

# Increasing Population Employment Under Conditions of Modernization Country Economy

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**Abstract.** In this paper have been investigated issues of increasing population employment under conditions of modernization country economy. By authors presented the main directions of promoting employment in 2019 and proposals for consistently developing the labor market in the country.

**Keywords:** Population, new jobs, employment, labour, small business, private entrepreneurship.

## I. INTRODUCTION

Today Uzbekistan is following the path of abandoning “shock therapy” of a market economy. Speaking at the plenary 72nd meeting of the UN Summit, President of Uzbekistan Sh.Mirziyoyev emphasized: “Today, Uzbekistan is developing fastly. Carefully preserving the wisdom of past generations, we consciously go to decisive reforms, are committed to the formation of a new image of the country. Political activity is growing, deep reforms are being carried out in all areas. Their goal is to build a democratic state and a just society, where the priority is to implement a simple and clear principle - “Human interests are above all,” “[1] - the President emphasized.

He mentioned, in particular, that after the nationwide discussion, the country adopted a Strategy for the Renewal of the Country, which affects all spheres of society. In the republic, virtual reception rooms for the president have been created everywhere. After contacting them, more than one million Uzbeks resolved their pressing problems. ” The implemented and ongoing reforms are not implemented for the sake of reform, but in the interests of man. Various State programs have been developed and are being implemented in the republic, aimed at both further strengthening the country's economic power and improving the standard of living and well-being of citizens, regardless of their nationality, gender, religion, or other characteristics. The state creates the necessary conditions for the initiative and creativity, strongly supports the sphere of small business and private entrepreneurship, as a source of employment and growth of incomes of the population. It resolutely rejects all claims of a monopoly in the use of labor resources in social production. In the conditions of today's market relations, another principle rather prevails - the principle of freely chosen employment, that is, the right to voluntary unemployment of able-bodied people who have legal sources of income.

## II. ANALYSIS AND RESULTS

However, this does not mean at all that the state has completely excluded employment issues from the scope of its activity. First, it got rid of the myth of unemployment; and secondly, it strengthened the regulatory framework of labor activity, which was reflected, in addition to the Constitution (the main law), the Law on Employment, Labor and Civil Codes and other legislative acts. At the same time, the performance of state functions is influenced by many groups outside the public sector: local organizations, unions, universities, charitable foundations, consumer associations, non-governmental institutions and regional associations. Such groups, collectively referred to as “civil society,” can complement their own and complement state efforts to create a more responsible and effective form of governance in general and employment in particular.

Theoretical issues of Applying of artificial intelligence in the textile industry were researched by Ergashxodjaeva, S. J. and et.al. [5], Yuldashev N.,Tursunov B. [6] and others.

Methodological principles for the development and improvement of assessment methods were investigated by Ibragimov, I. U., & Tursunov, B. O. [7] and others. Features of Investment in Mutual Fund were investigated in works of Burkhanov Aktam and others [8].

Today, Uzbekistan is considered the country with the lowest unemployment, with a tendency, rather, of stability than growth, which is observed in some countries due to the global financial and economic crisis. In accordance with State programs and other measures, new production capacities are annually commissioned in the republic, existing enterprises are modernized, expanded and reconstructed, production and social infrastructure are improved, and new jobs are created. In 2017, more than 336 thousand new jobs were created throughout the republic. The main part of new jobs, as the analysis shows, is created in the private sector and is provided as a result of the development of small business and individual entrepreneurship.

In 2018, a total of 372,091 jobs were created, of which, by launching and expanding new production capacities in the sectors of the economy, 46.1%, as part of the implementation of road maps for the development of privatized enterprises through investment projects, 5.4%, due to the construction of affordable housing in rural areas, multi-story residential buildings and road engineering infrastructure - 12.8%, the development of social infrastructure - 3.3%, due to the development of small business and private entrepreneurship - 32.3% of the total number of new workers places

As you know, the current 2019 year, at the initiative of the head of our state, is called the Year of Active Investment and Social Development, and the corresponding State Program has been adopted. In this regard, not only government bodies, but also the noted “civil society” are doing everything necessary to ensure that young people find their worthy place of life today. At the same time, much is being done in the field of eliminating the past geographical discrepancy between jobs and labor, and halting the migration of the rural population.

Small youth enterprises are especially important for the regions, since, working mainly in local markets, they contribute to solving a number of socio-economic problems, primarily employment and increasing incomes. In addition, they create more favorable conditions for regulating the regional economy, since they are more dependent on regional and local administrations than large and medium-sized enterprises. In each region, entrepreneurship develops in its own way, depending on the physical and geographical structure, economic component, political and administrative structure, ethnic, sociocultural, legal and political components of the region. The main factors that determine the regional specifics of small business development in Uzbekistan are related to social, economic and environmental problems. Along with many problems, the problem of unemployment is precisely the one in which small youth entrepreneurship can play an important role. Among the measures to combat unemployment, it is necessary to provide measures to stimulate the flow of private domestic and foreign investments into the regions, expand the youth retraining program, including involving various business schools, and also to form a housing market as a condition for the movement of labor from regions with high unemployment rate.

In 2018, the Kishlok Rim and Mahalla Rim programs were enthusiastically received by our people. As part of their implementation, three million were allocated for construction and beautification works this year; as a result, 416 villages acquired a new look.

All this testifies to the fact that

- firstly, highly effective social policy;
- secondly, the state is actively involved in solving the problem of employment;
- thirdly, an integrated approach is applied to employment and, consequently, to an increase in the level of employment.

It is no coincidence that the “Strategy of Action in Five Priority Directions of the Development of the Republic of Uzbekistan in 2017 - 2021”, [2,3] of phased economic development, in which the social aspect is not the last, has found worldwide recognition today, but for some countries seeking to change the economy and life for the better, it serves or can even serve as a methodological guide.

At the same time, it is obviously impossible to turn a blind eye to the fact that employment is not an immediate and, moreover, not a local task. If all the difficulties that exist in its path are taken to be solved only by the state itself, then this, we believe, would not only be wrong, but would not correspond to the principle of a gradual decrease in the state’s presence in the economy. In addition, is there not such a danger that individual officials will not encourage, but hinder the long-awaited socio-economic changes? But what about the well-known tendency of centralized economic planning to favor impressive “ostentatious” projects due to more expedient, although less attractive, at first glance, projects and programs? Finally, are there enough guarantees that, when

implementing one or another development program, political or other motives will not prevail over the economic ones necessary today?

All this requires serious reflection and new approaches to solving the problem associated with employment and not only with it. Of course, the state has more opportunities here, including to remove all obstacles to reform and other transformations. But, along with this, it seems that an effective local administration is needed that is able to take on its "shoulders" the principles and tasks of decentralized management. We need real leaders not only in government, but also in the private sector of the economy. As practice shows, even a purposeful and competently formed team at the upper levels of management sometimes cannot or will not be able to overcome the incompetent local government, which creates red tape and red tape when solving certain problems. And in conditions when we strive not only to modernize the economy and create a civilized society, but also to occupy a worthy place in the world community, competence, professionalism and dedication must prevail, and, in the long run, the interests of the development of the fatherland.

An important prerequisite for the development of entrepreneurship in the regions of Uzbekistan is a healthy socio-psychological climate and the relevance of motivational attitudes to the emerging labor market. All this is directly dependent on the form of production activity, departmental policy, staff movement, level of professional qualities, level of development of needs, attitude to innovations, desire to learn new professions and specialties, etc.

Despite the prominent role of youth in certain areas of society, it is one of the most influential social groups. It cannot be manipulated to achieve commercial, political and other goals. It should be noted that in the current socio-economic conditions, young people want to work not only in existing state or commercial structures, but want to start their own business, although significant start-up capital, personal connections and experience are needed for organizing their own small business, which young people don't have. For the majority of young people who are able to engage in entrepreneurial activity, commercial entrepreneurship is preferable, where capital turns faster and more profit, less mental labor costs and the need for organizational skills.

Small business owners are more prone to saving and investing, they always have a high level of personal motivation in achieving success, which, of course, has a positive effect on the activities of small enterprises. Young representatives of small business better know the level of demand in local markets. Youth small entrepreneurship contributes to the employment of more youth in comparison with large enterprises. The survivability of small firms is affected by the size of financing in the first stage. The larger the initial capital invested in a small enterprise, the greater the opportunities for this enterprise to maintain activity during adverse periods of business. Youth small business is developing, gaining growth, since the regions of Uzbekistan are distinguished by a wide variety of economic, natural and climatic conditions, and are especially attractive to the private sector. The sphere of youth small business can become the sectors of the farm for growing soybeans, breeding rare medicinal plants (ginseng, Aralia Manchurian, etc.), which are in demand both in the domestic and world markets, the creation of tourist centers of international class.

In our country, where the population is growing rapidly, the issue of employment has become one of the most important problems. Simply put, employment is a necessary condition for its reproduction [2]. Because the living standards of the people depend on the expenditures of society on the selection, training, retraining and advanced training of personnel, employment, financial support for the unemployed and the employment of the population. Employment reveals one of the most important aspects of human social maturity. It is concerned with meeting human and labor-related needs in the field of labor.

In a market economy, human ability and knowledge become a commodity that can be sold in the labor market. The seller (worker) and the buyer agree on the price of the available goods - wages. The employee has the ability to sell his ability to work, and the buyer has the opportunity to buy it. Hence, the existence and functioning of the labor market is a legal process.

In essence, the labor market is a system of social relations that provides normative reproduction and efficient use of labor. To do so, the worker is rewarded according to the quantity and quality of his labor. If we take a clear approach to this issue, the ability of the worker to work is different and it is constantly improving under the influence of many factors.

These factors are implemented on the basis of programs and plans developed and implemented by the state. The development of the labor market will depend primarily on the development of the factors market. The market of factors of production means the market of labor, raw materials, capital, land and other production resources [4].

Demand and supply are formed under the influence of the consumer goods market. Indeed, the demand for resources is a product demand and depends on the firm's production volume and costs. In our opinion, in this regard, it is expedient to consider the need for manpower for a particular firm and to summarize the requirements of industry-specific firms in determining the market (network) demand.

In-depth analysis of the real situation in the labor market in the regions of the country, the creation of regional and sectoral employment programs, coordination of their implementation, the development of state orders to create new jobs and the social needs of the population. Complex measures aimed at setting a specific workplace quota for the strata are reflected (Table 1).

Table 1 The main directions of promoting employment in 2019 [2]

№	The content of the measures	Number of jobs
1.	Large-scale projects (economic management bodies) through the implementation of new projects in industry, services and agriculture and the completion of previous projects	55,7 thous.
	As a result of small projects (local projects, without obtaining credit at their own expense)	more 81,2 thous.
2.	In exchange for the efficient use of idle, unfinished facilities and unused production areas	23,7 thous. new work places
3.	Due to the organization of social facilities (education, health, culture, physical culture, sports, etc.) on the basis of public-private partnership	23,7 thous.
4.	As a result of the development of handicrafts	37,3 thous.
5.	By supporting entrepreneurship, encouraging self-employment, providing loans under the program "Every family is an entrepreneur" and other programs at the expense of commercial banks and other trust funds	191,5 thous.
6.	As part of the ongoing work on housing construction, beautification, infrastructure, seasonal and temporary work, especially on the programs "Obod Qishloq" and "Obod Mahalla"	63 thous. temporarily and seasonable work places
7.	Placement in existing jobs, quotas and vacancies due to natural causes	195,7 thous.
8.	Formation of the state order on vocational training and retraining at the expense of means of the state fund of employment assistance	30,2 thous.
9.	Involvement of the unemployed in paid public works at the expense of the Public Works Fund	49,9 thous.
10.	Employment of citizens in foreign countries	200,4 thous.

According to the table and the resolution "On the state order of employment and creation of new jobs in 2019", a total of 952.3 thousand people will be provided with permanent jobs.

In short, the labor market is a socially oriented market economy and an open, complex, multifaceted and ever-growing system of social labor relations that shapes the volume, composition and proportions of supply and demand for labor. It is the main mechanism for regulating labor supply and demand and has a direct impact on the rational formation of employment and the reduction of unemployment.

### III. CONCLUSIONS

In order to consistently develop the labor market, it is necessary to do the following:

- gradual formation of a socially oriented rural labor market;
- Improving the system of well-developed local and foreign employment services, which provide employment to the able-bodied unemployed and regulate the supply and demand for labor;
- Carrying out deep economic and structural reforms, which will create new jobs, increase employment and efficient use of production potential;
- rational formation of employment;

- creation of new jobs in the processing industry, services, quality and private labor sectors, as well as the establishment of guaranteed labor zones for adolescents, women with many children, pensioners and the disabled;  
- Improving the economic, organizational and legal mechanisms governing the labor market, unemployment, employment.

In order to continuously achieve such noble goals, it is necessary to clearly define the main stages and tasks of labor market development.

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