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Ensuring Employment of the Population is a Pledge of Effective Use of the Labor Potential of the Country

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ABSTRACT: Providing employment is the most important priority of the social policy of the Republic of Uzbekistan. The main productive force of economic development is labor, a part of the population that has a combination of physical and spiritual characteristics that allow to work. The problem of employment is associated with competition for jobs that require professionalism, knowledge and skill. One of the ways to solve the problems of employment of the population is the creation of new jobs in the official sector of the economy, including the development of large business in the sectors of the economy, small business, farms, dekhkan farms and individuals engaged in individual labor activity. For small businesses, the future is in providing employment, as it gives a significant increase not only in new jobs, reducing unemployment, but also tangible results in the development of the economy.

KEYWORDS: population, employment, labor resources, unemployment, employment, sector, economy, population, training, labor, labor market, employment policy.

I. INTRODUCTION

Employment is an important factor in the progressive development of the economy and the improvement of the material well-being of the population, which is a necessary condition for its reproduction, as it depends on the living standards of people, the costs of society for the selection, training, retraining and advanced training, employment, material support for the unemployed. Employment reveals one of the most important aspects of a person's social development, related to the satisfaction of his needs in the world of work. In a market economy, the priority is given to ensuring optimal employment of the population, forming a labor market and further improving the social protection system.

The aim of the work is to reveal the process of formation of labor resources in the Republic of Uzbekistan and their effective use in various sectors of the economy.

The task is to show the regulatory function of the state, as facilitating the creation of new jobs in providing employment to the country's population. Positive trends in the structure of the employed population and the distribution of the structure of employment in the Republic of Uzbekistan are presented.

II. MATERIALS AND RESEARCH METHODS

In the process of presentation materials used methods of analysis and synthesis, induction and deduction and analytical method of research. The theoretical and methodological basis of the study is to provide employment in high birth rates in the Republic of Uzbekistan, as at present people over 18 years old make up 35% and people over 30 years old - 65% of the population. There is a need for employment of young people, since, annually, the number of graduates of vocational colleges is about 400-450 thousand people. The government is faced with the task of creating new jobs and their effective use.

Uzbekistan after the election of Sh. Mirziyoyev as President of the Republic of Uzbekistan began to take decisive steps to achieve this goal. Thus, the most important direction in the development of the social sphere in the framework of the Action Strategy in the five priority areas of development of the Republic of Uzbekistan in 2017–2021 is the increase in the level of employment through the creation of new sustainable jobs. At the same time, the creation of sustainable and decent jobs for such categories of the population as women and young people is of particular importance. Studies conducted by domestic and foreign economic scientists are devoted to resolving issues of



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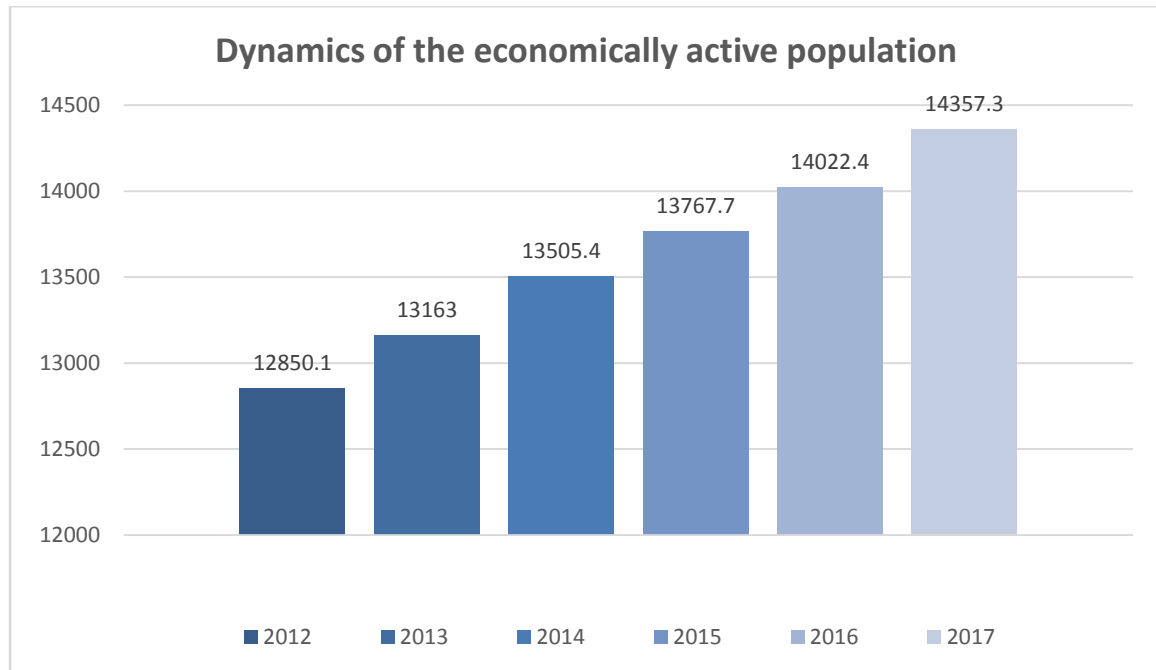
employment, reducing unemployment, and regulating the labor market. In addition, analytical materials from periodicals, scientific collections, scientific and practical conferences on the subject matter of the study, the Constitution of the Republic of Uzbekistan, Decrees of the President of the Republic of Uzbekistan, Resolutions of the OliyMajlis and the Cabinet of Ministers of the Republic of Uzbekistan, regulating and regulating the use of labor resources, the labor market and employment of the population. The statistical base of the research is the reporting data of the State Statistics Committee of the Republic of Uzbekistan and its territorial divisions.

III. RESEARCH RESULTS

A general analysis of these studies revealed that not only the organizational structure of labor agencies, the regulatory framework of state regulation of employment, and methodological support of labor statistics are being improved, but also the entire system of public service. However, since the above-described reforms are not yet completed, a number of problems still remain, especially in the area of ensuring sustainable employment for women and young people, reducing informal employment, and legalizing informal external labor migration.

IV. DISCUSSION AND NEW CONCEPTS

From year to year the number of active population grows, which provides the supply of labor for the production of goods and services and includes employed and unemployed people officially registered with labor agencies. In this regard, in Uzbekistan, special attention is paid to the problem of employment. In the republic, labor relations reflect the influence of the state, since in conditions of high market risk it is the state that is able to influence the stabilization of the socio-economic state. The state partially undertakes the implementation of the tasks of the national program for the provision of jobs and employment, creates conditions for rapid adaptation to changing market conditions through the introduction of the state system of training and retraining of personnel. In addition, at the state level, tasks such as creating a market mechanism that provides initial equal opportunities for all people to use their abilities, to meet their needs are being implemented; ensuring efficient and productive employment of the labor force; if necessary, the redistribution of labor between sectors and sectors of the economy. The current situation on the labor market is characterized by the fact that at the end of 2016, with total unemployment at the level of 5%, youth unemployment was about 19% [1]; in 2016, 48% of women and 76% of men of working age were economically active; in 2013, external labor migration covered about 1.8 million people [2]; in 2013, 42% of the working-age population worked informally [3]. At the same time, only a little more than one quarter of the new jobs created in 2016 were sustainable jobs, and almost 80% of those employed were in the small business and private entrepreneurship (SME) [4]. According to the State Statistics Committee, the number of population and labor resources in the Republic of Uzbekistan is gradually increasing. From the analysis of data histogram 1 it follows that for 2012-2017. the population increased by 19.5%, the number of labor resources - 12.9%. During this period, the share of labor resources in the population structure increased from 57.8 to 58.9% [4].



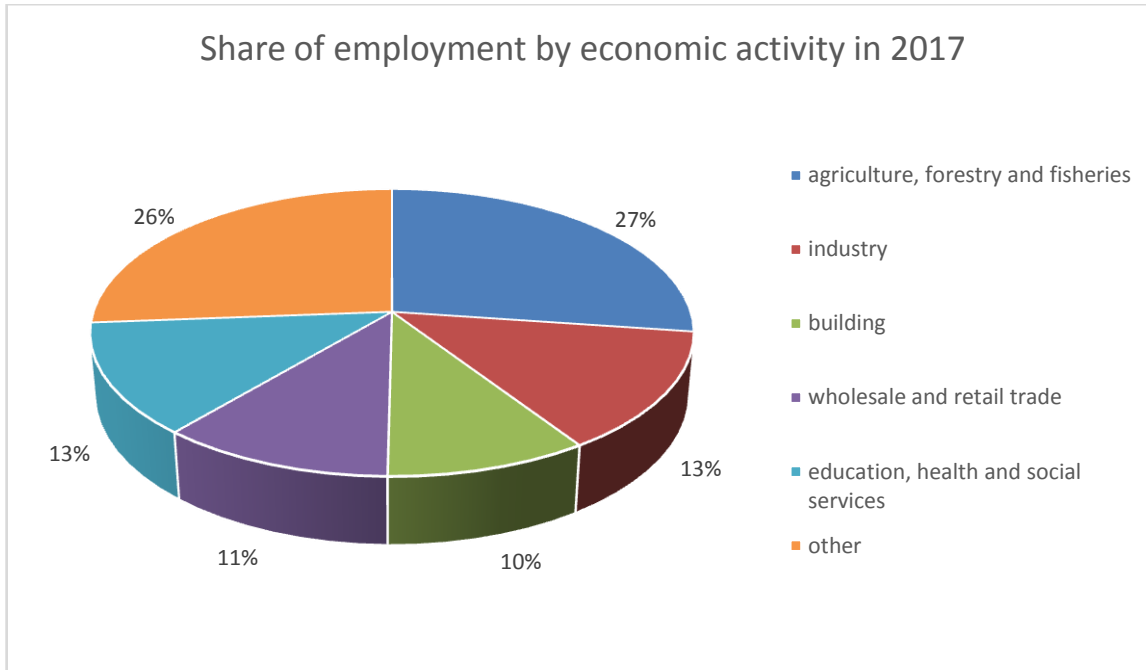
Histogram 1

To date, the annual natural population growth in the country is 450-500 thousand people. The structure of labor resources shows an increase in the number of able-bodied people (13.5%) and a decrease in the number of working adolescents and pensioners (39.4%).

It should be noted that if 98.5-99% of the workforce is made up of people of working age, then 1.0-1.5% consists of working retirees and teenagers. Data analysis shows an increase in the rate of the number of economically inactive part of the population in the structure of labor resources compared to the economically active part of the population. An important indicator of the state of the labor market is the unemployment rate, calculated as the ratio of the unemployed to the economically active population. This figure over the past decade in the country ranged from 4.9% to 5.8% in 2017. During 2017, the population in need of employment amounted to 837.0 thousand people and increased compared to 2016 by 113.0 thousand people. In the regions, this figure ranges from 4.5% in Tashkent to 6.7% in the Surkhandarya region [4]. This situation is associated with an increase in the structure of the economically inactive part of the population of students enrolled in higher educational institutions and college graduates who are not employed and are looking for work (38.8–39.5%). In order to make rational use, the following measures are being implemented in the country:

1. Creation of new jobs in non-agricultural sectors.
2. Technical re-equipment and modernization in the regions with a greater share of labor.
3. Attracting foreign investment in production.
4. The development of new lands.
5. Expansion of the scope of the processing industry, the service sector and service.
6. Development and support of small businesses and private entrepreneurship.
7. The introduction of new forms of employment, such as family business and the promotion of self-employment.
8. Training, retraining and advanced training of the unemployed.

The structure of employees consists of employees in the formal and informal sectors of the economy and persons continuing their activities abroad. According to statistics, agriculture was and remains the leader in the number of people employed in it, in 2017 the share of people employed in agriculture, forestry and fisheries was 27.2%, or 3,671.3 thousand people. In the structure of employment, such activities as industry were also noted - 13.5% (1,826.8 thousand people); education, health and social services - 12.6% (1709.2 thousand); wholesale and retail trade - 11.0% (1 480.2 thousand people); construction - 9.5% (1,290.0 thousand people). Employment in the non-state sector of the economy is predominant and in 2017 amounted to 82.7% of all employment, or 11,182.0 thousand people. [4] The share of people employed by economic activity is shown in chart 1.



An active employment policy is a set of measures aimed at reducing the level of unemployment by stimulating the organization of new jobs and employment of the unemployed, and retraining the unemployed population. It includes subsidizing the creation of new jobs and retraining the unemployed, the organization of new jobs for the unemployed [5-7].

The basic principles of employment reveal the nature of employment in a particular historical period of development of society. In the context of the modernization of the economy, it also became necessary to develop and take into account such principles. Some of them stem from the founding documents of the country. Priority directions of active employment policy: assistance in employment, vocational training and counseling, the development of flexible forms of employment, job quotas, the organization of public works, the promotion of temporary employment, support for small business; In the sectoral structure of employment of the population of Uzbekistan, there are important gender characteristics, in particular, with the share of women's employment in comparison with men equal to 41.6%, prevalence is noted in health care, physical education and social security (72.7%) and education (64, one%). High employment of women in science and scientific services (51.7%), in financial, credit activities and insurance (47.2%), as well as in culture and art (43.7%); exemption for a certain period from taxation, ensuring favorable credit rates, loan terms, risk insurance, etc. In general, Uzbekistan is pursuing an active policy to provide employment, which provides income for a significant part of the population. These areas of solving the problems of employment in the country are of great social importance and remain priorities in the foreseeable future.

V. CONCLUSION

1. The basis of state economic policy is the employment of young people, mostly graduates of higher educational institutions and vocational colleges.
2. The need is the creation, preservation and reprofiling of jobs for the released and the unemployed.
3. The re-profiling of production, the reorganization of enterprises, their rehabilitation must be carried out through the implementation of investment programs.
4. Vocational training and social adaptation of the unemployed.
5. Support by various methods of private entrepreneurship, especially small business as the most profitable direction for the implementation of investment programs in terms of general and hidden unemployment.
6. Preservation of employment due to compensation payments and subsidies to the salary of employees of the visible part of hidden unemployment as a factor restraining it from pouring into an open form.



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