

LABOR AND EMPLOYMENT OF WOMEN IN THE ECONOMY THE PROBLEM WITH SUPPLY

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ABSTRACT

This article provides facts and opinions about the existing problems in the economy, in particular about the shortcomings in the employment and employment of women, as well as what solutions are offered to them today. Today, laws and programs aimed at comprehensive support of the population are being developed in our country, these programs provide ample opportunities, especially for women. It was noted that the introduction of the programs "Strategy of action", "Every family is an entrepreneur", the work systems "Youth notebook", "Women's notebook", established by the Decree of President ShavkatMirziyoyev, is the main reason for further increasing the role of women in society, turning them into an active stratum.

KEYWORDS: *Employment, Employment Of The Population, Economy, Working Capacity, Employee, Labor Cooperation, Household Plots, Income From Labor, Labor Efficiency, Property, Jobs.*

INTRODUCTION

As you know, the economy is one of the main foundations of the strength of the state. All developed countries of the world, first of all, pay great attention to the development of the economy, the improvement of the state labor market. The role of the concept of employment in ensuring sustainability and economic growth is enormous. Employment or employment of the population is the occupation of the able-bodied population with socially useful work; labor is the activity of citizens related to the satisfaction of their personal and social needs and does not contradict legislation, generating income. Employment expresses interpersonal relations involving an employee in a specific labor cooperation based on the social division of labor. Employment is not limited to employment in enterprises, organizations and institutions of various forms of ownership, but also includes entrepreneurship, self-employment, work in the household, employment in the household and raising children, performing state and public duties, full-time education in specialized secondary and higher educational institutions. [1] Guarantees of employment of the population in the country, the realization of human rights to employment are enshrined in the law "On employment of the population " dated January 13, 1992; Adopted in a new edition on May 1, 1998, defined. Employment problems in Uzbekistan require increased attention, since the republic has a difficult demographic situation, high rates of natural population growth, the population structure is dominated by young people, most of the population lives in villages. In 1998, 33.9% of the able-bodied population in Uzbekistan was employed at enterprises and organizations of the public sector, 66.1% - at non-state sector

facilities, including private farms (2.7%). Due to the emergence of various forms of ownership during the transition to a market economy, the number of employees in the non-state sector has increased. Their employment increased by 12% in 1994-96. The unemployed make up the unoccupied part of the able-bodied population. According to the Center for Economic Research, at that time, the model of Uzbekistan's labor policy lost its effectiveness, and a difficult situation developed in the country's labor market. Firstly, the number of jobs created was insufficient, and the number of jobs created was unstable. In 1991-2011, the share of the working-age population increased from 50% to 61.1%. During the same time, the share of employed working-age population decreased from 81.6% to 66.9%. In addition, job insecurity has increased: 30% of the new jobs created have been lost. The reason for the accelerating process of urbanization was the growing tension in urban labor markets. Secondly, the wide spread of the non-corporate sphere, i.e. self-employment, domestic work and various types of activities outside enterprises with the status of a legal entity, has led to an increase in the risk of irreversible growth. This is due to the fact that the corporate sphere reduced taxes to the state budget, imbalances in monetary and currency exchange deepened, the quality of the workforce decreased, since labor relations were not formalized. Thirdly, the country's labor policy weakly stimulated labor efficiency and inefficiently directed labor resources to those industries that could become new growth points. [2]

Materials and analysis

The main measures to increase employment are the structural redistribution of the employed population and the involvement of able-bodied youth in new advanced industries and spheres, which in turn is an important reserve for the effective use of labor potential. More than a third of all public production workers are employed in agriculture in Uzbekistan. Such measures as the release of a certain part of them and orientation to other sectors of the economy, primarily industry and services, the creation of jobs in agriculture, the use of advanced methods of labor organization, economically stimulating employment of adolescents, women with many children, pensioners and the disabled, reducing unemployment, improving the activities of labor exchanges, lead to an increase in employment. [3]

Today, Uzbekistan is not only becoming a country of new opportunities, but is also making great efforts to radically reform all spheres, study shortcomings in depth and find solutions to them. Thus, a number of measures, the adoption of new decisions, which are the basis of economic transformations related to the division of labor, unemployment, youth and women employment, have literally contributed to economic growth. Consequently, within the framework of 5 important initiatives of the President of the Republic of Uzbekistan in order to ensure the employment of women, the development of entrepreneurship, in particular family entrepreneurship, the promotion of crafts based on the traditions of "ustoz-shogird", the effective use of household plots of the population, the expansion of home work in the field of sericulture, the Cabinet of Ministers adopted several resolutions. The resolution approved the proposal of the Women's Committee of Uzbekistan, the Ministry of Employment and Labor Relations of the Republic of Uzbekistan, Uzpakhtasanoat JSC, Uztukimachilik sanoat Association, Uzbekipaksanoat Association and Hunarmand Association on measures to further improve the system of women's employment and entrepreneurship development among them within the framework of 5 important initiatives of the President of the Republic of Uzbekistan. The introduction of such programs as "every family is an entrepreneur", "women's notebook", also

increases the role of women in society. Indeed, the principled nature of the laws and programs adopted above is aimed at providing women with work, turning them into active layers of society. [4] In addition, the introduction of the "iron notebook", "youth notebook", "women's notebook" in makhallas gave an impetus to the opening of wide opportunities for women. The Women's Notebook is a database for identifying, eliminating and controlling the problems of unemployed women who have a need and passion for social, economic, legal, psychological support, knowledge training and profession. [5] The "women's notebook" includes the following categories of women over 30 years of age:

- unemployed women in need of social protection (not provided with work, willing to work, without a source of income, including partially disabled, but willing to work);
- needy women who have lost a breadwinner (without a breadwinner, in need of additional financial assistance);
- disabled women of groups I and II, in need of social support (disabled, in need of outside care);
- disabled women of group I who need to repair their housing (completely disabled, living alone, unable to repair their housing);
- women living in non-residential premises, who do not have residential premises in the name of their own or cohabiting family members (living alone or together with family members in administrative buildings, basements and other premises not intended for living, as well as needing to improve housing conditions in the absence of residential premises for permanent residence);
- single women who have one or more disabled children of group I or II dependent on them;
- women in need of medical protection (those who themselves and cohabiting family members are in a difficult social situation, have a disease leading to chronic or severe disability, a disability group has not been identified, do not have a sufficient source of income);
- women in need of legal assistance (those who wish to receive legal advice, who have filed a statement about the violation of their rights and legitimate interests);
- These are women who need psychological counseling (women who have suffered from harassment and violence, who have social problems).

On the basis of this program, in particular, support was provided to women from low-income families who have lost a breadwinner, who need financial and psychological assistance. They not only got a job, but also received the necessary help in creating their own business. At the same time, they managed to create vacancies for women like them. This, in turn, had an effective impact on the growth of the country's economy.

CONCLUSION

We can learn about the relevance of the News taking place in our country, reforms aimed at making life easier for the population, from a video conference chaired by the President of the Republic of Uzbekistan ShavkatMirziyoyev on July 14 on increasing the employment of young people and women, providing them with a source of income. At the video conference, special

attention was paid to the issues of employment and improving the social conditions of women. It is noted with regret that about 20 thousand women live in difficult living conditions in the regions, many of whom are on preventive registration. The Ministry of Mahalla and Family Support has been instructed to organize short training courses on life motivation and vocational training for 33,380 women. Instructions were given to form a list of women's business projects in each district and city, monthly financing, allocation of simplified loans and grants within the framework of the women's entrepreneurship program. Young people and women intending to receive microloans will be trained in entrepreneurship for free, which will provide employment to 5 thousand young people and women per year.

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