

Problems of Providing Employment of the Population in Uzbekistan (In the Example of Surkhandarya Region)

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ABSTRACT

During the years of independence, human interests were shown as the most priority direction in the framework of reforms in all spheres implemented in Uzbekistan. Economic reform, modernization, changes in socio-political, spiritual-ideological spheres allow the citizens of the Republic of Uzbekistan to fully display their intelligence and talent, ultimately improving their living conditions.

Organization of the labor market and provision of employment of the population are of great importance in solving these issues. It is clear that the labor market is a market where labor force with a certain ability to work is traded. The main participants of this market are the state and the working population. When an entrepreneur hires a worker and acquires the right to use it, the population has the opportunity to purchase life-necessary tools and products in exchange for their labor capacity. As the market has its own national characteristics, the influence of national factors is significant in the functioning of the labor market of Uzbekistan.

Also, at the current stage of socio-economic development, one of the important directions of the state policy is to ensure the employment of the population. In fact, creating opportunities for every citizen to fully use the right to work is one of the main tasks of the social policy carried out by our state.

In the Republic of Uzbekistan, every citizen has freedom to work, it is guaranteed by the Law. For example, Article 37 of the Constitution of the Republic of Uzbekistan states that "Every person has the right to work, freely choose a profession, work in quality working conditions and be protected from unemployment in accordance with the law." The President of the Republic of Uzbekistan, Sh. Mirziyoyev, spoke about employment and said, "It is self-evident that we have set employment of the population as a priority goal, and we need to pay special attention to this issue not only in terms of quantity, but also in terms of quality¹."

¹From the address of the President of the Republic of Uzbekistan Shavkat Mirziyoyev to the Oliy Majlis on December 22, 2017. Surkhan morning. December 27, 2017.

It is known that providing employment to the population, achieving its employment ensures an increase in the standard of living and income of citizens, forms the labor market, helps to establish new jobs and ensure reasonable employment of people. Ensuring the employment of the population allows to prevent unemployment, every able-bodied citizen can earn income from his work, meet his needs, improve his standard of living, and the well-being of his family and children. These issues are reflected in the Law of the Republic of Uzbekistan "On employment of the population".

Taking into account the above, the Government of Uzbekistan paid special attention to the fulfillment of two important tasks that require each other. The first of them is to ensure the employment of the population.

In order to create an active labor market at the current stage of economic development, it is appropriate to pay attention to the following:

- prevention of general layoffs and support of citizens who have lost their jobs;
- to shorten the job search process and to end the long unemployment;
- formation of a system of vocational training and retraining of job-seeking citizens;
- development of temporary employment and public work program and implementation of the program;
- to offer financial support to new job creators;
- supporting entrepreneurial initiatives of the unemployed;
- cooperation in the process of self-employment of the population, etc².

As mentioned above, one of the important issues in the conditions of market relations is the issue of employment. The state's employment policy is aimed at rational use of labor resources and prevention of unemployment. This policy is an important factor that has a positive effect on the unemployment rate.

Ensuring effective employment, not full employment, is an urgent problem in the market economy. For example, it is possible to provide employment to one hundred percent of the economically active population. But if their work is ineffective, labor productivity remains low. Ensuring effective employment and rational use of labor resources implies the following:

transition from manual labor to mechanized and automated labor;

speeding up the production process while reducing the total working time;

achieving a rational distribution of the existing economically active population among firms, sectors and regions;

to increase the share of qualified labor force in the overall employed population;

involving women in economic activities without depriving them of their maternal duties³.

The President of the Republic of Uzbekistan Shavkat Mirziyoev expressed his opinion about the work done on providing employment to the population in the Surkhondarya region and its importance. is a great practical step. "Thanks to these measures, the standard of living and quality of the population is increasing more and more," he said⁴.

In 2017, more than 336,000 jobs were created due to the construction of new industrial enterprises,

²Жамият ва бошқарув, 2000. №4.-Б.55.

³Гухлиев А.Ҳақбердиев Қ. Ўзбекистон иқтисодиёти асослари.-Тошкент: Ўзбекистон Миллий энциклопедияси, 2006.-Б. 268.

⁴ Мирзиёев Ш. Буюк келажакимизни мард ва олижаноб халкимиз билан бирга кураимиз. Тошкент: Ўзбекистон, 2017.-Б 282.

commissioning of service facilities, development of small business and private entrepreneurship⁵.

During the visit of the head of our state to Surkhandarya region on February 10-11, 2017, enterprises equipped with modern technologies were put into operation and production of many new types of products was started⁶.

In the Republic of Uzbekistan, in practice, the labor market of Uzbekistan is going through a period of historically short development. With the formation and development of market relations, positive and some negative changes began to occur in the labor market. This is due to the development of private ownership, the reduction of state intervention in the economy, the increase in labor migration, the increase in the unemployment rate, and the introduction of the social protection system.

Due to the sharp decrease in the production volumes at the initial stage of the economic reforms, employment decreased, unemployment, compulsory unpaid leave of employees, and part-time working days increased. However, mass unemployment was not allowed to occur only as a result of the state's gradual implementation of property privatization processes, strong social protection of the population, support policy for economically disadvantaged enterprises, allocation of 700,000 hectares of land to rural residents for homesteads.

In the early years of independence, there was no more important issue than solving the problem of employment of the population. Solving the issue of employment of the population and eliminating unemployment was in many cases inextricably linked with radical restructuring, as well as with the transition to the market system of economic management, in particular with the change in the form of ownership. This process not only allocated the free labor force, but also created the demand for labor force in the economy. In this place, it was necessary to improve the quality of the labor force in order to form an efficient labor market. In particular, increasing the education and professional potential of the population through retraining and re-specialization of the unemployed became important.

If the formation of the modern labor market system is approached from a general territorial point of view, this process was related to the influence of two groups of demographic and socio-economic factors from the point of view of location. In the process of forming the territorial system of the labor market, it was noticed that the demographic tendency still exists. In world practice, the level of influence of the demographic factor shows two completely opposite aspects related to the numerical growth of the population and the age group:

- decrease in the relative power of the working-age population as a result of the decrease in the birth rate and the increase in the number of pensioners;
- high birth rate and increase in the relative power of the working-age population as a result of maintaining a high rate of natural reproduction.

The first one is characteristic of countries with developed market economies, where the growth of the population of retirement age has been evident in the following decades. The second is related to developing countries with high population growth, such as Uzbekistan. In particular, the growth and formation of labor resources in Uzbekistan is influenced by their regional and network distribution, as well as specific aspects of labor resources in the regions of the country.

Natural population growth also causes an increase in the number of hired workers. This is the main factor that causes the population to create their own working group in the labor market. At the same time, natural growth in market economic conditions has a two-sided meaning. First, it meets the additional labor requirement of expanded remanufacturing. But, on the other hand, this process can also help to create an unemployed layer of the population. This reduces the effectiveness of the formation of the labor market both regionally and nationally. An example of this is the increase in the

⁵Ўзбекистон Республикаси Президенти Шавкат Мирзиёевнинг 2017 йил 22 декабрда Олий мажлисга мурожаатномасидан. Сурхон тонги. 2017 йил 27 декабрь.

⁶ Сурхон тонги. 2017 йил 24 январь.

number of unemployed in the early periods of independence⁷.

As mentioned above, a number of factors caused the unemployment rate to increase in the first years of independence in Uzbekistan. The failure of the economic mechanism formed during the former USSR, the disruption of economic integration, the stoppage of production enterprises, changes in migration processes - all this had a negative impact.

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⁷ See: Society and management, 2000. No. 4.-B.56.