

Increasing the Level of Employment of the Youth of Our Country: Problems and Opportunities

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Abstract: The article reflects the results of research on employment of unemployed youth in the market economy. This article contains research results, analyzes on youth labor migration, unemployment and employment, as well as proposals and recommendations developed as a result of them to increase youth employment.

Keywords: youth employment, labor market, migration, emigration, labor resources, unemployment, youth activity.

Today, increasing the competitiveness of human potential largely depends on what strategy is defined in the field of youth employment. Young people influence political, economic and social processes in society in many ways. At the same time, young people are one of the most vulnerable groups that face great difficulties in finding a job in the labor market.

About 88 percent of the 1.2 billion young people worldwide live in developing countries. Globally, youth make up about 24 percent of the working poor, and this dynamic is particularly pronounced in Africa, where more than 70 percent of youth earn \$2 a day or less.

Although the number of young people worldwide is expected to increase, job and entrepreneurship opportunities for young people, especially those living in economically stagnant rural areas of developing countries, remain limited [1].

Most rural youth work in the informal economy as family helpers, subsistence farmers, domestic workers, or low-skilled workers. They tend to earn low wages, work casual or seasonal jobs, and face dangerous, often exploitative working conditions that force many to migrate to cities. Reengaging youth in agriculture requires addressing many of the barriers they face to making a living.

Analysis of literature on the topic

It should be noted that a lot of research has been carried out in this direction by foreign and domestic scientists. In particular, Professor M.Q.Pardaev in his research clearly and sociologically assessed the effect of the effective organizational mechanisms of youth employment developed by the authors. On its basis, the important socio-economic importance of developing modern types and means of providing employment to young people, creating new jobs, directing unemployed young people to the profession, training and retraining [3] is revealed.

M. B. Tursunov theoretically explained the priority directions of increasing youth employment through the development of small business and private entrepreneurship, the experience of developed countries, the methods and means of its implementation [4].

The large-scale reforms carried out in our country during the years of independence became an important foundation for strengthening national statehood and sovereignty, ensuring security and law and order, the inviolability of our country's borders, the rule of law in society, human rights

and freedoms, an environment of inter-ethnic harmony and religious tolerance, a decent life of our people, necessary conditions have been created to realize the creative potential of our citizens.

In the fourth priority direction of the development strategy of New Uzbekistan for 2022-2026, special emphasis is placed on the issues of "Consistently increasing employment and real income of the population" [2]. Based on this Development Strategy, creating new jobs and ensuring the employment of the population, especially the youth of the republic, ensuring the balance of the labor market and infrastructure development, reducing the unemployment rate, creating conditions for the full implementation of work and entrepreneurial activity of the able-bodied population, improving the quality of the workforce, it is planned to solve the issues of expanding the system of vocational training, retraining and professional development of persons in need of work.

Of course, these issues indicated in the fourth priority direction will be implemented by regulating labor market mechanisms.

Research methodology

In the process of preparing a scientific article, the methods of data grouping, systematic analysis, comparison and expert evaluation were effectively used.

Analysis and results

Nowadays, the concept of "Labor market" has become a widely accepted and widely used concept in scientific literature. However, this does not indicate a complete understanding of the content of the studied concept. According to a group of researchers, "the labor market is a form of socio-economic movement of labor resources that corresponds to the market economy" [7], the characteristics of one or another category of employees, their capabilities and limitations, the reasons that encourage them to work, the places where they spend their work, production and labor based on the norm in the process, it is divided into several types: the youth labor market; women's labor market; labor market of senior citizens; the labor market of disabled people[8].

Among the types of labor market, the youth labor market has a special place. Taking into account the large share of young people in the structure of the population of Uzbekistan, their employment and their preparation for professional activities are of particular importance from a socio-economic point of view. In general, young people are such a generation of people who are going through the process of socialization, occupying educational, professional, cultural and other social functions, and have mastered these skills at a much more mature age.

Comprehensive consideration of demographic factors is of great importance in determining the dynamics and traditions of the process of development of labor resources of the society, which have an important impact on the launch of the entire system of the labor market. It is known that during the past years Uzbekistan has had a special demographic situation, and the rate of population growth has been much higher than that of other CIS countries.

Studying and solving the problems of young people, providing them material and moral support is one of the priority tasks of our state policy. Timely identification of women in difficult situations, including women with disabilities, unemployed women, conducting individual and targeted work with them, and targeted support measures are being consistently continued.

The Labor Code of the Republic of Uzbekistan and the Law of the Republic of Uzbekistan "On Population Employment" pay special attention to guaranteeing the employment of the unemployed, young people, women, people who have difficulty finding work in the labor market, and the categories of the population in need of social protection. The new jobs created in the regions are

mainly allocated to graduates of educational institutions according to their specializations, women and people with disabilities in need of social support.

Nevertheless, measures to increase youth activity in the labor market are becoming urgent.

Based on the comparative analysis, while the number of unemployed among the employed youth group does not differ significantly, it can be seen that the number of youth among those who went to work abroad due to labor migration is about 850,000 more.

In order to provide social support to young people in the republic, great attention is paid to their employment. Despite the high level of unemployment among young people, only 37 percent of those who applied to the labor authorities in search of a job in the labor market were young people, and their share in the total services provided was 38 percent (Table 1).

Table 1 Volume of services provided to youth by regional employment agencies in 2020

T/R	The name of the territory and regions	Total appeals	of which the youth	Proportion of youth to total applicants	Total services provided	from that young people	Percentage of youth in total services provided
	Total	823 832	302 206	37	1 179 979	451948	38
1	Karakalpakstan Republic	73 723	26 706	36	106 112	39 465	37
2	Andijan	76 540	27 485	36	100,978	36 130	36
3	Bukhara	47 908	19 205	40	63 131	24 683	39
4	Jizzakh	43 922	16 656	38	90 434	35,970	40
5	Kashkadaryo	54 125	21 169	39	76 387	29 661	39
6	Navoi	27,091	11,529	43	43 532	18 140	42
7	Namangan	83 137	27 321	33	112,976	37 269	33
8	Samarkand	66 344	26,074	39	86 584	33 287	38
9	Surkhandarya	58 149	25,977	45	86 938	37 354	43
10	Syrdarya	52 689	13 129	25	84 404	32 461	38
11	Tashkent	65 632	26 683	41	85,993	33 247	39
12	Fergana	84 430	27 182	32	120 628	44,080	37
13	Khorezm	65,008	22 378	34	90 402	37 182	41
14	Tashkent	25 134	10 712	43	31 480	13 019	41

Source: Compiled based on the information of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan.

From the data of Table 1, it is clear that in 2020, 52,217 citizens were sent to vocational training, and 55.4 percent of them were young people. In the republic, the involvement of jobseekers in public works has been established, and a total of 521,732 citizens have been provided with such works during the year. Among them, the share of young people was 33.6 percent.

The government pays great attention to this direction, and there is consistency in the reforms. Even this year, under the leadership of the President, this issue was discussed several times, it was included in the agenda of large-scale meetings. But frankly, there are a lot of problems below. There are things that are being done for bureaucracy and red tape. Plans and programs include the task of creating thousands of jobs, but when it comes to their implementation, there is a lack of transparency. Therefore, it is necessary to plan the creation of jobs depending on the opportunities, conditions, and production potential of the regions.

In addition, a mechanism for allocating subsidies for citizens in need of social protection or having difficulty finding work has been established in the republic, and a total of 47,095 million will be allocated to ensure employment of the population in 2020 from non-refundable funds, i.e. subsidies, were allocated from the state budget in the amount of 15,180 million soums of subsidies in the amount of 47,095 million soums allocated for the purpose of active social policy in the republic were allocated to ensure the employment of the youth.

Conclusions and suggestions

In short, the effective activity of young people requires the following measures:

- strengthening the role of local government bodies in solving specific, private problems in the regional youth labor market;
- implementation of social economic programs in the region at the expense of the state budget and extra-budgetary social funds in regions with a high unemployment rate among young people;
- elimination of the negative complications of mass unemployment of young people in settlements with a mono-economic structure, cities and industrially developed regions;
- prevention of mass dismissal of young employees, preservation of existing jobs for young people and creation of new ones, prospective planning of training and retraining of young personnel for new progressive production structures;
- ensuring the labor rights of young workers of economically weak enterprises, effectively supporting young people who have lost their jobs;
- organization of large "youth buildings" with the necessary infrastructure for the purpose of training and social protection;
- encouraging the creation of sustainable new jobs for young people and women.

We believe that the above suggestions will have positive results.

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