

WAYS TO INCREASE THE EMPLOYMENT LEVEL OF THE POPULATION

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Abstract: This article covers the theoretical foundations for improving the efficiency of the activities of the state Employment Service. Features and factors of the activities of the state Employment Service are analyzed. Proposals have been made on ways and directions to improve the efficiency of the activities of the state Employment Service.

Keywords: Labor, labor resource, unemployment, employment rate, labor potential, labor market, labor market infrastructure, employment service.

Introduction: The justification of the topic of the article and its relevance. It is known that paragraph 143 of the state program "year of active investment and social development" of 2019 set out the task of developing a new version of the law of the Republic of Uzbekistan "on employment of the population". This draft law provided for strengthening the principle of economic independence of the employer, establishing the norms in the legislation directly in the law, and expanding the modern and effective forms of self-employment, including such types of activities as remote labor, freelancing, and establishing its status. It follows that on October 20, 2020, the "Employment Law" was signed into law by the head of state. With this document, a number of issues related to the employment of the population were established at the level of the law. The infrastructure of the labor market includes organizations that ensure its validity, state organizations that promote employment, as well as private employment services, savings, financial and insurance institutions, employment information banks, statistical information, etc. One of the important links in the functioning of the labor market is the state Employment Service. The state Employment Service plays an active role in regulating the employment of the population. This makes it necessary to form an Employment Service and effectively develop its activities.

In the conditions of innovative development of the economy, Uzbekistan also has a number of problems related to employment and the development of its infrastructure. As their main ones, it should be noted separately such problems as determining the criteria and indicators of the development of the Employment Service, ensuring the effectiveness of the activities of the state employment service, creating non-employment services, researching the territorial features of the development of the Employment Service, improving territorial information systems in the Employment Service, setting the prospects for the development of.

The degree of study of the problem. From foreign scientists. R.Kegan, M.Friedman, M.Granovetter, R. Studied in the work of the likes of Swedberg, these researchers carried out analysis of issues dealing with Labor, the organization of workplaces. The study of employment problems, methods and advantages of determining the prospect, the importance of employment in the development of the state to famous scientists in the field of classical economics. Smith, D.Ricardo, A.Marshall, Keynes's works are widely covered, taking into account the connection of cause and effect.

To study the problems of the labor market, unemployment, employment of the population, the Employment Service of the CIS state scientists Adamchuk V.V., Blyachman A.S., Varfolomeeva O.A., Volgin N.A., Genkin B.M., Galasnisina M.G., Costin L.A., Kuzmin S.A., Maslova I.S., Odegov YU.G., Pavlenkov V.A., Romashov O.V., Rudenko G.G., Slezinger G.E., Cherneyko D.S. and others are worthy contributors. To study these problems, Abdurahmanov Q.X., Zainutdinov SH.N., Zokirova N.K., Mamarasulov F.U., Rahimova D.N., Rahimova N.X., Tursunkhojaev M.L., Ubaydullaeva R.A., Kholmominov SH.R., Khudoyberdiev Z.YA., Khojaev N. and the scientific work of other scientists is dedicated.

This scientific research fully reveals the essence of the employment service, its formation, the causes of unemployment and the directions of its reduction. But the territorial features of the development of the Employment Service in them were not studied in detail as a research object. Also, the socio-economic mechanism of the development of the Employment Service has not been sufficiently researched. The relevance of this problem in the era of market economy relations makes it possible to determine the relevance of the topic of the article, its purpose and main tasks.

As the theoretical and methodological basis of the study, Law of the Republic of Uzbekistan, President of the Republic of Uzbekistan Sh.M. The decree of the president of the Republic of Uzbekistan "on the development strategy of the New Uzbekistan for 2022-2026", developed by Mirziyoev, the decisions of the president of the Republic of Uzbekistan, works on the market economy in the social direction, the work of the population, the labor market, econometric modeling, targeted complex programs, marketing and sociological research. In the preparation of the article, the decisions of the Cabinet of Ministers of the Republic of Uzbekistan on modernizing the economy and building a multi-axis economy were used.

In the research work, the information provided by the Ministry of economy, employment and Labor Relations of the Republic of Uzbekistan, the State Statistics Committee and their territorial departments in the Bukhara region was used as a source.

The following methods were used in this article: economic-statistical analysis, comparison, comparative analysis, etc Due to the special attention paid to young people in the labor market, the share of employment in relation to the total population is becoming higher. Systematic work has been established to help them find a suitable place in society and to support their labor by taking the initiative. And young people who make good use of the opportunities created, show their ability in all areas. Consequently, the task of satisfying the need for young personnel, who deeply feel the responsibility for the fate of the country, are independent and thinking in a new way, is becoming more and more important.

Due to the effective functioning of the conditions and support mechanisms created for the development of small business in the country, there is an expansion of the business capacity of the population, an increase in entrepreneurial initiative in young people. These aspects, in turn, provide a great way to encourage promising proposals and initiatives in a timely manner. As a result, most of the working population is working precisely in the small business sector, while the share of the network in the gross domestic product is increasing. The wide road to the development of KBXT has become one of the guarantee tools that consistently develop the economy, ensuring the stability of society, while being an important factor in the growth of employment and income of the population. It provides a solid basis for ensuring macroeconomic stability, the development of the economy, a consistent increase in the level and quality of life of the population. The increase in income, in turn, is qualitatively changing the financial situation of families. This is the most important, if permissible, priority. In this case, the modernization of industrial enterprises, the provision of modern technologies make it possible to release competitive products to the world market.

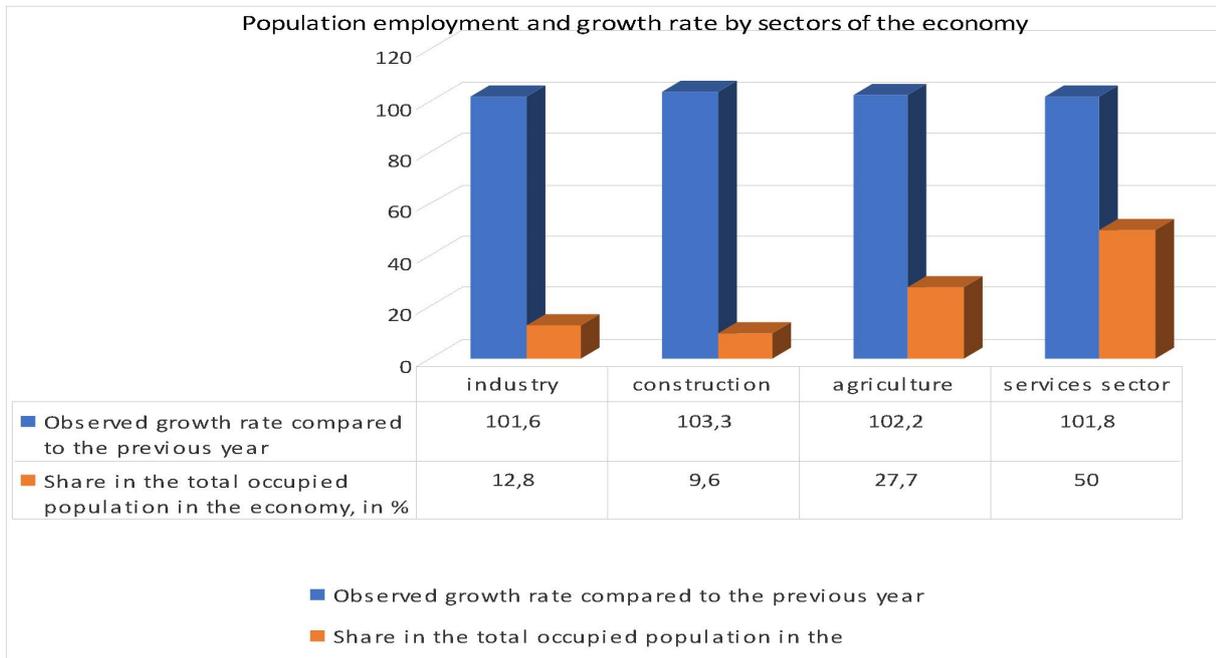
It should be noted that the development of industries, the increase in the volume of deeply processed products, the effective organization of the import of industry into the village is expanding the possibilities of proportionally placing production forces in the regions. In 2021, the following landscape was formed in the structure of the networks as a result of population employment:

- 1668.3 thousand people in the industry, the share in total employment is 12.8 percent;
- share of Agriculture and forestry 27.7 percent;
- 1248.5 thousand in construction, 9.6 percent in jamibandigiulushi;
- transportation in vaaloka 710,7 thousand, in jamibandigiulushi 5,4 percent;
- 1481 thousand people in trade and general nutrition;
- 3053 thousand people in the social sphere, the share in total employment is 23.4 percent;
- KBXT's share of total employment was 78 percent.

One of the reasons for the existence of temporary unemployment in our republic is the imbalance between supply and demand for labor. That is, a large part of the unoccupied population of ishbilan is organizing unskilled employees and young people who are entering the labor market for the first time. On the contrary, in the sectors of the economy, the demand for personnel with high qualifications and work experience is growing.

Analyzing the distribution of economically active population employment by region, it is possible to observe specific aspects.

First, in the regions of the Republic of Karakalpakstan (65 %), Jizzakh (63.4 %), Namangan (67.5 %), Kashkadarya (70.1 %) and Surkhandarya (71.4%), there is a low level of economic activity of labor resources, that is, the population. Therefore, the share of the employed population in total labor resources in these regions looks much lower than in the Republican indicator. These cases are related to the complexity of the demographic process in these regions.

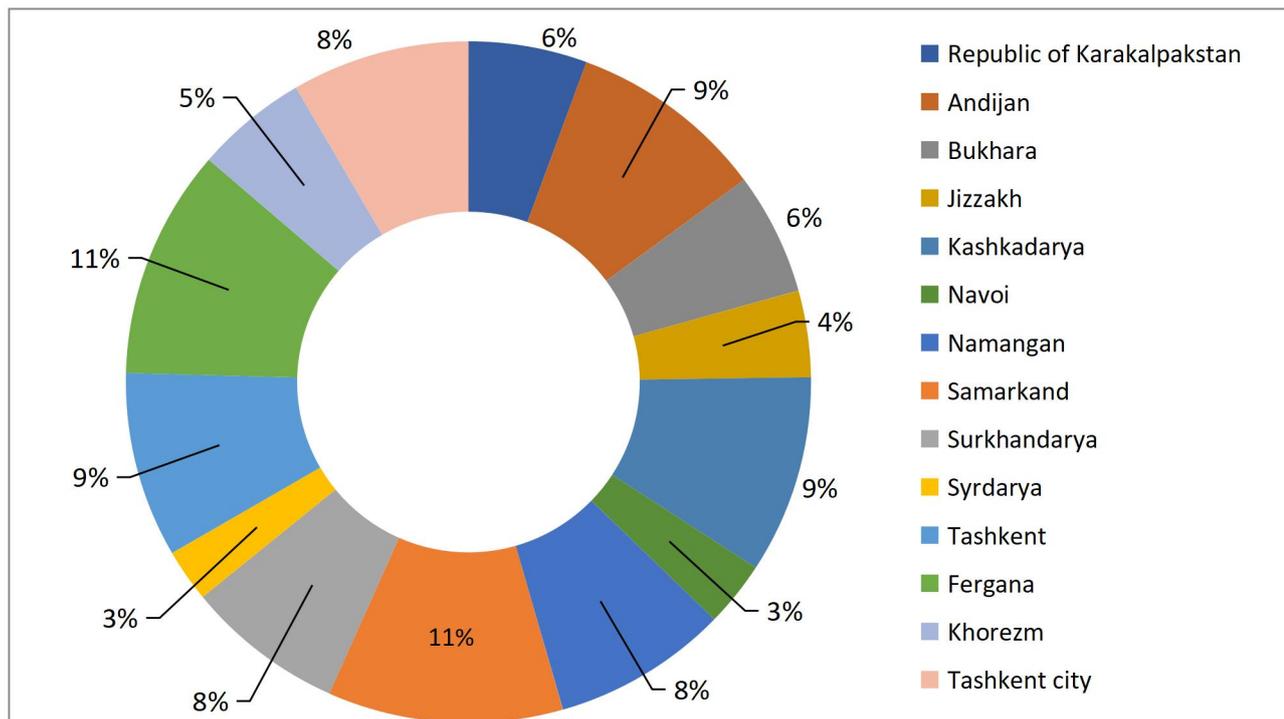


Secondly, due to the uneven distribution of population and labor resources by region, the regions differ among themselves in the number of employed people. In particular, as noted above, the regions with the highest share of the total working population in the Republic were Samarkand (11.1 %), Fergana (10.9 %), Kashkadarya (9.4 %), Andijan (9.3 %), Tashkent (8.8 %) and

Namangan (8.3%), while the regions with Tashkent City (8.4 %)in mykam were Syrdarya (2.7 %), Navoi (3.2 %), Jizzakh (3.4 %) and Khorezm (5.3 %)can be seen to be equivalent to.

Thirdly, due to the uneven location of production Forces, Employment in regional networks has a different appearance, and in the regions of Tashkent City and Tashkent, Fergana, Navoi, Samarkand and Bukhara, the employment of the population in the industrial, construction, transport sectors is relatively high. And in the agricultural sector it can be said high in Surkhandarya, Kashkadarya, Namangan, Jizzakh and Syrdarya regions.

The share of territories in total labor resources, in %



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employment of the population "and introduce its application in practice in the regions of the Republic, further improving the"methodology for calculating the population not occupied by Labor in need of employment."

The reporting and forecast balances of labor resources, employment and employment of the population are developed for the following purposes:

- determination of the parameters of the organization of jobs to ensure employment of the population, first of all, young people and those who have reached the working age and are entering the labor market for the first time;
- assessment of the imbalance in the balance and structure of supply and demand in the labor market;
- determining the prospect of the labor market, taking into account the socio-economic aspect of the regions and the strategy for the development of sectors of the economy;
- determination of the amount of training of personnel by educational institutions.

This methodology should reflect the following:

First of all, the model structure of the balance of labor resources, employment and employment of the population of the Republic of Uzbekistan. To overcome the difficulties that may arise in determining the outlook, the name of indicators, the algorithm for calculating them, the balance of reports, the assessment (current year) and the forecast balance (next year) should be reflected in this sample structure.

Also in the lines of the sample structure: by the number of labor resources, that is, by the types of economically active and economically inactive population; by the type of labor supply and demand for it and the difference between them (balance "+" or "-"); in the cross section of categories, the level of employment of the population should be.

Secondly, a scheme for providing data for the formation of a balance of labor resources, employment and employment of the population. In this scheme, it is advisable to clearly indicate the content (name) of the data, the name of the ministry and office providing the data, the deadline for presenting the information and where it is being presented.

Thirdly, the organizational scheme for the development of the balance of labor resources, employment and employment of the population. The scheme should be in the following four directions, covering the name of measures, stages and deadlines of implementation and organizations responsible for execution:

- formation of a reference base;
- report balance development;
- development of forecast balance;
- their application in practice.

After the development and approval of the above-mentioned model structures and schemes, the ministries and departments of the Republic should develop a reporting balance of labor resources, employment and employment of the regions of the Republic of Uzbekistan on the basis of these structures and schemes.

Also, in addition to the balance sheet, it is necessary to develop a forecast balance for the next year for the total and labor resources of the regions, employment and employment of the population according to the relevant ministries and departments:

- forecast indicators of the population (demographic forecast);
- reporting balance of labor resources, employment and employment of the population;
- forecast parameters of the development of the socio-economic, economic network of the Republic and territories;
- forecast indicators of graduates of educational institutions entering the labor market;
- in the networks of state and economic management bodies, information on the assessment of personnel needs is used.

It can be said that by developing the above-mentioned methodology and introducing it into practice, the ground will be laid for a comprehensive, qualitative and objective analysis of labor resources, employment and employment of the population, young people entering the labor market for the first time, to increase the level of employment. This makes it possible, according to tradition, to further increase the efficiency in use and practice in the development of projects of the program for the organization of jobs and employment of the population every year.

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