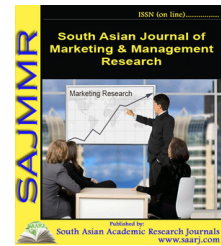




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INCREASING YOUTH EMPLOYMENT IN THE CONTEXT OF INNOVATIVE DEVELOPMENT OF UZBEKISTAN

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ABSTRACT

The article examines and describes the features of the socio-economic nature of employment in the context of innovative development, the patterns of distribution by professional groups. The ongoing reforms are aimed at full-fledged human development. Accordingly, the republic is confidently developing along the path of building a democratic state and civil society based on the rule of law, a socially-oriented market economy, in which the interests, rights and freedoms of a person are of high value.

KEYWORDS: *Reforms, qualifications, Unemployment, Employment, socio-demographic groups, demographic situation.*

INTRODUCTION

At the present stage of the socio-economic development of Uzbekistan, ensuring sustainable and rapid economic growth is a key issue in the national development strategy. Today, the economic reforms carried out in the country aimed at the effective development of a stable and socially-oriented economy are yielding positive results. It has been implemented in Uzbekistan since the first years of independence. The ongoing reforms are aimed at full-fledged human development. Accordingly, the republic is confidently developing along the path of building a democratic state and civil society based on the rule of law, a socially-oriented market economy, in which the interests, rights and freedoms of a person are of high value. As a result of the growing balance between different sectors and industries of our economy and the achievement of sustainable growth, significant increases in income and living standards of the population create the basis for strengthening confidence in the future.

In the Address of the President of the Republic of Uzbekistan Sh. Mirziyoyev to the Oliy Majlis: "From January 1, 2021, a system of certification of citizens for professions in demand is being

introduced. At a meeting at the Youth Forum, we decided to allocate \$ 100 million to support youth entrepreneurship and employment. Also, 1 trillion soums and 50 million dollars will be directed to vocational training of young people by lending to business projects [1].

This, in turn, indicates that in the era of innovative development, young people are provided with a wide range of opportunities.

MATERIALS AND METHODS

Employment is an important factor in economic and human development. Ensuring employment of the population is a necessary condition for its reproduction. After all, the standard of living of the population, selection, training, retraining and advanced training of personnel for industries and sectors of the economy, employment, financial and psychological support for the unemployed depend on the employment of the population.

Therefore, the study of the socio-economic and organizational aspects of employment is of particular importance today as a socio-economic problem. Research shows that about 90% of the unemployed in the labour market feel the need to help them find decent work. Decent work is work that is interesting to employees and socially and economically acceptable. To have a decent job, the workforce must be more competitive in the labour market. As a result of rational organization and modernization of production or management in the organization, there is a shortage of personnel. There is a need to regulate the internal labour market through timely reassignment, retraining, discontinuance of employment, outreach screening, downsizing or hiring planning.

Employment is one of the most important aspects of human social development, which identifies labour-related problems and ways to meet labour supply and demand. Employment is a socio-economic relationship in which people interact to participate in community service, regardless of where they work. Labour relation is a socio-economic indicator that shows how many able-bodied people are involved in socially useful work and to what extent. The employment category of the population is not limited only to the economic component. Employment is primarily about social relationships. Therefore, sociality as an ancient, direct phenomenon is its main feature. Since employment manifests itself as a socio-economic phenomenon, it can be described as follows. Employment is the activity of citizens related to the satisfaction of their personal and social needs, which does not contradict the legislation, bringing those wages or earnings. Each stage of economic development, which is qualitatively different from the previous one, is appropriate for a certain employment model since its main features reveal important processes of social activity.

Experience shows that attempts to solve the problems of society without taking into account the personality and needs of a person are doomed to failure. Therefore, it is no coincidence that earlier, when scientists considered the problems of employment, they focused mainly on its economic aspects, but in recent years more and more people are talking about the social aspects of employment.

Features of the socio-economic nature of employment, including types of employment, patterns of distribution by occupational groups, are characterized by age and gender differences of people.

TABLE 1: POPULATION DYNAMICS IN UZBEKISTAN (THOUSAND PEOPLE) *

Indicators	Years				Change in 2020 compared to 2010	
	2010	2014	2016	2020	+, -	Percent
Total population	28001,4	31567,4	32121,0	34036,8	6035,4	121,5
Out of which:						
Townspeople	14327,8	15964,0	16238,6	17183,7	2855,9	119,9
Rural population	13673,6	15612,4	15882,4	16853,1	3179,5	123,2

Source: based on data from the Ministry of Employment and Labor Relations of the Republic of Uzbekistan

Due to demographic processes, the number of labour resources in Uzbekistan is growing every year. The analysis shows that in 2010-2020. The number of the labour force in the country increased by 2,930.8 thousand people, which is 17.7% more than over these years [4].

This situation testifies to the complexity of the demographic situation in our country. Because the growing demographic pressure on the labour market will exacerbate the problem of youth employment; During the analyzed period, the population of the Republic of Uzbekistan increased by 21.5%. Also, the country has seen a steady increase in the urban population, which in 2020 amounted to 17 183.7 thousand people, which is 19.9% more than in 2010 [4].

The number of employed in the country during this period increased by 17.9%, and the unemployment rate in 2020 was 9.1%. The number of self-seeking work has also increased by 2.5 times [4].

The main reason for this is the expansion of non-standard types of employment by ensuring the flexibility of the labour market (Table 2).

TABLE 2: DYNAMICS OF LABOUR RESOURCES AND EMPLOYMENT IN THE REPUBLIC OF UZBEKISTAN, (THOUSAND PEOPLE)

Indicators	Years				% , Growth in 2010-2020.	
	2010	2014	2018	2020	+, -	per cent
population size	28001,4	31567,4	32956,1	34036,8	6035,4	121,5
Labor resources	16504,2	18761,0	18829,6	19435,0	2930,8	117,7
Busy with work	11628,4	13058,3	13273,1	13716,8	2088,1	117,9
Unemployment rate,%	4.8	5.2	9,3	9.1	4.3	

Source: based on data from the Ministry of Employment and Labor Relations of the Republic of Uzbekistan. Unemployment in a country leads to huge economic, financial, social and sometimes psychological costs. Economic expenditures are reflected in GDP due to the fact that not all economically active population is employed. Financial expenditures include, firstly, expenditures on social assistance to the unemployed (other types of financial assistance, implementation of the employment program), and secondly, expenditures calculated through the amount of taxes not received by the state budget. In 1981, the British Treasury Department calculated that

government spending per unemployed was 3.4 million pounds, and the total financial expenditures of the state - 9.8 billion pounds [3].

Also, the steady growth of the rural population is a characteristic feature of the demographic development of Uzbekistan. At the same time, the current trend of an increase in the share of youth in the total labour force in the labour market creates the problem of an increase in the demand for youth labour and a decrease in the supply of labour. The organizational and legal mechanism includes the adoption of normative legal acts on labour relations, measures for the legal regulation of labour relations and the development of the labour market infrastructure. By the nature of the population's participation in socially useful activities, age and gender groups are called socio-demographic groups. To take into account the characteristics of employment by sex and age, it is advisable to single out the following socio-demographic groups: men, women, youth (active population aged 16-29), and middle-aged people (30-49 years).), retirees of working age (working-age population over 50), people of retirement age and others [2]

The social and economic responsibility of young people in employment is determined by their role in shaping the labour potential of the country. In this group, one can conditionally distinguish two large groups - student and working youth [4-7]. The total number of young people who enter the labour market and apply for the services of employment centres is determined by the number of vacancies, and in this case, a lot depends on which sectors employees are fired from. If it is in mechanical engineering, the textile industry, then the share of workers working in these areas will be higher, and the number of unemployed among them will increase. An important way to regulate youth unemployment is to reduce the need for it, which is a key area of activity, by increasing the number of people left without work and improving social assistance to families for young women with small children and preschool children. There are two ways to increase the number of young people studying. The first is to expand the reading experience beyond production. The second area can be seen as a temporary measure, and it consists of increasing the duration of study as a result of retraining in accordance with the changing needs of the labour market in secondary specialized and higher educational institutions of colleges.

One of the most pressing issues facing the ongoing reforms in the socio-economic development of our country is the formation of an improved labour market and ensuring its effective implementation. The number of unemployed among socially unprotected youth in our country is growing significantly. This situation requires the study of effective ways and mechanisms of ensuring youth employment in the labour market, reducing their unemployment. The population of our country is much younger in age, the majority of those entering the labour market, that is, of working age, are young people. The main reason for this is the rapid population growth in the former Soviet Union and the early years of our independence, which led to increased demographic pressure. As a result, this creates serious problems in reducing youth unemployment, especially rural youth, and providing them with jobs. Reducing unemployment among young people, their behaviour in the labour market is one of the problems that require a number of serious socio-economic solutions. There is a high proportion of young people in the population in Uzbekistan.

In the labour market, the employment of young people and their vocational training are of particular socio-economic importance. In today's globalized environment, youth unemployment is expected to be high all over the world.

To date, the issues of regulating the youth labour market and eliminating unemployment in rural areas, especially among people under 30, have not been sufficiently studied.

Research in this regard confirms that the high unemployment rate among rural youth does not improve the system of primary vocational education (including vocational guidance), their low level of employment and inefficiency, and the lack of jobs for young professionals. Lack of financial incentives and advantages for analysis, maintenance and creation, an underdeveloped system of state support for entrepreneurship of rural youth, lack of skills among young people, the underdeveloped infrastructure of the labour market; determined by the lack of scientifically based programs for the development of employment in the future.

CONCLUSION

In our opinion, one of the factors in reducing youth unemployment in the labour market is the rapid development of the service sector, small business and private entrepreneurship. Implementation of the basic principles of state policy in the field of youth employment, improvement of socio-economic mechanisms to reduce their unemployment, stimulation of demand in the labour market based on labour diversification and development of relevant scientific conclusions and practical recommendations to increase their employment. Removal is important through in-depth analysis and research.

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