

## Effective Ways to Ensure Employment in Pandemy Conditions in Uzbekistan

**Ergashev Olloyor Furqat o`g`li<sup>1</sup>**  
**Qurolova Fazilat Tursunqul qizi<sup>2</sup>**

### Abstract

The article analyzes the negative impact of the coronavirus pandemic on the labor market in Uzbekistan, the introduction of active programs to promote employment in the labor market of the country and a system of indicators that reflect their effectiveness. This article also provides an analysis of the balance of labor resources in the country during the period of easing of quarantine restrictions.

**Keywords:** Labor market, labor resources, employment, public works, subsidies, digital platforms.



<sup>1</sup> Student of the Faculty of Banking and Financial Services, Uzbekistan  
Email id: olloyorergashev\_1997@mail.ru

<sup>2</sup> Student of the Faculty of Human Resource Management, Samarkand State University, Uzbekistan  
Email id: qurolovafazilat@gmail.com

### INTRODUCTION

Today, the people of our country live with a sense of involvement in rapid reforms. He feels his contribution to the changes in society, to the success of the legislative and administrative system. Most importantly, they are being taken into account. This year has been a testing period for the peoples of the world. The pandemic has had a negative impact on the economy, our way of life, including the labor market. In such a complex environment, employment problems have increased significantly. The scope of tasks of the Ministry of Employment and Labor Relations has been expanded, the responsibility for regulating the labor market, employment of our compatriots, solving problems related to the protection of their labor rights has increased.

**Analysis of the relevant literature.** Our government has adopted a number of resolutions and decrees in this regard. All efforts were aimed at providing employment and financial assistance to the population. In particular, the Decree of the President of the Republic of Uzbekistan “On further measures to support the population and businesses during the coronavirus pandemic” on May 18 and the Resolution “On additional measures to support landowners and provide employment” accepted.

Also, on August 11 this year, “On additional measures to attract poor and unemployed people to entrepreneurship, increase their labor activity and vocational training and employment” on September 15, “Introduction of a system of safe, orderly and legal labor migration”. On the basis of these documents, new aspects of the introduction of effective mechanisms of the labor market, increasing the entrepreneurial activity of the population, the involvement of poor and unemployed people in sustainable income have been developed and implemented. The Ministry of Employment and Labor Relations has established a system of entrepreneurship training in the centers “Welcome to Work” in order to develop entrepreneurial skills of unemployed people, especially women and youth.

**Analysis and results.** In the past period of 2020, the following measures have been taken in our country to mitigate the negative effects of the pandemic on the labor market, the introduction of active programs in the labor market and the promotion of employment.

1. The number of labor resources in January-September 2020 amounted to 19,121.3 thousand people, an increase over the same period in 2019 by 100.7% or 135.5 thousand people. The number of people employed in the economy amounted to 13,205.2 thousand people, a decrease of 3.0% (403.5 thousand people) compared to last year, but increased by 3.7% (468.5 thousand people) compared to the first half of this year. During the reporting period, the number of people employed in the official sector amounted to 5,673.8 thousand people, an increase of 1.7% or 92.6 thousand people compared to January-June this year. The number of people employed in the informal sector amounted to 5,618.8 thousand people, an increase of 9.9% or 504.2 thousand people compared to January-June this year.

The number of people leaving the country for work amounted to 1,912.6 thousand people, which is 128.3 thousand people or 6.3% less than in January-June this year.

The total number of those in need of work was 1,642.5 thousand people. The unemployment rate among the economically active population was 11.1 percent. In January-September this year, the economically inactive population of the country amounted to 4,273.6 thousand people.

2. For 10 months of the current year 288.8 thousand people, including 241.0 thousand unemployed during the COVID-19 pandemic, as well as citizens who could not leave for work and returned to permanent jobs were provided with permanent jobs by district (city) employment centers. assisted.

3. 508.2 thousand unemployed people (including 270.5 thousand women, 171.4 thousand young people) were involved in public works at the expense of the Public Works Fund under the Ministry for 10 months of this year, and 470.3 billion soums were allocated from the fund for their salaries. In particular:

- Landscaping departments, “Clean Zone”, enterprises on the basis of orders of mahallas for landscaping of cities, districts, settlements, neighborhoods (landscaping, cleaning, whitewashing, cleaning of cultural facilities and canals, repair of streets and sidewalks) 323.4 thousand people the citizen was involved;

- 95.3 thousand people were involved in seasonal agricultural work, preparation, storage and processing of agricultural products, repair of irrigation and land reclamation networks, care of silkworms, technical insemination of livestock by orders of farms and cluster enterprises;

- 32.3 thousand citizens were involved in such works as construction, reconstruction and repair of housing and communal and other infrastructure facilities by orders of industrial enterprises and service enterprises;

- In cooperation with the State Center for Sanitary and Epidemiological Surveillance, 25.2 thousand people who graduated from medical colleges and previously worked in the field of medicine were involved in the disinfection of neighborhoods, streets, markets and public places;

- 17.9 thousand people were involved in the care of the lonely elderly, people with disabilities and those in need of care under the programs “Obod mahalla” and “Obod qishloq” and the system of “self-isolation”;

4. According to the Chinese experience, today 20.5 thousand unemployed, low-income and poor families are attached to 429 cooperatives established on 8.9 thousand hectares of land in the country, and they receive a subsidy of 47.3 billion soums as a share in the charter capital of cooperatives funds were allocated.

5. For the development of private plots, 32.5 thousand low-income families, especially those included in the “iron book”, were provided with subsidies of 93.8 billion soums for the construction of light greenhouses, seeds and seedlings for planting in private and field plots and irrigation.

6. This year, 8.9 billion soums of subsidies from the State Fund for Employment Promotion for employment and involvement of the unemployed, especially youth, women and socially vulnerable people in entrepreneurship, included in the “Iron Book”. 9,000 citizens were employed. Of which:

- 4.3 thousand unemployed people wishing to start a business received a subsidy of 983.7 million soums for state registration, payment of insurance policies for loans.

71 billion soums to 251 employers for advanced training of 3.6 thousand employees hired under the direction of labor bodies;

- 114 employers received 747.0 million soums for the payment of 332 needy people in excess of the quota. sum;

7. In order to provide financial support to unemployed citizens, 57.7 thousand unemployed people were assigned and paid unemployment benefits worth 19.7 billion soums.

8. The number of unemployed people trained on the basis of referrals from the labor authorities

is more than 34.7 thousand (including 16 thousand young people, 18.7 thousand women) for their scholarships and tuition fees, a little less than 13.4 billion soums from the State Fund for Employment.

Particular attention is paid to ensuring safe, orderly and legal employment of citizens. The reason for the pandemic was that many did not have the opportunity to go abroad to work this year. In this situation, measures are being taken to teach professional and foreign languages to citizens who want to work abroad.

The work carried out in foreign countries, especially in Russia, to support citizens of Uzbekistan temporarily working is yielding good results. The system of organized employment and attraction of Uzbek citizens to work in Russia has been improved, and today 1.4 million of our compatriots have left the country for work, of which the average number of citizens with permits is 600,000.

In addition, 14.6 thousand citizens were sent to work abroad. This figure was 3,541 in 2018, 4,392 in 2019, and 6,707 by the same period in 2020. In particular, 992 citizens were sent to Russia in 2018, 1425 in 2019, and 5724 in 2020. Significant work is being done to increase the legal literacy of citizens and adapt them to work abroad. In particular, a system of 191 centers for vocational training of citizens wishing to go abroad has been created. Of these, 14 mono-centers "Welcome to Work", 41 district and city vocational training centers, vocational training centers in 136 mahallas were established in regional centers. Vocational training centers and facilities under the Ministry have organized two-shift training. At present, 8.4 thousand unemployed people, family members included in the "iron book" are trained in the basics of the profession, foreign languages and entrepreneurship. Of these, 4,300 people wishing to work abroad are taught 13 professions and foreign languages. Mainly Russian, Korean and English languages are taught. 15 higher education institutions and professions in Moscow, St. Petersburg, Ekaterinburg, Kazan, Novosibirsk, Russia. The list of Uzbek labor migrants wishing to study in colleges is being formed and taught in professions and in Russian. The study methodology was developed by RUDN and the World Skills Russia Association. As a result, 3 documents - college certificate, skills passport, Russian language. A certificate of education is issued.

In order to ensure strict control over the creation of decent working and leisure conditions for pickers during the cotton harvest in 2020 to prevent forced labor, the Ministry of Employment and Labor Relations has formed separate working groups in each region and conducted studies in the regions. conducted more than 190 monitoring and research on social media in 86 regions of the country. As a result, more than 320 citizens who suffered from forced labor were identified and administrative fines were imposed on officials. In addition, in 44 districts and cities of the country, the work on attracting the unemployed to the harvest, decent work and leisure conditions for pickers, timely and timely payment of harvest money, 44 cases of non-creation of decent working conditions for officials. fines were applied. The State Labor Inspectorate received 141 complaints of forced labor and violations of labor rights. Most of them were sent from Kashkadarya, Tashkent, Namangan and Jizzakh regions. According to the appeals, in 20 cases, the population was involved in forced labor by neighborhood assemblies, some banks There were similar objections from the staff. At the local level, citizens, employees of enterprises and organizations are immediately studying the cases in this direction, the cases reported on the Internet and social networks.

## **CONCLUSIONS AND SUGGESTIONS**

Ensuring employment in the digital economy and reducing the impact of the pandemic on the economy in our country requires the implementation of the following measures:

1. Organize and conduct sociological research among employers in order to develop a forecast index of employers on the expected changes in the labor market on the basis of data on the demand for certain professions in economic sectors and to study labor relations in organizations.
2. Take measures to improve the quality and quantity of labor in the short term in accordance with the requirements of the labor market in the regions.
3. Introduce active programs to provide financial incentives to employers, analyzing the problems of promoting employment of the most vulnerable segments of the population during the pandemic.
4. New directions for the involvement of the population in temporary paid public works, including the organization of public works with private businesses.

#### **LIST OF USED LITERATURE**

1. Address of the President of the Republic of Uzbekistan Shavkat Mirziyoyev to the Oliy Majlis on January 24, 2020.
2. Decree of the President of the Republic of Uzbekistan No. PF-5669 of May 18, 2020 “On the next measures to support the population and businesses during the coronavirus pandemic”.
3. Resolution of the President of the Republic of Uzbekistan dated August 11, 2020 No PP-4804 “On additional measures aimed at attracting poor and unemployed citizens to entrepreneurship, increasing their labor activity and vocational training and employment”.
4. [www.worldorg.bank](http://www.worldorg.bank)
5. Official site of the State Statistics Committee. [www.stat.uz](http://www.stat.uz)