

INCREASING THE EMPLOYMENT LEVEL OF THE POPULATION OF THE REPUBLIC OF UZBEKISTAN

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ABSTRACT:

This article provides feedback on the growth of employment in the Republic of Uzbekistan.

Keywords: employment, efficiency, community potential, needs, resources, enterprises

INTRODUCTION:

Increasing the level of employment of the population, being the main criterion for the effectiveness of the socio-economic policy pursued in the country, is considered as a key one that determines the potential of society and its prospects, since it is in the sphere of employment that the vital needs of the population are satisfied and its opportunities are realized. Employment is one of the most important indicators by which, in general, it is necessary to judge the direction of development of society and social transformations.

Uzbekistan has a steady and intensive inflow of labor resources, and, therefore, ample opportunities for the development of various enterprises and sectors of the economy with high labor intensity. The priority task of the state is to constantly increase the employment of the population and improve its sectoral structure. To solve this problem, important positive developments have been achieved in our country.

President of the Republic of Uzbekistan Shavkat Mirziyoyev separately emphasized that "the next important task is to increase the personal responsibility of the heads of the complex, khokims and their first deputies for a

radical change in the entire system of solving problems of employment of the population."

After Uzbekistan's transition to a market economy, the point of view of effective employment changed in state policy. The ideology of universal employment of the able-bodied population, supported by the obligation of a person to participate in social production, was replaced by the concept of providing the desired employment and free choice of its form and type. In other words, the government must guarantee every person the opportunity to work, and a person has the right to choose a place and type of labor activity and decide on participation in it. In market conditions, it is much more difficult for the state to fulfill the first condition compared to the second. Thanks to the adoption of legislation on employment and the Labor Code in Uzbekistan, a legal framework has emerged that corresponds to the market principles of the functioning of the employment system.

One of the main goals of the national economy is to achieve a high level of employment. Employment should be understood as such an activity of citizens that does not contradict the laws of the country, is aimed at meeting personal or social needs and brings its subject earnings or income. The concept of "employment of the population" can also be defined as a set of economic relations associated with the activities of the working-age population to create a social product. It should be noted that the able-bodied population includes everyone who is able to work by age and health.

Employment is the most important characteristic of the economy, the well-being of

the people; employment is an important macroeconomic indicator. But employment is not only an economic phenomenon, it depends on demographic processes, it is part of social policy, i.e. has demographic and social content.

As an economic category, employment is a set of relations regarding the participation of the population in labor activity; expresses the measure of his inclusion in work, the degree of satisfaction of social needs for workers and personal needs and interests in paid jobs, in receiving income. From these positions, employment is the most important characteristic of the labor market.

In accordance with Art. 2 of the Law of the Republic of Uzbekistan "On Employment of the Population", employment is the activity of citizens that does not contradict the legislation, related to the satisfaction of their personal and social needs, bringing them earnings (labor income).

Citizens have the exclusive right to dispose of their abilities for productive and creative work and to carry out any activity not prohibited by law, including those not related to the performance of paid work. Forced labor, that is, being forced to perform work under the threat of any kind of punishment, is prohibited, except as otherwise provided by law. Voluntary unemployment cannot serve as a basis for prosecution. It should be noted that in economic theory there are two indicators of the level of employment of the population:

1. Normal employment rate (NLL), which is determined by the formula:

$$NUZ = \frac{\text{employed population}}{\text{able-bodied population}} \times 100\%$$

NHS is usually 94–96%. NHS is usually 94–96%.

2. Actual employment rate (FUS) can be determined by the formula:

$$FUS = \frac{\text{employed population}}{\text{labor supply}} \times 100\%$$

The labor supply consists of the sum of employed and unemployed, but job seekers.

FUS shows the real level of employment at this stage of development of the national economy.

As you know, all former socialist countries by the beginning of the 1990s. Characterized by a very high degree of population involvement in economic activity. This was a consequence of the ideology and policy of full employment, which did not recognize the possibility of voluntary unemployment for able-bodied citizens. Since the very possibility of unemployment was denied, there was no system of material support for the unemployed.

The transformational crisis has left a serious imprint on the evolution of the labor market in transition economies. The main processes that have arisen in the field of employment:

1. Countries have not been able to avoid a sharp contraction in aggregate demand that followed price liberalization, a decrease in government subsidies to enterprises and the distribution of social goods and services through them. This has had negative consequences in terms of labor demand and overall employment.

2. Tighter budget constraints due to increased structural reforms have weakened incentives to accumulate surplus labor. There was a need to recognize the contractual nature of labor relations: work ceased to be an obligation and became a right. Many of the previously prohibited forms of work were allowed: part-time work, combination of several jobs, self-employment, and entrepreneurship. This required the development of new labor legislation and the recognition of the inevitability of unemployment. Enterprises were given the freedom to determine the number of personnel and the level of wages. Artificial barriers to the

movement of labor (the institution of registration, etc.) were eliminated or greatly weakened.

3. Along with the emergence of private property, incomes not related to employment appeared, and income differentiation appeared.

The emergence of market relations led to a change in the demand for labor due to the diversification of the structure of the economy, the emergence and development of private business, the farming movement, and the accelerated development of the service sector. As a result, during 1991-2017. In the structure of employment, the share of those employed in industry and agriculture decreased, and the share of those employed in construction, the sector of services to the population, trade and public catering, transport and communications, and financial institutions increased.

At the same time, structural reforms were accompanied by a decline in employment. The capital-intensive nature of economic growth, which relies on the predominant development of the fuel and energy sectors with the least potential for job creation, did not contribute to employment growth. During 1991-2017. The number of employed population in relation to the total population decreased from 45.6% to 41.4%. The stable and increasing trend of excess of labor supply over demand, which has developed over the past 25 years, determined the chosen model and instruments of employment policy. According to the Ministry of Employment and Labor Relations, today the number of labor resources in the Republic is (2017) 18,900 thousand people

Table 1. Distribution of labor resources of the Republic of Uzbekistan in 2017 (thousand people)

Regions	Economically active population	Employed, total	Persons in need of employment Persons in need of employment	Unemployment rate (%)	Economically inactive population	Labor resources, total
R. Uzbekistan	14022,4	13298,4	724	5,2	4470,2	18492,6
R. Karakalpakstan	675,1	638,6	36,5	5,4	365,4	1040,5
<i>areas:</i>						
Andijan	1375	1298	77,3	5,6	335	1710
Bukhara	872	825	47	5,4	193	1065
Jizzakh	481	455	26	5,4	265	746
Kashkadarya	1247	1181	66	5,3	512	1759
Navoi	444	422	22,3	5,0	99,5	544
Namangan	1058	1001	56,5	5,3	477	1535
Samarkand	1576	1485	90,6	5,7	487	2063
Surkhandarya	1018	962	56,8	5,6	385	1403
Syrdarya	369	352	16,1	4,4	102	470
Tashkent	1343	1287,6	55,4	4,1	274	1617
Fergana	1597	1508	88,3	5,5	421	2017
Khorezm	755	713	41,4	5,5	232	987
Tashkent city	1214	1170	43,8	3,6	323	1536

Table 1 shows that the number of labor resources during 2014-2017. Grew from 17899 to 18493 thousand people, or 3.3 percent. In the analyzed period, the number of economically active population increased by 1.9 percent. During this period, the number of economically inactive population decreased by

265.9 thousand people, or 5.6%. In 2017, the share of the economically inactive population in the structure of labor resources increased by 24.2 percent. This situation is associated with a significant proportion of the population aged 16-24.

Table 2. Employment structure in the Republic of Uzbekistan (thousand people)

Indicators	1995	2000	200.	2010	2019	In 2019 compared to 1995 (%)
Employed population	8449,2	8983,0	10196,3	11628,4	13298,0	157,4
Including in industries:						
Industry	1093,2	1145,0	1347,5	1539,6	1668,3	152,6
Share,%	12,9	12,7	13,2	13,2	12,8	99,2
Agriculture and forestry	3484,7	3093,0	2967,4	2932,3	3610,7	103,6
Share,%	41,2	34,4	29,1	25,2	27,7	67,2
Transport and communication	347,5	382,0	488,1	605,7	710,7	204,5
Share,%	4,1	4,3	4,8	5,2	5,4	131,7
Construction	538,1	676,0	848,5	1071,9	1248,5	232,0
Share,%	6,4	7,5	8,3	9,2	9,6	150,0
Trade and catering	705,1	754,0	903,9	1243,2	1481,0	210,0
Share,%	8,3	8,4	8,9	10,7	11,3	136,1
Service	214,1	251,0	316,4	402,1	481,5	224,9
Share,%	2,5	2,8	3,1	3,5	3,7	148,0
Health, sports and social services	487,1	587,0	735,5	894,1	925,6	190,0
Share,%	5,8	6,5	7,2	7,7	7,1	122,4
Education, culture, arts, science and scientific services	1053,6	1146,0	1385,1	1609,9	1645,9	156,2
Share,%	12,5	12,8	13,6	13,8	12,6	100,8
Finance, credit, insurance	39,9	52,0	54,2	66,9	64,3	161,2
Share,%	0,5	0,6	0,5	0,6	0,5	100,0
Other industries	485,9	897,0	1149,7	1262,7	994,8	204,7
Share,%	5,8	10,0	11,3	10,9	7,6	131,0

Table 2. Shows that in the period 1995-2017. Employment in the population of Uzbekistan increased by 4848.8 thousand people.

In accordance with Article 2 of the Law of the Republic of Uzbekistan "On Employment

of the Population", employment is an activity of citizens that does not contradict the legislation, related to the satisfaction of their personal and social needs, bringing them earnings (labor income).

According to the Ministry of Employment and Labor Relations, 95% of the economically active population is employed.

State employment policy - a set of government actions to ensure employment of the population. There are two types of employment policy: active policy is aimed at reducing unemployment, passive - at material support for the unemployed.

The process of forming an employment policy includes 4 stages: modeling (development), regulation (implementation), diagnostics (monitoring), adaptation (correction and change).

Modeling of employment policy is carried out through the adoption of legislative acts and strategic program documents at the level of the government, economic management bodies and local executive authorities.

Regulation. After the Program is approved, ministries, departments and economic management bodies develop and submit for approval to the Deputy Prime Ministers - heads of the sectorial complexes of the Cabinet of Ministers sectorial programs for creating jobs in the context of enterprises. At the same time, address lists of jobs to be created are being developed in the context of districts and cities, indicating the resources required for their creation, as well as measures for the implementation of territorial programs for job creation.

Diagnostics (monitoring) of the implementation of the Program for ensuring employment of the population in the context of regions and cities of the republic, industries and specific enterprises is carried out:

The Ministry of Employment and Labor Relations and Social Protection, the Ministry of Economy - in terms of fulfilling the parameters provided for in territorial and sectorial programs;

By the Council of Ministers of the Republic of Karakalpakstan, khokimiyats of regions, districts and cities - in terms of fulfilling the territorial parameters of job creation;

The economic management bodies - in terms of the implementation of sectorial programs for job creation.

Adaptation (corrections and changes). The administrative model of employment policy assumes that its main functions are modeling and implementation, while the function of adaptation consists only in revising the planned indicators, i.e. practically absent. The following processes indicate the need to strengthen this function:

The reliability of accounting for jobs decreases. Ministry of Employment and Labor Relations. The State Statistics Committee has introduced a system of quarterly accounting of jobs created in the context of areas of employment and territories. However, the question of the quality of accounting remains open. So, it was announced that 997.2 thousand places were created in 2017. At the same time, the number of employed increased by 239.7 thousand people, which means the retirement of 757.5 thousand or 75.9% of the jobs created (which is unlikely);

There is a growing need to revise the approved indicators for territories that for a number of years have not met the forecast indicators of job creation;

The parameters of employment programs do not change, although the process of implementing other programs is being adjusted, on which the creation of a significant number of new jobs depends. In particular, the parameters for the implementation of investment projects are changing, the implementation of individual projects is delayed, some have to be abandoned, the forecast parameters and the range of products, exports, etc. are adjusted.

CONCLUSIONS AND OFFERS:

Despite the measures taken to increase employment and create new jobs, the problem of employment in our republic is still urgent. Further provision of employment for the population can be achieved in the following main areas:

- 1) Reduction of cotton fields and creation of small FEZs in this area.
- 2) Restraining the birth rate of no more than two children per family in families with poor material conditions, until the production capacity of Uzbekistan will allow the state to reduce unemployment to a minimum. The reason for this is that unemployment is sometimes caused by the fact that the process of population growth exceeds the production capacity of the state, which leads to the fact that the state cannot provide effective employment due to population growth. This should especially affect people living in rural areas.
- 3) Opening a bank account for one of the children in families with living conditions above average and making an annual contribution to this account until the child reaches the age of majority, which would allow him in the future to organize his own business in the field of production and provide other members of his family as well as other economically active population with effective employment.
- 4) Creation of jobs due to the commissioning of new production facilities, both through the modernization of production, the introduction of modern technologies, and through the use of local natural resources and material resources in labor-intensive industries.
- 5) Increasing the level of employment in existing workplaces through advanced training and re-profiling in accordance with the requirements of employers.

- 6) Growth in employment based on the accelerated development of small business and private entrepreneurship with increased government support, in particular, in obtaining loans, creating tax incentives, etc.
- 7) Growth of employment in farms and dekhkan farms, including cattle breeding, production and sale of livestock products.
- 8) Growth in employment in the service sector due to the development of transport, tourist services, hotel industry, repair of agricultural equipment, cars and other equipment, etc.
- 9) Increasing employment through the export of labor in view of expanding the possibilities of legalizing the export of labor on the basis of the conclusion of bilateral agreements on cooperation in the labor sphere with the main recipient countries.

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