
Lessening The Youth Unemployment And Role Of Human Potential In The Realization Of Economic Reforms (In Case Of Kashkadarya Region)

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Abstract: The active transition to the digital economy in Uzbekistan will be one of our top priorities for the next 5 years. Taking the definition of digital economy as the activity of digital economy in the creation, distribution and use of digital technologies and related products and services, and the electronic generation, collection, storage, processing, transmission and presentation of information in digital technology", in the process of generalization in it, information about the processes of activity in the enterprise is digitized or brought into

Keywords: efficiency, software, electronics, IBM, Xerox, Toshiba, Siemens, Epson, Canon, Panasonic innovation, technical and economic level, economic mechanism

INTRODUCTION

The article deals with the development of the national state innovation policy in the field of employment in the Republic of Uzbekistan and the role of the effective use of human capital in the implementation of economic reforms in Kashkadarya region of Uzbekistan. The formation and implementation of innovation policy is based on the creation of such a system that will allow in the shortest possible time and with high efficiency to use the intellectual and scientific and technical potential of the country in production. Thanks to the use of new information technologies, both small and large organizations can use these potentials in providing employment for the population. An analysis was made of the dynamics of the structure of labor resources, the level of participation of the population of the Republic of Uzbekistan in labor resources by gender, the dynamics of the level of employment and the unemployed in the Republic of Uzbekistan.

Keywords: innovation policy, scientific developments, labor potential, employment, unemployment, labor resources, education, diversification, labor market, competitiveness, regulation

Introduction

In modern conditions, entering the world market is possible only on the basis of the development of innovative processes aimed at significant modernization of production through the

introduction of scientific and technological achievements. Innovation processes represent a constant and continuous flow of transformation of specific technical or technological ideas based on scientific developments into new technologies or its individual components and bringing them to development directly in production in order to obtain qualitatively new products.

Today, an important component of state socio-economic policy is innovation policy, which defines the goals of the innovation strategy and mechanisms for supporting priority innovation programs and projects. Of particular relevance are the problems of increasing the efficiency of using scientific developments and introducing the results of fundamental and applied research into production. Uzbekistan is ensuring the introduction of a mechanism for providing state support to non-state vocational training institutions to train the unemployed and poor in popular professions in the labor market, the basics of entrepreneurship and foreign languages.

Methodology

Non-state vocational training institutions are given the right to independently choose training programs and teachers, and transfer educational equipment and supplies for preferential use. A guaranteed minimum level of state order for training in non-state vocational educational institutions has been established at the expense of the state employment promotion fund. Currently, systematic work is being carried out in Uzbekistan to improve the quality and efficiency of the education and upbringing system for youth, to develop modern knowledge and skills among students of higher educational institutions based on the requirements for educating young people with high knowledge and spirituality. Everything is being done to create conditions for training a new generation of personnel with high intellectual and spiritual potential, capable of entering the arena to implement new initiatives and ideas for the progress of the country, as well as developing the skills and knowledge necessary to master the profession. Speech is a motivated living process of interaction between communicants, aimed at the implementation of a specific, vital goal and is based on feedback.

A modern specialist must have a range of skills. He must be able to quickly and correctly navigate communication situations, be able to correctly plan his speech, correctly select the content of the act of communication, find means of transmitting information, and be able to provide feedback.

The culture of any person is primarily manifested in how he communicates, from what motives he acts, how he speaks, how he behaves at the moment of speech, whether he knows how to listen, in his manners and intelligence. And it is the ability to communicate that is the guiding thread leading to success in business and career growth. That is, the culture of speech at the same moment represents the culture of speech activity as a whole, characterizing all communication situations, extending to all types of speech activity, verbal and non-verbal, reflecting a system of personal values, and at the same time, provides a positive result their activities. Research methods. The article uses methods of analysis and synthesis, correlation and regression, comparison and grouping, expert assessment, scientific abstraction and others. Innovation policy is a powerful lever with which it is possible to overcome the recession in the economy, ensure its structural restructuring and saturate the market with a variety of competitive products.

The phenomenon of employment can rightfully be considered as a set of socio-economic relations to provide the working population with jobs, mediating their participation in economic activity. It characterizes one of the most important aspects of the country's socio-economic development, which is associated with meeting the human need for work.

The employment level is the most important aggregate macroeconomic indicator, the dynamics of which make it possible to judge the well-being of the population and the effectiveness

of the course of socio-economic reforms in Uzbekistan. This determines the high demand of the state, business, and civil society for relevant research, primarily in the context of searching.

new mechanisms for expanding employment of the growing population of Uzbekistan.

Employment is the activity of citizens related to the satisfaction of their personal and social needs, which does not contradict the law and brings them earnings and labor income. In accordance with the provisions of the International Labor Organization, employed persons include¹:

- those who, for a certain period of time, receive wages for what they occupy workplaces;
- have a job, but due to a temporary injury or accident they temporarily stopped working;
- employers and self-employed persons or members of their family, formally working 1/3 or more of the working time.

Discussion

Innovation policy is designed to ensure an increase in the country's gross domestic product through the development of fundamentally new types of products and technologies, as well as the expansion of sales markets for domestic goods on this basis. Taking into account the modern realities of the state of the economy, innovation policy at the present stage of market reforms should contribute to the development of innovation activity. Thus, the state is called upon to provide special support to innovations that ensure social stability and maintain economic balance.

Today, for the development and prosperity of the economy of Uzbekistan, intensive capital investments are needed in innovations in various directions, which can provide not only economic, but also social benefits. Further development of knowledge-intensive industries is impossible without serious financial investments, which, as the development experience of many foreign companies shows, are the most profitable type of investment. But attracting investments for the development of scientific research requires the development of special methods for assessing their effectiveness. Consequently, the development of a scheme and mechanism for determining the economic efficiency of investments in innovation activities aimed at improving sectors of the national economy is one of the main factors in the development of these processes. For example, modernization of the material and technical base requires a significant amount of investment, exceeding the real capabilities of the national administration and regional operators. Thus, the task of attracting investment into the economy of Uzbekistan is very important.

Analyzing the level of unemployment and employment, it can be assumed that currently in Uzbekistan there is a situation of under-full employment, in which unemployment is not associated with fluctuations in the demand for labor, but is caused by imperfections in the labor market (costs of changing jobs, incomplete information about vacancies, etc.).

The labor resources of Uzbekistan, characterized by mobility and professional training, provide enormous opportunities for the further development of the country's economy. As a result of the creation of jobs, growth in employment, income and well-being of the population, economic (labor) activity and employment of the population have increased and, as a result, there has been stability in the main indicators of the labor market. The socio-economic development of the regions of Uzbekistan largely depends on sustainable and productive employment of the population.

Uzbekistan is a country that has significant labor potential, and ensuring employment of the regional population is one of the pressing issues. As a result of the analysis, it was revealed that the labor market model of the Republic of Uzbekistan is characterized by a persistent gap between supply and demand, as well as an imbalance in its professional qualification structure.

The growth rate of labor productivity is not high enough due to the low level of qualifications of the workforce and the economy's focus on creating seasonal and unstable jobs in conditions of

relatively high production costs, which is confirmed by high deflator values in recent years. It is required to implement a set of measures to ensure an increase in average labor productivity by not only adjusting the planned parameters of personnel training based on the economy's needs for them in the short and medium term, but also improving the quality of their training and increasing labor mobility. In addition, it is necessary to create conditions (ensuring a reduction in the GDP deflator, the tax burden) that ensure the growth of the competitiveness of the national economy.

The sectoral structure of employment in the republic has recently been steadily changing towards increasing the number of people employed in industry by releasing those employed from agriculture. However, the share of employment in the service sector is much higher than the share of employment in industry, which explains the low labor productivity in the country. Thus, in 2019, the share of people employed in industry was 13.4%, in agriculture 26.8% and in the service sector 59.8%.

Despite the positive changes in the labor market of the republic, several unresolved problems remain that impede the reduction of unemployment and the provision of productive employment in the labor market of Uzbekistan. It should be noted that many jobs in the service sector are unstable and seasonal (especially in the catering and trade sectors), and it is in the service sector that there is a high number of people employed in the informal sector.

Today, the share of the employed population in the informal sector is 58%; compared to 2015, this figure decreased by 1.4 percentage points. By region, the highest share of people employed in the informal sector of the economy is observed in Samarkand and Fergana. More than half of men employed informally work in casual, seasonal and temporary jobs. If we consider the sectoral structure of informal employment, the service sector predominates here, especially services such as construction, transportation services and accommodation and food services, as well as trade.

The analysis shows that in recent years there have been certain changes in the employment of the population of the republic that differ from the trends of previous years. First of all, the growth rate of employment and labor resources has leveled off. For a long time in Uzbekistan, the growth rate of employment of the population lagged behind the similar indicator for labor resources. In the last 4-5 years, the number of labor resources and employees has increased by an average of 3.7%.

An analysis of trends in employment by gender has shown that in recent years the employment of the male population has been growing rapidly, while the number of women employed in the economy has been decreasing. Students must be aware of the need for a culture of verbal communication as a necessary and effective means of personal development. They should develop an emotional attitude towards compliance with the requirements of the culture of verbal communication. Through situational and independent tasks, develop the practical development of skills and behaviors related to the culture of verbal communication. Using examples of successful dialogues (in which, without violating the formulas of ethics, motivating with logically constructed remarks, the set goal is achieved), motivate to demonstrate strong-willed efforts to overcome the encountered difficulties associated with maintaining the culture of verbal communication. By how and what we say we can judge our education, social background and much more. Let us recall at least an episode from Pushkin's famous fairy tale, when the princess in disguise found herself in a forest hut with seven brothers: "Instantly, by their speech, they realized that they had received the princess." At the same time, students should be made to understand that the formation of a speech culture is a painstaking and time-consuming process. But as soon as the student feels his own success in personal development, he will have inner satisfaction and the desire not only to consolidate this success, but also to intensify his efforts in further self-improvement.

The teacher must convince students that words represent the shell of thoughts. That words are not just a means of communication, but also the art of managing people. Indeed, we often pay attention not to what is said, but to how it is said. At the same time, students should be made to understand that the formation of a speech culture is a painstaking and time-consuming process. But as soon as the student feels his own success in personal development, he will have inner satisfaction and the desire not only to consolidate this success, but also to intensify his efforts in further self-improvement. The teacher must convince students that words represent the shell of thoughts. That words are not just a means of communication, but also the art of managing people. Indeed, we often pay attention not to what is said, but to how it is said.

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Conclusion

To sum up, the teacher must convince students that words represent the shell of thoughts. That words are not just a means of communication, but also the art of managing people. Indeed, we often pay attention not to what is said, but to how it is said. An analysis of the sectoral structure by gender shows that there is a significant gender imbalance. In particular, in sectors such as education and health, the majority of employees are women. At the same time, in industries such as construction or transport, women make up only 10.4% and 14.7% of the total number of workers in the industry.

In industries such as manufacturing, agriculture, trade and financial services, the share of women in the total number of workers varies from 40% to 55%. Career prospects for men and women in Uzbekistan are not equal. In industries where women make up the majority of employees, the share of women among management personnel is insignificant. The analysis of population employment revealed a number of problems, in particular: in regions such as Surkhandarya, Khorezm, and Kashkadarya, in some regions of the country there is a shortage of specialists, especially doctors in the rural areas of Surkhandarya and Jizzakh regions there is a low

share of employment in industry, which requires the creation of infrastructure development for the storage, transportation and marketing of agricultural products or the creation of industrial zones to provide employment for unemployed people in rural areas;

- the high level of unemployment in Surkhandarya, Samarkand and Fergana requires the creation of additional jobs in these regions;

- there is a low level of employment in the Republic of Karakalpakstan and the Jizzakh region, attention should be paid to creating jobs and ensuring employment for the population in these regions.

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