "Strategy of the Republic of Uzbekistan to promote employment in 2021-2030" has been developed. Targets and indicators to be achieved as a result of the implementation of this strategy The national goals and objectives in the field of sustainable development until 2030 will contribute to sustainable and inclusive economic growth based on effective and decent employment. The ultimate goal of all reforms in Uzbekistan is to ensure human well-being and a decent standard of living. This, in turn, will ensure that the state creates all the conditions for effective employment of the population, including a favorable business environment for entrepreneurs, investment, tax policy, transparency, fairness of the judicial system. depending on factors. Because 90% of the jobs created in our country are in the private sector, and the development of the economy depends on the development of small and medium-sized businesses. The basis of the radical reforms launched in our country is the Action Strategy for the five priority areas of development of the Republic of Uzbekistan for 2017-2021, in which the issue of employment has a special place.

The tense demographic situation in Uzbekistan, the rapid growth of the population and the annual entry of more than 500,000 young people into the labor market make the issue of sustainable employment very important.





As of January 1, 2021, the labor force in Uzbekistan is 19.1 million. people, economically active population 14.8 million. people, total employment 13.2 mln. people, including 5.7 million in the official sector of the economy. people (43.3%), in the informal sector of the economy 5.6 mln. people (42.8%), persons in need of employment 1.6 mln. people (10.5%) and those who went abroad to work were 1.8 million. formed a man.

Over the past 5 years, most of the processes in the field of labor have been digitized, labor statistics have been brought into line with ILO standards, its real indicators have been ensured, new forms of employment have been developed and widely used, transparency has been ensured and all services have been provided. easy and fast implementation through electronic platforms.

A new version of the Law on Employment was adopted in 2020 and became a law with direct effect. It reflects the basic principles of the state in the field of employment and is based on modern labor law. In particular, new means of regulating the labor market, in particular, the promotion of entrepreneurship, self-employment, vocational training of the unemployed, training, record of length of service, payment of unemployment benefits, employment. agencies, citizens working temporarily outside the country, and other important issues.

The Labor Code has also been revised based on the experience of advanced countries and is expected to be adopted in 2021 after various discussions. It deals with modern methods of regulating labor relations, between the employer and the employee, social partnership, individual labor relations and other issues. For the first time in our country, the problems of informal employment and the shadow economy have been openly discussed, and the state has taken extensive measures to reduce its scale. Informal employment is present even in the most developed countries, and it performs not only negative but also some important social and economic functions.

First, it reduces unemployment (a real social protection tool for the helpless) by providing employment and, consequently, income to those who cannot find employment in the formal sector of the economy, prevents poverty, and spends their income in the formal sector to increase domestic demand and GDP. 'will cause swelling.

Second, informality is often a step towards the formal sector as a way to start a business. Decree of the President of the Republic of Uzbekistan dated October 30, 2020 No PF-6098 "On organizational measures to reduce the shadow economy and increase the efficiency of tax authorities", June 8, 2020 "On business and No. PQ-4742 "On measures to simplify state regulation of self-employment" and August 11, 2020 "On the involvement of poor and unemployed citizens in entrepreneurship,





increasing their labor activity and vocational training." Resolutions No. PQ-4804 "On additional measures for vocational training and employment" aimed at reducing the shadow economy and informal employment.

### **Analysis of the Relevant Literature**

Further improvement of state policy in the field of employment, increasing the effectiveness of measures for the employment of the unemployed, especially youth, strengthening the protection of labor rights and labor protection, the implementation of coordinated effective work to ensure employment and in order to radically strengthen the responsibility of economic management bodies, local executive authorities:

1. To reorganize the Ministry of Labor of the Republic of Uzbekistan into the Ministry of Employment and Labor Relations of the Republic of Uzbekistan.
2. To establish the following as priorities and directions of activity of the Ministry and structures of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan:

Development and coordination of regional and sectoral employment programs based on an in-depth analysis of the real situation in the labor market by regions of the country, development of state orders for the creation of new jobs and socially vulnerable segments of the population implementation of a set of targeted measures to determine the quota of jobs;

Ensuring the employment of the unemployed who have applied to the labor authorities, the population in public works, primarily in the implementation of major investment projects, construction, repair and reconstruction of road and housing and communal infrastructure, beautification of cities and districts, seasonal agriculture. involvement in the work of the judiciary;

radically improve the system of vocational training, retraining and advanced training of people in need of employment, especially the unemployed, people with disabilities and the unemployed, based on the real needs of the economy and the labor market; together with the ministries, departments and economic management bodies, take measures to ensure the employment of graduates of higher and secondary special, vocational education institutions in accordance with their specialties;

monitoring the payment of benefits and financial assistance to low-income families, developing individual programs to remove families from poverty by providing employment for able-bodied family members and increasing entrepreneurial activity; ensuring coordination of systematic development and implementation of regional and sectoral employment programs, development of effective forms of employment,





formation of state orders for job creation, taking into account the needs of the labor market and certain socio-demographic groups of the population.

### Analysis and results

The reduction of informal labor as an integral part of the shadow economy is inextricably linked with the reduction of the share of the shadow economy and the need for the state to address it through effective comprehensive measures (1- picture).

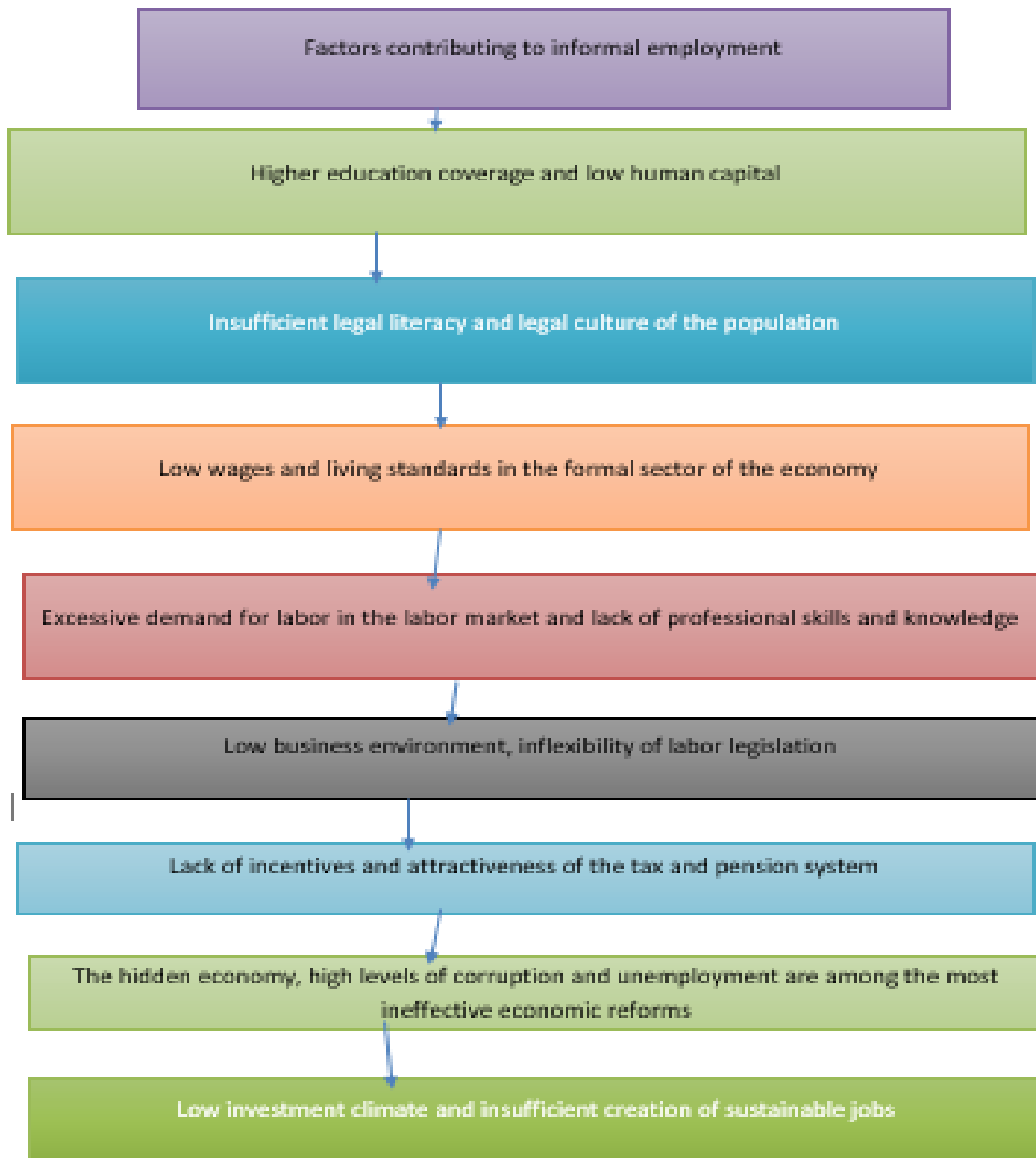


Figure 1. Factors of origin of informal employment



1-Table Employment rate (in %)

Regions	2014	2015	2016	2017	2018	2019	2020	2021
<b>Republic of Uzbekistan</b>	<b>67,7</b>	<b>68,2</b>	<b>68,7</b>	<b>69,2</b>	<b>67,4</b>	<b>68,1</b>	<b>66,0</b>	<b>66,9</b>
Republic of Karakalpakstan	57,9	58,1	58,1	58,3	62,9	62,9	62,0	60,9
Andijan	70,8	71,5	72,3	73,0	69,6	70,1	66,5	68,2
Bukhara	74,0	73,4	72,9	72,5	70,7	69,3	68,3	67,3
Jizzakh	57,3	58,1	59,1	60,0	61,6	67,1	66,2	67,5
Kashkadarya	62,5	63,3	64,3	65,4	64,8	63,9	60,9	62,2
Navoi	73,6	73,2	72,8	72,4	69,2	69,5	66,8	68,3
Namangan	59,3	60,5	61,9	63,4	63,8	66,4	65,0	65,5
Samarkand	66,5	67,6	68,7	69,7	66,3	65,3	63,2	63,7
Surkhandarya	63,4	64,3	65,4	66,6	65,2	67,0	63,9	64,5
Syrdarya	72,9	72,2	71,7	71,1	70,5	68,9	64,8	64,6
Tashkent	75,1	75,3	75,4	75,2	71,4	71,4	68,2	70,3
Fergana	68,8	69,1	69,6	69,9	66,0	67,5	65,1	66,2
Khorezm	65,0	65,6	66,3	66,9	64,6	66,1	63,7	64,0
Tashkent city	80,9	81,1	81,0	80,8	77,5	80,1	81,7	83,3

The employment rate is also growing from year to year. In Samarkand region alone, in 2014 it was 66.5%, while in 2017 it reached 69.7%, and in 2021 it will be 63.7%. (Table 1). The unemployment rate was 5.2% in 2015, 5.8% in 2017 and 9.6% by 2021, respectively. We can see that the unemployment rate will increase as the population of our country increases (Table 2).

Table 2 Unemployment rate (in %)

Regions	2015	2016	2017	2018	2019	2020	2021
<b>Republic of Uzbekistan</b>	<b>5,2</b>	<b>5,2</b>	<b>5,8</b>	<b>9,3</b>	<b>9,0</b>	<b>10,5</b>	<b>9,6</b>
Republic of Karakalpakstan	5,3	5,4	6,0	9,5	9,1	10,5	10,1
Andijan	5,6	5,6	6,0	9,6	9,2	10,9	9,9
Bukhara	5,5	5,4	5,5	9,0	8,9	10,6	9,8
Jizzakh	5,2	5,4	5,0	9,4	9,2	11,0	10,1
Kashkadarya	5,5	5,3	6,1	9,7	9,3	11,1	10,2
Navoi	5,0	5,0	5,2	8,7	8,5	9,4	8,8
Namangan	5,2	5,3	5,8	9,5	9,1	10,6	9,7
Samarkand	5,7	5,7	6,5	9,7	9,3	11,0	9,9
Surkhandarya	5,5	5,6	6,7	9,5	9,3	11,1	10,2
Syrdarya	4,9	4,4	5,1	9,6	9,3	11,0	10,2
Tashkent	4,1	4,1	5,2	9,0	8,9	10,5	9,4
Fergana	5,4	5,5	6,4	9,7	9,3	10,9	10,0
Khorezm	5,4	5,5	5,7	9,5	9,1	10,9	9,9
Tashkent city	3,8	3,6	4,5	7,9	7,4	8,0	7,0



When considering employment problems, youth unemployment is characterized by a particularly serious negative impact. Young people are a very specific group; it is this uniqueness that is the source of many of the problems of youth employment. If we talk about the contingent of young people who have received vocational education (secondary special or higher) and entered the labor market for the first job search in their lives, they are distinguished by a high level of theoretical training. lack of practical skills and production experience. The latter situation makes young people unattractive to most employers. At the same time, the fact that a young person knows that he is well-prepared, has a certain professional ambition and ambition, and strives for success in his career shapes young people who are overly demanding in terms of both nature and conditions and the workplace. in terms of the content of labor and its payment. There is a contradiction between an employer's assessment of a young new employee and his or her self-assessment, and the result of this conflict is often that employment becomes impossible. The situation is different in the labor market only for young people who have received a general education and for one reason or another are trying to get a job without any profession. They may believe in unskilled jobs, but their level of attractiveness to the employer may be higher than that of a young specialist, as most types of unskilled jobs require youth and physical strength. Significant amounts of youth unemployment (regardless of which groups of young people are covered) lead to significant material and social losses in society. It is unemployed youth who are prone to antisocial behavior towards other unemployed population groups and join criminal structures. Difficulties in finding a new job for law-abiding youth are accompanied by a decline in self-esteem, leading to problems. If the job is already found, they will disrupt the motivation of the labor activity. That is why the society and the state should spend more energy and resources to solve the problem of youth unemployment. The labor market can be analyzed by looking at the indicators (Table 2).





Table 3 Labor market (thousand people)

Descriptor	2020Q1	2020Q2	2020Q3	2020	2021Q1	2021Q2	2021Q3	2021Q4
Economically active population	14838,3	14680,7	14847,8	14797,4	14926,7	14985,3	15022,8	14980,7
Number of Employed Population	13438,6	12736,6	13205,3	13236,4	13397,5	13512,3	13609,1	13538,9
<i>employment by economic activity</i>								
Agriculture, forestry and fisheries	3498,0	3811,2	3749,1	3499,2	3546,1	3640,9	3650,6	3502,1
Industry	1787,3	1605,2	1705,4	1809,5	1861,8	1890,0	1903,5	1883,3
Construction	1283,8	1110,4	1208,7	1305,6	1289,3	1298,8	1294,5	1286,8
Trade	1416,7	1137,3	1358,4	1405,4	1493,2	1481,0	1508,6	1537,2
Transportation and Storage	644,2	523,7	634,5	610,5	672,1	665,8	656,7	648,5
Education	1154,0	1124,9	1151,6	1158,2	1155,0	1159,1	1167,1	1178,3
Health and social services	639,5	616,1	641,7	669,5	652,0	654,6	656,2	659,0
Other activities	3015,1	2807,8	2755,9	2778,5	2728,0	2722,1	2772,0	2843,6
<i>Employment by sector of economy (private and public)</i>								
Public sector	2549,0	2572,6	2594,6	2483,1	2497,7	2592,9	2607,8	2609,0
Non-Public sector	10889,6	10164,0	10610,7	10753,3	10899,8	10919,4	11001,3	10929,9
of which Unemployed, Registered in labor agencies <sup>1)</sup>	32,1	73,2	33,7	37,1	49,3	78,3	92,6	98,7

In March this year, 38.8% of the total number of unemployed and 35.2% of the officially registered unemployed were young people. The level of economic activity of young people is steadily declining, and this is still due to the expansion of employment in education. As a result, nearly 2.3 million people between the ages of 16 and 29 have lost their livelihoods in the last three years. They are either uneducated dependents or engaged in the informal economy. Different payments and unemployment benefits



are not the only possible help for young people in this situation. It is also important to pay attention to the independent decision of their problems. Creating conditions for the employment of young people entering the labor force for the first time, reducing the length of time for unemployed youth to look for work should be among the priorities in the near future.

## **Conclusion**

Under the Federal Employment Program, comprehensive measures are planned to help young people who are having difficulty finding employment. These include creating conditions to increase the competitiveness of young people in the labor market through the introduction of modern training programs that facilitate their adaptation to market relations. The main directions of measures that can be envisaged for the coming years should meet one general requirement - maximum involvement of young people in labor activity in the formal economy. As for the issue of youth, it is necessary to implement a policy to promote active employment. It is known that this includes a wide range of measures applied all over the world.

Given the relatively high level of unemployment among adolescents, the territorial bodies of the employment service are developing measures to ensure their employment, including:

- Creation of quotas and jobs (with the participation of the employment service);
- Organize various courses at regional employment centers and existing educational institutions at all levels to train young people in professions that promote self-employment;
- Organization of training of unemployed youth in the necessary professions regional market labor;
- Increase the duration of training in vocational education institutions in order to adjust the labor potential of graduates to the needs of the regional labor market;
- Organization of public works in agriculture, trade, as well as various foundations and public organizations for young people who do not have the opportunity to get a job quickly.

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