

Main Directions of State Policy on Ensuring Labor Force in Uzbekistan

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ABSTRACT

the article talks about the main directions of the state policy on ensuring the employment of the workforce in Uzbekistan.

Development of production in the conditions of the market economy, implementation of scientific and technical progress in production, creation of new jobs, satisfaction of consumer demand and export of national products are today's urgent issues.

The same can be said about labor force employment. The higher the level of useful employment in society, the lower the level of unemployment, the higher the standard of living and well-being of people, and vice versa. In this case, employment is understood as the activity related to meeting the personal and social needs of people, which does not contradict the current legislation and brings income to people from work.

The production process carried out in single, i.e., separately acquired enterprises, together constitute social production. Because all factors of production involved in it - objects of work, tools, labor force and other conditions of production acquire social importance according to their description. In the conditions of social production, it is necessary to approach its factors from the same point of view.

The production process does not stop with a single implementation, but it is continuously repeated. All factors of production, including the labor force, are actively involved in this.

The labor force is the sum of a person's mental and physical abilities to work and is the main productive force of society.

Currently, the active and potential part of labor resources are distinguished. Persons engaged in social production and ready to work and looking for work are the active part of labor force resources, while those who are separated from production and studying, and those employed in temporary households are the potential part.

As of 2018, the number of permanent residents in our country is 33.3 million. people, it increased by 613.6 thousand people compared to last year. The number and quality of labor resources are

determined by the composition of the country's population in terms of number, gender and age. These, in turn, depend on the natural growth of the population (Figure 1).

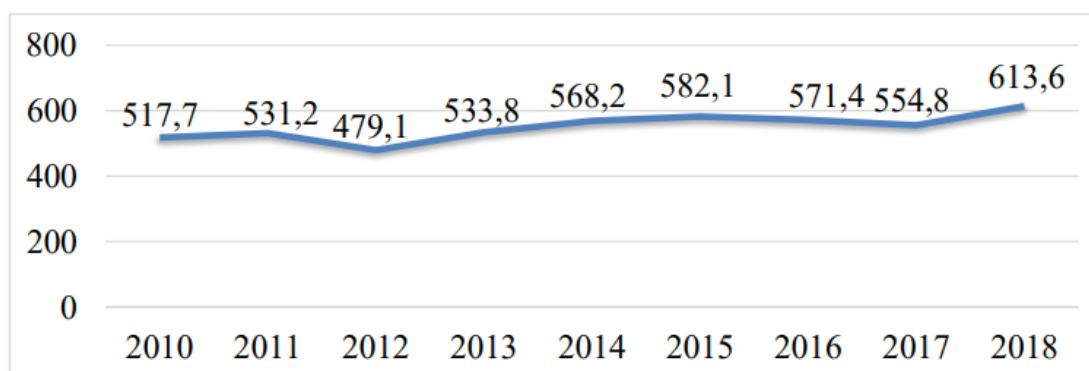


Figure 1. The rate of natural population growth in the republic (per thousand people)

Source: www.stat.uz - information from the official website of the State Statistics Committee of the Republic of Uzbekistan.

The difference between increasing and decreasing resources in the labor market indicates the natural level of labor resources and causes factors affecting labor supply. The ongoing work to ensure the employment of this labor supply will ensure the creation of labor demand.

If it is explained by the second side of labor force reproduction, i.e., the entry of the young generation into the labor market, it can be partially analyzed by studying the level of natural growth of labor resources.

The population of the Republic of Uzbekistan in 2010 was 27.1 million. made up 32.7 million people in 2017. per person, i.e. increased by 114.7%. In 2010, the number of people employed in the economy was 12,286.6 thousand people, and by 2017, this indicator was 14,357.3 thousand people (116.9 percent increase) (Table 1).

Table 1. Employment of workforce resources in the Republic of Uzbekistan employment status (in thousands of people)

Йил	Ахоли сони, (млн.киши)	Иқтисодий фаол ишчи кучи сони	Иқтисодиётда банд бўлганлар сони	Ишсизлар сони
2010	28,5	12286,6	11628,4	658,2
2011	29,1	12541,5	11919,1	622,4
2012	29,5	12844,1	12223,8	620,3
2013	30,5	13163,0	12523,3	639,7
2014	31,0	13606,3	12818,4	653,8
2015	31,5	13767,7	13058,3	709,4
2016	32,1	14022,4	13298,4	724,0
2017	32,7	14357,3	13520,3	837,0
2017 йилда 2010 йилга нисбатан %	114,7	116,9	116,3	127,2

Source: www.stat.uz - information from the official website of the State Statistics Committee of the Republic of Uzbekistan.

The role of the labor market in the system of the market economy is determined by the two tasks it performs. The first task is directly related to the mechanism of connection of the worker with the means of production and the effective regulation of the movement of the unemployed labor force during the labor process. The second task is carried out through reproduction, further improving the quality of the labor force.

It is known that effective reforms are being carried out at the level of state policy to ensure the employment of the workforce, to regulate and further improve the processes related to the labor activities of citizens, and to strengthen the system of guaranteed labor rights. In particular, the decision of the President of the Republic of Uzbekistan dated July 14, 2018 "On measures to improve and increase the efficiency of work on the provision of employment" No. aimed at improving the efficiency of the work of state bodies, creating favorable conditions for attracting the population to work, as well as stimulating the activities of business entities that create new jobs.

As a result of measures taken by the state to increase labor force employment and social protection of the population in Uzbekistan, the level of employment is increasing year by year (Table 2).

2- table. The main indicators of employment in Uzbekistan

Йиллар	Иш қидирувчи сифатида рўйхатдан ўтганлар, минг киши	Иш билан таъминланганлар, минг киши	Иш билан таъминланганларнинг солиштира салмоғи, %	Ҳисобот даври охирига расмий тарзда рўйхатга олинган ишсизлар сони, минг киши
2010	671,6	595,6	88,7	16,2
2011	661,4	595,7	90,1	12,9
2012	653,0	590,5	90,4	6,0
...				
2015	324,0	241,4	74,5	3,0
2016	263,4	248,2	94,2	7,2
2017	271,9	229,9	84,6	14,9

Source: *www.stat.uz* - information from the official website of the State Statistics Committee of the Republic of Uzbekistan.

It can be seen from the table that if the relative weight of employed persons was 88.7% in 2010, until 2012 the weight of their employment increased. However, in the following times, a decrease in the number of applicants to the employment assistance centers and their share in providing employment was foreseen. By 2017, it had dropped to 84.6%.

In 2017, 229,900 citizens were employed as a result of the measures taken by regional employment assistance centers in the direction of ensuring labor force employment, in addition, 27,100 people were involved in public works, 6,600 people were sent to vocational training and retraining. 10,400 people were given unemployment benefits.

In addition, in 2017, 1,218 job fairs were organized with the participation of regional administrations and employment support organizations in order to facilitate job seekers and employers. About 59,300 representatives of employers and 204,900 job-seeking citizens participated in these fairs. As a result of the fairs, 52,200 people received job offers, and more than 133,000 active job seekers received advice on labor, employment and legal issues.

Jobs were created in accordance with the directions of the program approved by the Decision of the President of the Republic of Uzbekistan dated February 3, 2018 "On Measures to Implement the State Program to Support Population Employment in 2018" No. PQ-3506. According to this decision, in 2018, more than 346,700 jobs will be created in the regions of the republic. It is envisaged to ensure the employment of the existing unemployed through paid public works, temporary and one-

time jobs, vocational retraining and placement abroad organized through the Foreign Labor Migration Agency. In addition, 64,900 jobs were created as a means of launching new production facilities and expanding operations in economic sectors. Of these jobs, 37,200 were created in industry, 15,300 in services and 12,400 in agriculture, as well as intensive gardening and greenhouses. In rural areas, 24,800 new jobs were created in the construction of affordable housing, multi-storey residential buildings and road engineering infrastructure. 5.8 thousand jobs were created due to the development of the infrastructure of the social sector. Due to the development of small business and private entrepreneurship, 74,200 jobs were created, of which 19,400 people were employed through the development of national crafts.

A total of 456,800 graduates from 1410 colleges were assigned to the leaders and responsible employees of all organizations that are part of the economic complex based on the exemplary new mechanism of employment of graduates of vocational colleges. According to the information system "college.mehnat.uz" specially organized for monitoring the employment of graduates, 332,800 graduates of the 2016/2017 academic year were employed.

In 2018, it is planned to take measures to ensure the employment of 9,936 women in accordance with the program developed to ensure the employment of women living in difficult living conditions, especially young women. According to the decision of the Cabinet of Ministers of the Republic of Uzbekistan dated October 5, 2017 No. 799 "On the organization of the activities of the Public Works Fund under the Ministry of Employment and Labor Relations of the Republic of Uzbekistan", the Public Works Fund under the Ministry of Employment and Labor Relations for 2017 will receive 84 billion. if sums were allocated, 714 billion sums will be allocated for 2018 in order to further develop work in this direction and contribute to the growth of the population's income. sum was allocated

According to the decision of the President of the Republic of Uzbekistan dated July 5, 2018 "On additional measures to further improve the external labor migration system of the Republic of Uzbekistan" No. It is planned to carry out activities aimed at ensuring the protection of the labor and social rights of citizens who are going abroad, and expanding the involvement of labor migrants who have returned from abroad in entrepreneurship and labor activities.

In this regard, our government has strengthened cooperation with Russia, Korea, Japan, Poland, and established cooperation with Kazakhstan, Germany, Turkey, the United Arab Emirates, and the Sultanate of Oman. On the basis of this established cooperation, 922 citizens, who passed the selection process, were sent to the Russian Federation for work. 17 citizens of Uzbekistan are sent to Japan in an organized manner and are working.

In addition, according to the Law of the Republic of Uzbekistan dated October 16, 2018 "On Private Employment Agencies" No. O'RQ-501, a number of services for the establishment of private employment agencies and their operation have been defined as tasks. Private employment agencies can provide the following types of services.

- ✓ Job selection for persons looking for work in the territory of the Republic of Uzbekistan;
- ✓ selection of personnel for employers;
- ✓ Employment of persons looking for work outside the Republic of Uzbekistan;
- ✓ information and consulting services in the field of employment.

As of March 2019, there are 65 registered private employment agencies in the Republic of Uzbekistan, of which 50 are operating on the basis of a license.

It is planned to open representative offices in Korea and Russia in 2018. In 2017, a center for adaptation and training of citizens going to Russia for work was opened in Samarkand, and work is underway to open a similar center in Fergana.

To sum up, as a result of the measures implemented in our country, serious quality changes are evident in the provision of work to the unemployed. In solving this issue, which is extremely urgent

for us, special importance is attached to the rapid development of small business and private entrepreneurship, as well as the wide introduction of various forms of the service sector, the development of various branches of livestock breeding in rural areas, and the promotion of freedom of external migration. At the same time, on the basis of the measures implemented in our country, it will open a wider way to ensure the prosperous life of our people and increase the social protection of the population by further increasing the level of employment.

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