
Employment of the Population

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Abstract: All-round assistance to increase the employment and income of the population, introduction of new effective mechanisms to ensure the employment of the unemployed, especially young people and women, graduates entering the labor market for the first time, convenient for attracting the needy population to work reforms and measures are being implemented in our country in order to create conditions and further stimulate the activities of business entities that have created new jobs.

Key words: employment, unemployment, income, entrepreneurship, labor, wages, labor market, demand, supply.

Every year, a number of reforms are implemented in our country to ensure the employment of the population, as well as the mechanisms of employment for vacant and quota jobs are being improved, and effective measures are taken to develop effective forms of self-employment. In its place, a number of regulatory and legal measures aimed at encouraging the population's work activity and entrepreneurial initiatives, ensuring the employment of socially vulnerable sections of the population, increasing the access to public services, quality and speed of employment documents are being accepted. Currently, there is still a high level of tension in the labor market in the regions, the establishment of permanent jobs, the provision of employment for young people, women, members of low-income families, especially in rural areas, as well as external labor. There are some problems with the regulation of migration processes.

Employment is the employment of the able-bodied population in socially useful work, related to the satisfaction of personal and social needs of citizens, and does not conflict with laws, and provides labor income. Employment refers to interpersonal relations involving the employee in specific labor cooperation based on the social division of labor. Employment is not limited to employment in enterprises and organizations of various forms of ownership, but also includes self-employment, self-employment, work in a private household, household employment, and child care. Employment is a relationship between two parties, usually based on a wage-earning contract where one party is the employer, a non-profit organization, cooperative or other organization is the employee. Employment is usually regulated on the basis of regulatory and legal documents in the field of labor.

Employment is one of the forms of exercising the right to work of citizens. At the same time, providing employment to the population constitutes the content of the state employment policy. The employment policy implemented in Uzbekistan is implemented in the following directions: a) self-employment and creation of additional jobs by encouraging small and private business; b) to support the increase of jobs and the opening of new jobs in enterprises; c) providing employment to the needy sections of the population through the development of home economics; g) expanding the provision of household and other services to the population; d) to help young people acquire new professions. The main legal document regulating relations in the field of employment is the Law of the Republic of Uzbekistan "On Employment of the Population".

In accordance with Article 2 of this law, employment is considered as an activity that does not contradict the laws of citizens, is related to the satisfaction of their personal and social needs, and brings them a salary. Citizens have the absolute right to dispose of their abilities for productive and creative work, as well as to engage in any activity not prohibited by law, as well as activities unrelated to the performance of paid work. Forced labor, i.e. forcing to perform work by the threat of any punishment, is prohibited, except in the cases established by law. Voluntary non-employment of people cannot be a basis for holding them accountable. The following are considered employed: employed; including citizens who perform part-time work for a fee, are engaged in housekeeping, and have other remunerated work, including temporary work; Citizens who are temporarily absent from the workplace due to illness, work leave, vocational retraining, professional development, suspension of production, as well as in other cases where the workplace of an employee who is temporarily absent in accordance with the law is preserved;

self-employed citizens, including citizens engaged in business activities without establishing a legal entity, members of cooperatives, farmers and their family members participating in production, as well as citizens receiving education separately from production in accordance with the laws on education; Among them are citizens working in public associations and religious institutions operating in accordance with legal documents.

Employment service, state employment service is a state service established to implement the policy of providing employment to the population at the national level and to provide relevant guarantees to citizens. It was established in Uzbekistan in 1992 on the basis of the Law of the Republic of Uzbekistan "On Employment of the Population" (January 13, 1992). The Employment Service implements employment programs at the republican and local levels for the purpose of preventing unemployment and social protection from the consequences of unemployment, including analyzing and predicting the situation in the labor market, ensuring the dissemination of relevant information;

keeps records of vacancies and citizens applying for employment, places them in work, organizes vocational training, retraining and upgrading of unemployed citizens, ensures registration of the unemployed, provides assistance to them and provides employment for other Employment Service activities with money State assistance fund was established. This fund, regardless of the forms of ownership and business management, is composed of mandatory allocations of not less than 3% of the wage fund of enterprises, institutions, organizations, cooperatives and other employers, subsidies of the government and local government bodies, voluntary donations, etc.

At the national level, the employment service system includes the Ministry of Labor of the Republic of Uzbekistan and its territorial bodies, as well as local employment centers - labor exchanges (see Labor Exchange).

Employment policy in Uzbekistan was formed at the first stage of the transition to a market economy, i.e. in the 1990s. Guarantees of providing employment to the population in the country and realizing the rights of a person to work are specified in the Law "On Employment of the Population" (January 13, 1992; adopted in a new version on May 1, 1998). Employment problems in Uzbekistan require a lot of attention, because the republic has a complex demographic situation, the natural growth rate of the population is high, the majority of the population is young people, and most of the population lives in villages. In 1998, 33.9% of the working-age population in Uzbekistan was employed in public sector enterprises and organizations, and 66.1% in non-state sector facilities, including private farms (2.7%). Due to the emergence of various forms of ownership during the transition to the market economy, the number of workers in the non-state sector increased. Their employment increased by 12% in 1994-96. The part of the working-age population that is not engaged in work is the unemployed.

According to the Center for Economic Research, the work policy model of Uzbekistan is losing its effectiveness and a difficult situation has appeared in the country's labor market. First, the number of jobs created is not enough, most of the jobs created are not sustainable. In 1991-2011, the

percentage of the working population increased from 50% to 61.1%. At the same time, the percentage of the working population decreased from 81.6% to 66.9%. In addition, job instability is increasing: 30% of new jobs created are being lost. Due to the acceleration of the urbanization process, the tension in the city labor market is increasing.

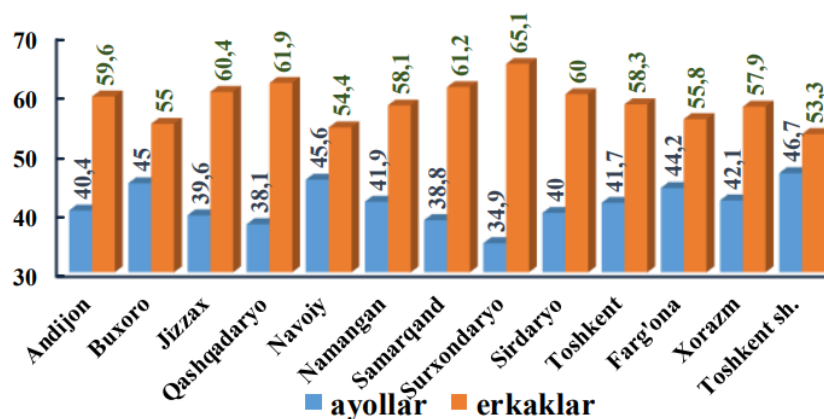
Secondly, the wide distribution of the non-corporate sector (individual work, home work and various activities outside of enterprises with legal entity status) increases the risk of new growth. This is because the non-corporate sector is reducing taxes to the state budget, the imbalances in money and currency exchange are deepening, and the quality of the labor force is decreasing due to the lack of formalization of labor relations.

Thirdly, the country's labor policy is weakly promoting labor efficiency and ineffectively directs labor resources to industries that can become new growth points. Those working in science and high-tech sectors (information services, mechanical engineering, microbiology) make up only 1.5% of the total workforce. In the conditions of the current employment structure and investment policy, it will take about 15 years to double the labor efficiency in Uzbekistan. This makes it more difficult to reduce the difference between the developed countries and Uzbekistan.

The main measures to increase the employment of the population are the structural redistribution of the employed population and the involvement of young people capable of working in new advanced sectors and industries, which in turn is an important reserve for the effective use of labor potential. More than a third of all social production workers in the agricultural sector of Uzbekistan. Releasing a certain part of them and redirecting them to other sectors of the economy, first of all, to industry and the service sector, to create non-agricultural jobs, to apply advanced methods of labor organization, to provide economically stimulating work for teenagers, young women, pensioners and the disabled, to reduce unemployment. , measures such as improving the activity of labor exchanges lead to an increase in the employment of the population.

According to official data, in 2019, the highest percentage of female gangs in all gangs in our Republic was in Tashkent city (46.7%), Navoiy (45.6%), Buxoro (45%) and Ferghana (44.2%) regions. If it is true, the highest percentage of men in the band Surxondaryo (65.1%), Qashqadaryo (61.9%), Samarqand (61.2%), Jizzax (60.4%) and Sirdaryo (60 .0 %) is corresponding to the contribution of regions. On the contrary, the lowest percentage of band women was in Surxondaryo (34.9%), Qashqadaryo (38.1%), Samarqand (38.8%) and Jizzax (39.6%) regions. the lowest percentage of men is in Toshkentshahr (53.3%), Navoiy (54.4%), Buxoro (55%), and Ferghana (55.8%) regions (Figure 1). The number of people employed in the formal sector of the economy is determined based on the information of the State Statistics Committee, the State Tax Committee and the Ministry of Employment and Labor Relations.

Figure 1. Distribution of bands by gender in the cross-section of regions Source: Compiled based on official data of the State Statistics Committee of the Republic of Uzbekistan



Statistical data show that economic growth in Uzbekistan is stable did not go hand in hand with the increase in the number of jobs and employment. Including in the above tables women, men, formal and informal sector employment, unemployment and we studied the level of economic activity. Research shows that employment among women the low level is related to the low level of economic activity of women. In the informal sector employment is much higher than employment in the formal sector. External The high level of labor migration has a serious impact on the labor market in Uzbekistan is showing.

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