

RURAL EMPLOYMENT STRATEGY: PROBLEMS AND SOLUTIONS

¹ Tashpulatov Aibek

Doctor of Economic Sciences, Associate Professor.

Fergana Polytechnic Institute. Fergana

Email: a.tashpulatov@ferpi.uz

Abstract

The article considers the main goals, directions, tasks, mechanisms and factors of effective and comprehensive use of available labor resources and reduction of unemployment in rural areas in a particular region of the Republic of Uzbekistan. In the developed and proposed strategy for the development of the rural labor market, the main market criteria and quantitative statistical indicators for assessing, analyzing and predicting the promising state of the labor market are proposed.

Keywords: rural labor market, labor supply and demand, market development strategy, forecast parameters.

Introduction

In the context of digitalization of the economy and fundamental innovative transformations of all industries and spheres, the effective and full use of available economic resources is an important factor in macroeconomic stability, economic growth and progress. In the context of demographic growth in the Republic of Uzbekistan, one of the pressing issues is the more efficient and maximum use of labor potential and their optimal redistribution across the region. As is known, the structure, condition and dynamics of labor resources have a significant impact on macroeconomic stability and economic growth.

Scientific study, analysis and forecasting of the state and development of the labor market in labor-surplus regions of the country, especially in rural areas, in order to make effective management decisions in the field of employment and reduce unemployment is of current practical importance.

In the scientific developments of Arabov N., directions for improving the mechanisms of system forecasting and monitoring of regional parameters to increase the efficiency of the development of the labor market infrastructure of the republic in the conditions of innovative economic development were explored [1].

Some scientific and theoretical sources of research on the rural labor market in a single territorial context express a number of approaches to the development of programs, concepts and strategies for the effective development of this market, which set out a set of short-term, medium-term and long-term measures to coordinate demand and supply for labor in a given labor market [3,5,6].

In the Russian Federation, Bondarenko L.'s research reveals a scientific approach, which provides for the parallel development of an effective concept for the development of the rural labor market, mainly within the framework of national state programs for regional development, as well as through the use of institutional market mechanisms [2].

Russian scientist Tretyakov L.A. considers as the main directions for effective development of the labor market the need to expand high-tech production locally, improve labor market infrastructure, create

conditions for increasing the number of highly profitable jobs in industries and sectors, as well as stimulating clusters and sectors that influence the growth of employment and jobs in the region [4].

A well-known scientist in the field of labor market problems and their scientific solutions in the Republic of Uzbekistan Kholmuminov Sh. R. put forward the idea of implementing the concept of effective development of the rural labor market in four stages: establishing socio-economic and organizational and legal prerequisites for paralysis and development of the labor market; development and implementation of a set of measures aimed at reducing the gap between the demand for labor and its supply; formation of a socially oriented rural labor market using effective mechanisms for regulating employment and unemployment; achieving market equilibrium of supply and demand in the labor market [10].

In the course of studying the situation in rural areas of the Fergana region, a systematic approach was used to study the object of study, empirical research methods, such as observation, grouping and comparative analysis, statistical analysis and econometric analysis methods. In the context of the digital economy, the most relevant is the use of modern mathematical methods that allow the adoption of effective management decisions and specific measures to ensure employment of the rural population [8,9].

The main goal of the strategy for the effective development of the rural labor market is to ensure the effective functioning of the labor market in a particular territory. Based on this goal, the following priority areas and tasks for the effective development of the rural labor market are proposed:

1. Full and effective use of the potential of the workforce throughout the territory.
 - 1.1. Providing employment for the unemployed population
 - 1.2. Introduction of modern employment mechanisms for graduates of educational institutions and youth
 - 1.3. Transparency, accounting, regulation of labor migration;
 - 1.4. Disclosure, official registration and guarantee of modern forms of self-employment in rural areas in accordance with the recommendations of the International Labor Organization;
 - 1.5. Financial support for enterprises that have managed to preserve jobs and create new ones during a period of production decline.
 - 1.6. Improving the labor market infrastructure serving the employment of the rural population;
 - 1.7. Direction of unused land plots, main production and non-production assets to create new jobs;
 - 1.8. Legal protection and financial support for the population in rural areas, especially youth and women, for organizing their own business and entrepreneurial activities;
2. Creation of new jobs in the region and in sectors of employment.
 - 2.1. Formation and development of entrepreneurship and business skills
 - 2.2. Increasing the volume of domestic and foreign investment
 - 2.3. expansion of the activities of enterprises producing products with high added value within the framework of localization programs
 - 2.4. Introduction of innovative solutions aimed at increasing the level of labor relations and employment in free economic zones
 - 2.5. Improving the legal framework for ensuring social cooperation and equality in labor relations
 - 2.6. Expanding and developing the activities of rural residents in modern areas of work, such as IT technologies, freelancing, outsourcing, recruiting, etc.

3. Increasing the supply of qualified labor in the rural labor market.

3.1. Coordination and adaptation of the system of training specialists and vocational education to the needs of the labor market

3.2. Improving the activities of centers for advanced training and career guidance for workers, business incubators

3.3. Introduction of progressive methods of personnel development at industry enterprises

3.4. expansion and development of production of labor-intensive products with high added value in rural areas.

3.5. Expanding and stimulating local service and service activities for rural populations

It is advisable to gradually achieve the main goal of the strategy for the effective development of the rural labor market and solve the problems set in its priority areas.

As information support for the strategy, official reports of state statistics bodies, data and reports of the regional department of the Ministry of Employment and Labor Relations, data from educational institutions, professional centers, results of sociological and scientific research, media and Internet information are used.

Organizational mechanisms for implementing the strategy perform management and control functions in ensuring the effective functioning of the labor market. At the same time, the implementation of the developed strategy falls on the shoulders of local authorities and local government labor authorities. They provide:

- implementation of activities defined by the strategy at the regional and district levels;
- monitoring socio-economic processes in the rural labor market, systematically assessing its dynamics and taking measures to regulate it;
- quarterly, semi-annual and annual preparation and submission to higher authorities of reports on the implementation of measures established by the short-term strategy.
- guidelines, instructions, etc. regarding the orderly implementation of interaction between labor market participants.

As a result of the research, the following were proposed as priority directions for the strategy for the effective development of the rural labor market:

- full and effective use of workforce potential;
- creation of new jobs in sectors of the economy;
- increasing the supply of qualified labor in the rural market.

The economic and statistical parameters of the expected results from the implementation of the measures defined in the proposed strategy for the effective development of the labor market in the Fergana region are calculated based on the application of the above economic-mathematical, econometric and simulation models, as well as an expert assessment of market dynamics.

In the Fergana region, the employment rate in the base year 2022 was 67.9%, with 66.2% in the forecast period. At the same time, in the structure of the region's population, the economically active population increases from 1648.8 thousand people to almost 1874 thousand people. With a relative estimate, the additional increase in this indicator will be 9.1 percent. The number of employed people is 1712.6 thousand people, the unemployed are 149.3 thousand people.

By 2026, the number of newly created jobs will increase from 53.1 thousand people in the base year to 66.4 thousand, or by 125%. In the structure of this segment, the need for skilled labor will increase

from 23.5% to 38.3%. Average wages in industries, which are one of the most important factors regulating supply and demand in the labor market, will increase on average from 2328.9 thousand rubles. in the base year to 4922 thousand soums, or by 2.11 times in 2026. With an increase in the employment level of young people who have permanent jobs in the labor market by 1.5 times, the absolute additional increase in women's employment will be 7.3 thousand people.

In turn, under the influence of increased attention to the employment of citizens with disabilities, which is an important area in the implementation of employment programs in the regions, the employment level of these categories increases by almost two and a half times.

The rate of employment of the unemployed population for a permanent job will increase in the projected year 2026 compared to 2022 by 15.4 thousand people. By 2026, the composition of the skilled labor force will also increase from 16.5% to 26.6% due to the annual increase in the enrollment of high school graduates in higher education. The level of tension in the labor market, studied across the Fergana region, will decrease from 3.1 in 2021 to 1.9 units by 2026, or by 38.7 percent (Table 1).

Table I Forecast indicators of effective development of the rural labor market in the Fergana region for the period 2024-2026.

№	Indicators	Base period	Forecast period			Absolute dist. in 2026 compared to base year
			2024	2025	2026	
Full and effective use of workforce potential on a regional scale						
	Number of economically active population, thousand people	1648.8	1648.8	1743	1873.7	224.9
	Total employed population, thousand people,	1483.9	1593.1	1649.2	1712.6	228.7
	t.h. in rural areas	1125.1	1241.5	1284.3	1335.9	210.8
	Unemployment rate, percentage, incl.	10.0	8.6	8.3	9.3	-0.7
	in rural areas	10.2	9.1	8.7	9.8	-0.4
	Number of new jobs, thousand people	53.1	61.7	65.6	66.4	13.2892
	Labor market tension level, times	3.1	2.1	2.0	1.9	-1.2
Creation of new jobs in employment sectors						
	Share of employees, percentage	66.2	67.4	67.9	72.5	6.3
	Number of employed people, thousand people	44.4	56.5	60	60.8	16.4
	Share of employed youth, percentage	44.0	62.5	64	67.3	23.3
	Women's employment share, percentage	55.4	58.3	59.9	62.7	7.3
	Inclusive employment, percentage	5.1	11.7	12.3	12.6	7.5
Increasing the supply of skilled labor in the rural labor market						
	Demand for skilled labor, percentage	23.5	31.2	32.5	33.6	10.1
	Share of quality labor supply, percentage	16.5	25.4	26.6	27.3	10.8
	Average monthly salary, thousand soums	2328.9	2981.2	3875.6	4922.0	2593.1

Official reports from state statistics bodies, data and reports from the regional department of the Ministry of Employment and Labor Relations, data from educational institutions, professional centers, results of sociological and scientific research, etc. were used as information support for the strategy.

Effective solution of the tasks set in the proposed priority areas of the strategy for the effective development of the rural labor market at the current stage of socio-economic development will help reduce the level of employment and unemployment of the rural population and improve living standards. Full use of regulatory, institutional, financial, information and organizational mechanisms in the implementation of this strategy will ensure the effectiveness of the measures outlined in it, will serve to reduce unemployment, which is an urgent problem, as well as increase the level of employment and income of the rural population.

Effective implementation of this strategy requires the effective and full use of financial, regulatory, institutional, information and organizational mechanisms.

When developing and implementing a strategy, it is necessary to improve the legal framework on the labor market, based on market requirements and foreign experience. Because in practice the problems of statistical accounting of employment, remuneration, calculation of length of service, pension provision and other similar legal issues find their solution.

The institutional mechanism includes subjects of social infrastructure that serve for the effective functioning and development of the rural labor market. At the same time, the main attention will be paid to such infrastructure nodes as government, non-government institutions, educational institutions, public-private partnership structures, information, consulting and co-working centers, employment centers, business incubators operating in the field of digital economy, information and communication technologies, ensuring continuous employment of the population through labor activities using the capabilities of the Internet.

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