

MAIN PROBLEMS OF POPULATION EMPLOYMENT AND WAYS TO SOLVE THEM.

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Abstract: The article analyzes the concept of population employment as an economic category. Models of employment and labor market regulation in industrialized countries have been studied. From the experiences of these countries, the cases of reducing unemployment and increasing the employment of the population with socially necessary work, measures aimed at solving the unemployment situation, attracting poor and unemployed citizens to entrepreneurship and training them in professions have been studied and highlighted.

Key words: unemployment, employment, need, potential demographic situation, labor market, employment programs, employment regulation models, foreign experience.

Introduction:

In the Address of the President of the Republic of Uzbekistan Sh. Mirziyoyev to the Oliy Majlis, "From January 1, 2021, the introduction of a system for confirming the level of qualifications of citizens in high-demand labor professions. At the meeting at the youth forum, we decided to allocate 100 million dollars to ensure youth entrepreneurship and employment. In addition, 1 trillion soums and 50 million dollars will be allocated for vocational training of young people while lending business projects. This, in turn, indicates that young people are given wide opportunities during the period of innovative development. Since the first years of independence, the implemented reforms have been directed to the goals of all-round development of a person. Accordingly, our republic is consistently developing through the establishment of a legal democratic state and a civil society based on a socially oriented market economy in which human interests, rights and freedoms are highly valued. As a result of increasing the balance between various sectors and branches of our economy and ensuring stable growth rates, the population's income and living standards have increased significantly, creating a basis for the confidence in the future to be strengthened more and more.

Main part:

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 salaried work 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. According to official data, in 2019, the highest share of employed women in the total number of jobs in our Republic was in Tashkent city (46.7%),

Navoi (45.6%), Bukhara (45%) and Fergana (44.2%) regions. if correct, the highest percentage of employed men is Surkhandarya (65.1%), Kashkadarya (61.9%), Samarkand (61.2%), Jizzakh (60.4%) and Sirdarya (60 .0 %) are accounted for by the regions. On the contrary, the lowest percentage of employed women was in Surkhandarya (34.9%), Kashkadarya (38.1%), Samarkand (38.8%) and Jizzakh (39.6%) regions. the lowest percentage of men corresponds to Tashkent city (53.3%), Navoi (54.4%), Bukhara (55%), and Fergana (55.8%) regions . 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.

Unemployed - persons who are officially registered as unemployed in accordance with the law, as well as those who do not have a paid job or income-generating activity, are independently looking for work and are ready to get a job if such a job is offered. temporarily unemployed persons of working age. Unemployment is one of the major socio-economic problems that directly affects human interests. For many people, losing a job causes a decrease in the quality of family life, a disturbance in their personal life, and it has a serious psychological impact on a person. In actual economic life, unemployment is manifested in the form of an excess of the supply of labor force over the demand for it. The cause of unemployment is different: with the development of technology, labor productivity increases. In the economy, the balance of total supply and demand is disturbed, the decrease in the market demand for goods reduces the demand for labor force, as a result, part of the labor force becomes redundant. With the development of the economy, the demand for skilled labor will increase, and the unskilled will no longer be needed; when the population grows faster than the number of workers, a part of it becomes redundant and becomes unemployed.

Researchers distinguish several models of employment promotion policies in industrialized countries based on the interrelationship between economic growth, employment and labor productivity. In particular, researchers have identified five types of employment and labor market regulation: the American model (USA), the Scandinavian model (Sweden, Finland, Denmark, Norway), the Anglo-Saxon model (Great Britain, Canada, Ireland), the continental or German model (Germany, Austria, Belgium , the Netherlands, Switzerland, partly France) and Japanese models. But some researchers group countries differently, for example, instead of dividing the American model into parts, they add it to the Anglo-Saxon model.

It is known that the economic policy in Sweden is aimed at limiting the excessive increase in company profits, and the country has a developed system of professional training and retraining for both the unemployed and the employed. In this way, the regional and professional mobility of the labor force is encouraged. It should be noted that Sweden's experience in this field is unique. The restrictive (fiscal) policy in the labor market in Sweden is being formed based on the elements of encouraging job creation and selective economic growth. It has been recognized that the traditional strategy of creating full employment inevitably leads to high inflation and wage distortions. The Swedish model is characterized by an active policy of the state in the field of employment, which has reduced the level of unemployment to a minimum.

Another task of the National Council was to develop economic and social programs aimed at achieving the main goals of the state - ensuring full employment of the workforce and improving the living standards of the population. Currently, the modern model of employment in Great Britain is impressive and effective. It has several interrelated blocks: the situation of supply and demand in the labor market, the integrated system of professional education and employment, the development of training and retraining programs to increase the

competitiveness of women and young people in the labor market. exit, development of target public works development programs, development of unemployment insurance funds, development of social security system. In Great Britain, the institutional system for regulating economic and social relations has an extensive network of semi-governmental organizations. Employment and unemployment issues are considered by the labor commission, which acts as an advisor to the government. Today, employment regulation at the state level is carried out by the Department of Labor. Great Britain's career guidance experience is noteworthy. The main coordinating body of vocational activities is the youth employment service, consisting of more than 3,600 consultants and their assistants.

Any citizen who has lost his job, is unemployed for the first time, as well as wishes to continue working after a long break, can apply to the state employment service for employment. If the employment service does not provide him with a job for 1 day, he will receive the status of unemployed on the 11th day. A person who has refused a job offer twice within 10 days after applying to the employment service will not have employment status, but after 30 calendar days, he will re-enter the employment service as a general job seeker. will be registered. If a person lost the ability to work in his previous specialty while being on the labor market or could not find a suitable job due to the lack of the necessary professional qualifications, or if the need to change the profession arose due to the lack of work suitable for the unemployed person's professional qualifications. , the state employment service sends him to a place of vocational training, retraining or training for another profession. At this time, he will be given a stipend, and the time he studied will be included in the total length of service. According to the established procedure, a person recognized as unemployed receives unemployment benefits, which for those who have lost their job and wages or who are trying to return to work after a long break, not exceeding 26 calendar weeks in a 12-month period, who have not worked before or for the first time not more than 13 weeks for jobseekers. The amount of allowance for unemployed persons with children under 16 years of age or other dependents will be increased by 10 percent. An unemployed person must actively look for a job during the period of receiving benefits and make an appointment with the state employment service at least once every two weeks. In case of non-excuseable reasons, failure to provide employment within the specified period of time, dismissal for violation of labor discipline, benefits may be suspended for up to 3 months or the amount of benefits may be reduced.

In this regard, the research allows to confirm the following, that is, the high level of unemployment of rural youth has not improved the system of initial vocational training (including vocational guidance) of the workforce, the low level of their employment and non-operational, lack of material incentives and incentives for employers to analyze and maintain and create jobs for young personnel, underdeveloped state support system for rural youth entrepreneurship, lack of skills among young people, poor labor market infrastructure lack of development; in the future, it is determined by the fact that scientifically based programs for the development of employment have not been developed.

Summary: In the context of deepening economic reforms, scientific research and analysis of the experience of foreign practices on the socio-economic mechanisms of increasing the employment of the population, using the advanced aspects of the experience of these countries, which are convenient for our republic, is an effective, promising way to increase the level of employment of the population. allows to determine directions and apply them in practice. In our opinion, one of the factors that ensure the reduction of youth unemployment in the labor market is the increase of their knowledge and professional qualifications, as well as the creation

of non-wage jobs related to the diversification of labor, the rapid development of the service sector, small business and private entrepreneurship is of particular importance. is considered to be. Implementation of the main principles of the state policy in the field of youth employment assistance, improvement of social and economic mechanisms for reducing their unemployment, stimulation of demand for youth in the labor market on the basis of diversification of work, and as a result of in-depth analysis and research, relevant measures to increase the level of their employment It is important to produce scientific conclusions and practical recommendations.

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