

Ways to Effectively Organize Employment of the Population in Ensuring Social and Economic Security of the Region

Gulnoza Toxirovna Samiyeva¹

Sherzod Ermatovich Yuldashev²

Annotation

An important moment in the life of the able-bodied population is employment. Employment is activity of citizens associated with the satisfaction of personal and social needs, which does not contradict the law and brings them income. Employment reveals one of the most important aspects of a person's social development associated with the satisfaction of his needs in the sphere of work and in connection with work.

The most important problem of ensuring the employment of the population in Uzbekistan is the hidden employment of the population, which, in turn, is becoming the main factor of the development of the underground economy. In the article, within the framework of the implementation of the State program "Creating jobs and ensuring employment of the population" in our country, the forecast parameters of the need for jobs in the sectors and regions of our country, especially the forecast indicators of the effective employment of young people considered. Effective organization of employment of the population allows to eliminate the problem of food security based on the expansion of the existing production potential. In this case, it will be possible to solve the problem of socio-economic security of our region by ensuring the effective employment of existing labor resources in these sectors on the basis of multi-sectoral development of the agricultural sector.

Keywords: *employment, unemployment, social support for the unemployed, risk to the need for financial and economic resources, agriculture, social and economic security, labor productivity.*

¹ PhD., Associate Professor, Department of Innovation economy, Karshi Engineering and Economic Institute, Republic of Uzbekistan

² Assistant of the Department of "Food and Agricultural Economics", Samarkand branch of Tashkent State University of Economics

Introduction.

In most countries of the world, the most pressing problems are the problems of employment. Of course, these problems always need and are waiting for their solutions. Since the problem of employment has not been resolved, the risk increases for the need for financial and economic funds for social support for the unemployed, the payment of unemployment benefits, which have been growing day by day in recent years.

Employment is a set of economic and legal relations closely related to providing citizens with jobs and exercising their right to work in order to earn money, income and of course to improve their social life. Today, employment is characterized by instability, its fragility and diversification in the field of view of scientists and researchers, as modern employment has been enriched with new forms of employment, new areas of application of labor.

Literature review. Theoretical and practical aspects of unemployment in social and labor relations, labor organization and solving the problem of unemployment, labor efficiency and motivation problems have been deeply studied in the scientific works of foreign economists such as K.R. McConnell, S.L. Brew, P. Samuelson, G. Ford and G. Emerson. Moreover, scientists of the CIS countries such as V.A. Adamchuk, A.A. Atemenko, S. Babynin, A.V. Barysheva, V.I. Brilev, S.A. Valuyskin, O.E. G.Zbishko, Yu. Gertsy, Z.T. Golenkova, E.D. Igitkhanyan, N. Grishchenko, V.V. Adamchuk, O.V. Romashov, L.I. Starovoitova, T.F. Zolotareva, A.N. Shvetsov, E.B. Breeva, Ananiev A.N., Tukhtabaev J.S.[1] studied the theoretical and methodological foundations of unemployment and its solution as a factor in the social security of the population.

Research methodology. Empirical research, systematic and comparative analysis, statistical grouping and expert evaluation methods were used in this article.

Analysis and results.

The transition to market relations has led to a change in the demand for labor due to the diversification of the structure of the economy, the emergence and development of private business, farming, new types of entrepreneurship, and the accelerated development of the service sector.

At the same time, structural reforms were accompanied by a decline in employment. In general, more than 50% of those employed in the economy are people with secondary and vocational higher education; moreover, women have higher rates than men (respectively 59.2 and 43.7% of the employed). Perhaps that is why, during the transition to market relations, it was the educated who found themselves in the most difficult employment conditions, and among them women came first, since commercial structures were looking for specialists of far from the highest rank [2].

Uzbekistan has a state employment policy - a set of government actions to ensure employment of the population. There are two types of employment policy: an active policy is aimed at reducing unemployment, a passive one is aimed at providing material support to the unemployed.

The employment policy includes 4 stages of formation [3]:

- modeling (development);
- regulation (implementation);

- diagnostics (monitoring);
- Adaptation (correction and change).

Employment policy modeling is carried out through the adoption of legislative acts and strategic policy documents at the level of the government, economic management bodies and local executive authorities. The country has adopted an extensive legal framework regulating employment issues. In accordance with the Constitution of the Republic of Uzbekistan, everyone has the right to work, free choice of work, fair working conditions and protection from unemployment. The state guarantees freedom of economic activity, entrepreneurship and labor. In May 1998, the Law of the Republic of Uzbekistan “On Employment of the Population” was adopted (in a new edition, the first edition after independence in 1992)[4].

The law provides for guarantees of the right to work, employment, vocational training and advanced training, social support for the unemployed, the participation of government bodies, employers and trade unions in the implementation of the state employment policy. The Labor Code, the laws “On labor protection”, “On the social protection of disabled people” and other acts guaranteeing the employment of socially vulnerable categories of the population, labor protection standards, and social guarantees in case of job loss were adopted.

Regulation. After the approval of the Program, ministries, departments and economic management bodies develop and submit for approval to the Deputy Prime Ministers - heads of sectoral complexes of the Cabinet of Ministers sectoral programs for creating jobs in the context of enterprises. At the same time, address lists of created jobs are being developed by regions and cities, indicating the resources needed to create them, as well as measures to implement territorial programs for creating jobs. If the responsible executors of these programs are ministries, departments, economic associations, subjects of the MCHB, then the employment of the unemployed population is carried out by labor and social protection authorities. These measures provide for employment in newly created, vacant and reserved jobs, the organization of the provision of services for retraining and employment, primarily for young people, women, and people with disabilities.

Diagnosing the implementation of the program for ensuring employment of the population in the conditions of regions and cities of the republic, industries and specific enterprises. It is carried out in terms of fulfilling the tasks set by the Ministry of Labor and Social Protection of the Population and the Ministry of Economy. parameters provided for in regional and network programs; The Council of Ministers of the Republic of Karakalpakstan, ascendancy (khokimiyats) of regions, districts and cities - on the implementation of regional parameters on the creation of workplaces; economic management bodies - from the point of view of implementation of network programs on job creation.

According to the results of monitoring, enterprises, industries and territories are identified where the forecast parameters for creating jobs are not met. At the quarterly meetings of the Cabinet of Ministers, leaders who have not ensured the fulfillment of forecast parameters are criticized. Numerous meetings are held where the implementation of the Program is discussed in detail, but the situation with the actual implementation of employment programs remains not always resolved.

This mechanism is an example of an administrative solution to the issue of employment by mobilizing all the resources available to the leaders of the territory (district, city) or industry (enterprise). Meanwhile, employment is systemic in nature and is associated with issues of

demography, commissioning of new capacities, and stimulation of business activity, which are difficult to solve using mobilization methods in the style of "manual" management.

Adaptation. The administrative model of employment policy assumes that its main functions are modeling and implementation, while the adaptation function consists only in the revision of planned indicators, i.e. practically absent. The following processes indicate the need to strengthen this function:

- Reliability of accounting of jobs decreases. The Ministry of Labor and Social Protection and the State Statistics Committee have introduced a quarterly accounting system for created jobs in the context of areas of employment and territories. However, the question of the quality of accounting remains open. Thus, it was announced that in 2011 970.9 thousand places were created. At the same time, the number of employees in 2016 increased by 314.5 thousand people [5].
- there is an increasing need to revise the approved indicators for territories that have not met the forecast indicators of job creation for a number of years;
- The parameters of employment programs do not change, although the process of implementing other programs, on which the creation of a significant number of new jobs depends, is being adjusted.
- The efficiency of methods of manual management of employment decreases in conditions when the main share of the employed (74.8%) falls on the share of small and private businesses [6].

Features of the transition period and the demographic situation determined the model of employment policy in Uzbekistan: a model of rapid response to a high level of labor supply. To relieve tension in the labor market, the state annually develops and implements programs to create jobs and ensure employment. However, the administrative nature of their implementation, which is expressed in the creation of "gross" jobs "at any cost" without due attention to their sustainability, as well as the lack of specific mechanisms for providing benefits, subsidies, sources of financing projects to create jobs, leads to an unsystematic solution to employment problems. As a result, the level of the employed population in relation to the able-bodied population is declining: if in 1991 it was 81.6%, then in 2000 it was already 69.4%, and in 2011 it was 66.9%, and in 2020 it dropped to 66, 3%.

In the context of globalization, each country has a labor market, that is, a system of labor and employment, as well as a system of education and training. In the Republic of Uzbekistan, both systems are essentially integrated and together for many years they have been preparing a workforce, especially in rural areas. Since, more than 40% of the population is concentrated in rural areas of Uzbekistan. The analysis shows that historically there has been an uneven distribution of the population and the provision of labor resources for individual regions, industries, and farms [7]. Therefore, for one group of districts or farms, it is necessary to solve the problem of the release of workers, for others it is necessary to fill the labor force by attracting from outside. Agriculture of the Republic for many years has been the object of employment of a significant part of the increase in labor resources and is increasingly becoming labor surplus.

The study of labor productivity in relation to employment shows that an excess of labor, as well as its shortage, negatively affects the efficiency and increase in labor productivity. In conditions of excess labor resources in agriculture, the following is observed [8]:

- low capital productivity, with high capital intensity;
- low labor productivity of rural workers;
- inefficient use of expensive equipment;
- Extremely slow introduction of the achievements of advanced science and technology into production. Scientific and technological progress is indispensable for modern agriculture, as the needs of people are increasing very quickly and the trend is that quality food is the choice of mankind, and this requires the achievements of advanced science. Unfortunately, if there are no skills to use new implementations, this leads to the use of mostly manual, non-mechanized labor and a shortage of agricultural products.

In recent years, measures have been taken to regulate employment in agriculture, first of all, these are measures to create conditions for an increase in the number of dekhkan and farm enterprises engaged in cattle breeding [9]. A mechanism has been created for selling livestock at auctions, providing preferential loans, providing feed, expanding and improving the quality of veterinary services. Measures have been taken to include citizens who grow cattle in the formal employment market with the provision of social guarantees.

A particularly important role is played by the reform carried out at the initiative of the President of the Republic of Uzbekistan in the last 2017. On his initiative, a development strategy for the Republic of Uzbekistan in 2017-2021 was developed in five directions [10].

In this development strategy, programs for the social protection of the population were developed, special attention was paid to issues of creating preferential jobs. And this once again proves what role the social sphere plays in the politics of our state. In the strategy, the main goal was a gradual increase in the social direction, such as employment and real incomes of the population. Here, an increase in wages, scholarships and social pensions for employees of budgetary organizations was considered, plans were developed to provide jobs to the population through the creation of new jobs.

In this strategy, plans for the diverse development of the regions were considered through the implementation of more than 25 investment projects, due to which more than 256.4 jobs were created, and with its help, the implementation of the state program for employment of the population was ensured [11]. The origins of these comprehensive measures are thought-out policies and precise goals set by the state. 46.8 thousand new jobs were created in the regions where the unemployment rate is the highest, providing loans to more than 10 thousand graduates of educational institutions for doing business. This policy is especially relevant and has a positive effect on those who have graduated from vocational colleges and cannot find a job.

Today, consideration of such issues as the role and significance, features and laws, priorities for the development of rural labor markets, the impact of supply and demand of the labor market for the effective provision of employment of the population, and the development of mechanisms for influencing the price of labor resources is becoming relevant.

As the President of the Republic of Uzbekistan Sh.M.Mirziyayev emphasizes: "In our country, every year the need for jobs is 1.5 million people, but at the same time, employment assistance centers register 248 thousand people or 16.5 percent of people provided with jobs" [2].

Despite the scientific theories that talk about non-interference of the state in the processes formed in the labor markets, in developed countries, under the conditions of a market economy,

new trends are being developed for effective intervention and regulation of the state in the labor market policy, which, on the contrary, makes it possible to strengthen the influence of the state on the labor market. Because according to the theory of J. M. Keynes and the experience of developed countries where financial and economic crises were observed, given the fall in production rates, the “free labor market” could not solve the tasks assigned to it without state intervention [12].

To date, attracting the population of our country to entrepreneurship is considered as a policy of state. In this area, large-scale work is underway, the entrepreneurial ideas of the population are supported by state.

For example, the signed Decree of the President of the Republic of Uzbekistan “On the establishment of an institution authorized under the President of the Republic of Uzbekistan to protect the rights and legitimate interests of business entities”[13], the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan on “On additional measures to develop water-resistant, export-oriented tree plantations, rational use of household plots of the population and dehkan farms” [14] consider the effective implementation of reforms in this area. For example, in 2021, within the framework of the state program for the modernization and diversification of agriculture, the growth rates of agricultural production were ensured.

Table 1 The main indicators of agriculture in Uzbekistan[15]

Indicators	2017	2018	2019	2020	2021
Sown area of agricultural crops, thousand hectares	3474,5	3396,0	3309,4	3396,1	3260,7
Agricultural products, billion soums	148199,3	187425,6	216283,1	250250,6	303415,5
including:					
crop production	83303,4	98406,4	111904,8	123858,8	152130,4
livestock products	64895,9	89019,2	104378,3	126391,8	151285,1
Growth rates of agricultural production, as a percentage of the previous year	101,0	100,2	103,3	102,7	103,9
including:					
crop production	98,2	95,8	104,8	103,2	104,3
livestock products	104,1	105,7	101,6	102,1	103,5

To date, in our country, as part of the implementation of the state program on “Education of Jobs and Employment of the Population”, forecast parameters for the need for jobs by industry and region of the country have been given, especially young people who are the first to enter the labor market have been emphasized, coordinated economic changes and labor-intensive industries that have been modernized and as a result of which employees were left without work, as well as labor needs in sectors such as service, agriculture, industry, entrepreneurship and business.

As of January 1, 2022, the unemployment rate in Uzbekistan amounted to 9.6%, which decreased by 0.9% compared to the same period last year, and increased by 0.2% compared to January-September 2021.

According to the Ministry of Employment and Labor, the number of labor resources as of January 1, 2022 amounted to 19.3 million people, an increase of 1.1 percent or 202.6 thousand

people compared to the same period in 2020. The number of people employed in the sectors of the economy is 13.5 million people, which increased by 2.3% (299.3 thousand people) compared to the corresponding period last year.

As of January 1, 2022, the number of people employed in the official sector amounted to 6.1 million people, and compared to the same period in 2020, the number of people employed in legal entities increased by 6.3 percent or 314.8 thousand people.

The number of people employed in the informal sector amounted to 5.8 million people, which decreased by 1.0 percent or 58.4 thousand people compared to October 1, 2021.

According to the study, the total number of people in need of work is 1.4 million, and the unemployment rate among the economically active population is 9.6 percent. The unemployment rate among persons aged 16 to 30 was 15.1 percent, among women - 13.3 percent.

In January-December 2021, 879.5 thousand citizens applied to the district centers for promoting employment of the population for help in finding employment. 393.8 thousand applied citizens were provided with jobs.

In Uzbekistan, the most important employment problem is the hidden employment of the population, which in turn becomes the main factor in the development of the shadow economy. Because:

- Informal employment has no economic basis;
- Informal employment is not socially protected and does not have a guarantee of longevity of income;
- Due to the adoption of regulatory reforms, changes in the socio-economic environment and production infrastructure, those employed in this sector lose their jobs;
- Informal employment has the nature of seasonality and temporality, in case of weather, climate and season changes, he remains without work;
- In this form of employment, no taxes and payments are paid to the state budget;
- There are problems associated with non-budgetary organizations of the Pension and the savings fund, the costs increase relative to the Pension Fund.

Table 2 reflects information as of the beginning of 2022.

Table 2 Unemployment rate in Uzbekistan [15]

Number of hits	Got a job	Public Works	Retraining	Unemployment benefit
173,2 thousand	61,9 thousand	49 thousand	6977	3863

Conclusions and suggestions.

Unemployment leads to the fact that thousands of citizens in the country cannot find a job, so they are forced to travel outside their homeland. Unemployment in Uzbekistan, according to the Ministry of Employment and Labor Relations, is constantly growing, so many government agencies, the relevant ministry and the employment service are solving the problem. Particular attention is paid to young people who, after graduating from educational institutions, experience difficulties in finding a job.

When studying the level of unemployment in the country, experts and analysts take into account

many factors, including the availability of labor resources, the potential of the labor market in Uzbekistan, the demand for specialists in a particular field, the state of industry, agriculture, the banking sector, the level of internal and external migration.

Important attention is paid to the labor market, which has its own specifics. Its main characteristics:

- Young people make up almost 50% of the potential of the entire working-age population in the country. This suggests that the employment of the population in Uzbekistan has great prospects in terms of formation and development.
- There is uneven distribution of labor resources. In some regions of the Republic, there are enormous problems with providing people with jobs.
- The imbalance of such important factors as the quality and quantity of the labor force, the ethical and religious structure of the population, the motivation of people to work in industrial or agricultural enterprises.
- Equality of all forms of ownership, which is supported by legal norms and laws. The Employment Law states that citizens of Uzbekistan have the right not to work. For this, they are not brought to administrative or criminal liability.
- The existence of market relations and government subsidies for the development of entrepreneurship.

In 2022, the labor market in Uzbekistan has undergone major changes. For example, jobs have been created, specialized bodies have appeared that regulate the labor activity of the population, support the unemployed, and develop market mechanisms for increasing employment among citizens.

Drawing conclusions, it should be noted that the adoption of comprehensive measures for the social protection of the population requires taking into account the standard of living of the population and changes in the situation on the labor market. If we provide strong social protection and a guarantee of stability, then we can achieve the effectiveness of the developed program, the mechanism of work and development of the economy. Today, the objective development of a powerful comprehensive measure to ensure the social protection of the population in a market economy is relevant. We must understand that cardinal changes in the economy affect the living standards of the population, and because of them problems in life unconditionally arise. We must not forget about strong social protection, and we must develop precise directions and means of social protection.

An analysis of the experience of state regulation of the labor market in rural areas shows that we must take into account the following results:

- implementation of state policy and comprehensive measures of indicators on the state demand for labor resources, their proposals, prices, quantity and quality, as well as in orientation for certain purposes;
- providing preferential conditions for employers, with the help of tax, financial, credit and investment policies, to create new jobs and ensure the vital activity of efficiently operating industries;

- develop and improve alternative forms of employment and ensure the programming of self-employment of the population;
- reducing the level of depressive unemployment and creating economic conditions for social protection of the unemployed population, etc.

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