



Socio-Economic Importance Of Increasing Youth Competitiveness In The Labor Market

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ABSTRACT

Special attention is paid to the scientific research carried out on improving the competitiveness of unemployed youth in the world. In this regard, scientific directions such as increasing the intellectual potential of young people in the labor market, the efficient use of the financial and credit system in increasing the competitiveness of unemployed youth, training of personnel in professions in high demand in the labor market, the development of state and non-state Employment Service in the employment of unemployed youth are gaining importance. From this, this article focuses on analyzing the competitiveness of young people in the labor market.

Keywords:

Labor, youth, labor market, competitiveness, income, population welfare, young specialist, economic growth.

The Uzbek labor market is well known as one of the most dynamic in the Central Asian region. Despite the fact that the key role in ensuring the employment of the country's rapidly growing workforce belongs to the private sector, the main priorities for Uzbekistan remain the introduction of international labor standards, ensuring social protection, strengthening social dialogue, achieving gender equality and integration. Among the main priorities of improving employment and creating decent working conditions for all, the reform program of the Government of Uzbekistan highlights the strengthening of social protection and social integration.

The Government of Uzbekistan is reasonably focusing its efforts on solving a large-scale and difficult task - reducing poverty. To date, there are about 1.3 million unemployed people in Uzbekistan. As a result of the measures taken to ensure employment last year, the unemployment rate in the republic decreased from 9.6% at the beginning

of the year to 8.9%. 2.7 million people were provided with permanent employment in various fields. More than 4 million people have been sent for seasonal work. This was announced at an expanded meeting of the Committee on Labor and Social Affairs of the Legislative Chamber of the Oliy Majlis and the Committee on Budget and Economic Reforms of the Senate of the Oliy Majlis. Legal entities have provided employment for 1.33 million citizens, including 305 thousand people through the implementation of new investment projects.

Ensuring employment of the population and improving the welfare of the population by increasing the number of business entities is one of the priority directions of economic reforms in Uzbekistan. The number of enterprises in the regions in 2022 increased by 85 thousand and reached 550 thousand, due to which the number of officially employed citizens increased by 400 thousand and amounted to 5.1 million people. 1.1 million citizens were registered as self-employed, and

their total number exceeded 2 million people. During this period, 101 thousand citizens were provided with employment at the expense of individual entrepreneurs and 199 thousand citizens in farms. According to the Statistics Agency, the total number of enterprises and organizations operating in Uzbekistan in 2022 (without farms and dehkan farms) is 592.4 thousand. The largest growth in the number of business entities was observed in Navoi, Samarkand, Kashkadarya, Surkhandarya, Bukhara and Jizzakh regions. Taking into account the role of industry in economic growth and ensuring the macroeconomic stability of the country, a twofold increase in the number of enterprises should be noted as a positive factor, the share of which reached almost 17.0%. The positive structural changes taking place in the economy are evidenced by the growth in the number of IT enterprises (by 1.9 times) and medical services (by twice).

In 2023, the labor market in Uzbekistan has undergone serious changes. The Government and the President of Uzbekistan are doing everything possible to resolve issues that exist in the field of labor relations and the labor market. Special programs are being developed, subsidies are being introduced, specialists are being involved in specific types of work necessary for the economy. Jobs have been created, specialized bodies have appeared that regulate the labor activity of the population, support the unemployed, develop market mechanisms for employment growth among citizens. When studying the unemployment rate 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, banking, the level of internal and external migration. 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.

Young people play an important role in creating sustainable, inclusive and stable societies and combating serious threats and challenges to sustainable development, including the effects of climate change, unemployment, poverty, gender inequality,

conflict and migration. At the same time, the growth of youth unemployment has become one of the most serious problems faced by the economy and society in the modern world in both developed and developing countries. Youth is an active period of life when a person builds a career, participates in social activities, creates a family. It is assumed that the acquisition of additional skills by young people will facilitate their access to the changing labor market and help them make the right decisions regarding work and life.

Today, there are 1.2 billion young people in the world aged 15-24 years, which is 16% of the world's population. According to experts, in the coming decade it will be necessary to create at least 475 million new jobs for 73 million young men and women who are currently unemployed, and for 40 million people entering the labor market for the first time every year. Vocational training and employment of young people occupy a separate item in the ILO documents in the field of sustainable development for the period up to 2030.

Uzbekistan, being a full member of the international community, carries out large-scale work on educating young people spiritually developed, physically healthy, selfless individuals, protecting their rights and interests, creating decent conditions for finding their place in life, providing them with all possible support, ensuring professional employment, stimulating initiatives.

A lot of government agencies, the relevant ministry and the employment service are engaged in solving the problem of employment in our country. Special attention is paid to young people who, after graduation, have difficulty finding a job. Youth has always been and remains at the center of attention of the state policy of Uzbekistan. Today, large-scale reforms are being carried out in every sphere in our country, work is underway to eliminate urgent problems in society, conditions are being created for the harmonious development and education of young people.

According to statistics, about 20% of unemployed youth have unique abilities to start their own business, but due to certain circumstances, only 5% decide to do so. To solve this problem, it is necessary to develop programs to support youth entrepreneurship.

The development of youth entrepreneurship is a powerful tool for combating unemployment, providing ample opportunities for self-employment of the population and creating conditions for increasing jobs.

Literature review. Many foreign scientists on the issues of unemployed in the labor market, including Dj.M.Keynes, A.Smith, D.Riccardo, U.Petty, A.Marshall, M.Friedmen, W.A.Jamin, S.L.Kostanyan, S.G.Researched by Strumilin et al.

A number of cis scientists, including S.G.Zemlyanukhina, E.V. Yanchenko, L.V.Sankova, I.E.Crisina, G.G.Melikyan, R.P.Kolosova, S.Reznik, N.V.Fedorova, O.Yu. Minchenkova, I.V. Virina, N.A.Krimova and A.G.Shatokin youth conducted scientific research on the problems of the mechanisms of development of the labor market.

Effective development of the labor market in Uzbekistan and reduction of unemployment.X.Abdurahmanov (employment of non-competitive youth in the labor market), Sh.R.Kholmominov and K.Z.Khomitov (formation and development of the rural labor market), Z.Ya.Khudoyberdiev (entrepreneurship and employment technology), M.M.Kholmukhamedov (regulation of youth employment in the labor market), D.A.Nasimov (employment of graduates of higher educational institutions) and other scientists.

Research methods. In the statement of the article, methods of systematic analysis, historicism and logicism, induction and deduction, analysis and synthesis, comparative analysis, monographic analysis and grouping, sociological assessment were used.

Analysis and results. In market conditions, labor becomes a commodity, that is, it is sold and bought, but, unlike other goods, it is not separated from its owner and temporarily transferred to the ownership of the employer, except. At the time of the main dismissal, it can be applied at the discretion of its owner. Since Labor is a Real commodity in the labor market, the principle of competition applies to it. It is known that the purpose of this principle is the compliance of goods with demand. The condition for demand compliance, as scientists admit, is competitiveness, that is, the ability of

a good to meet certain market requirements (in our example, employers), in contrast to other goods offered on the market, or the ability to withstand comparisons to similar goods from other manufacturers and, in this regard, sell at a price not less than average market prices.

There are many definitions of the concept of "competitiveness" used by scientists in the economic literature.

For Example, R.A.Fathutdinov believes that competitiveness is determined by competitive advantages that are formed under the influence of a number of factors. The author defined the competitive advantage of the system as some kind of exclusive value that gives the system an advantage in front of competitors and the object seeks to maintain it in the future [1].

Academician Q.X.Abdurahmanov believes that competition is an integral part of any market mechanism, which implies the presence of a large number of free buyers and sellers of Labor and the possibility for them to freely enter the labor market and leave it [2].

Sh.R.By the definition of kholmominov, free and effective competition in hiring labor in the labor market is the establishment of a mutually beneficial assessment of labor – goods on the basis of the principles of free supply and demand for labor between recruiters and employers[3].

We have to provide ethylgan with military service, shundai summag kelish mumkin, who literally creates opportunities to fight crime, as a form of fighting competition from an assistant responsible for protecting such capabilities as nuclear weapons.competitive engineering is the basis for calculation.

Economist olimlar G.Kholmuminov and K.Khomitovlar eslar ishtsizligi muammirgan: "We are considering issues related to career development and studying issues related to the arctic of Belgiev bergil Bergan:"students studying puzzles can solve any problem" [3].

The analysis of these concepts makes it possible to identify the individual and general components in their descriptions.

The general description is that in many definitions, the competitiveness of the labor force is recognized as the basis of competitiveness in the labor market. This approach is based on the fact that each employee is considered the absolute owner of

the labor force as a sum of his characteristics and abilities.

Another common sign of the concepts used can be distinguished based on the above definitions: competitiveness in the labor market is due to the ability of the employer to optimally satisfy the need for labor, that is, certain descriptions in the owner of the labor force – the presence of competitive advantages.

Unemployed youth are persons who are officially registered as unemployed in accordance with the legislation, and who do not have a paid job or income-generating training, are independently looking for a job and, if such a job is offered, are fourteen years old ready to get a job and are not more than thirty years old with temporary labor.

Studies show that the employment of young people is largely determined by the attitude of employers – in each case of a deterioration in the conjuncture, they reduce, first of all, young employees whose qualifications are less than everyone and less experienced. If workers have the same opportunity, qualifications and perform the same work, but they are encouraged differently or their professional growth is approached differently, then discrimination (gender, nationality, etc. differentiation by k) process is observed. Discrimination in our republic is manifested in the equality of opportunities between young people and older people in the labor market, that is, discrimination of employment (or dismissal) occurs. In this case, when one or another group of labor resources is the last to be hired, then at the moment of dismissal, the same will be fired in the first place. In such a group of labor resources, in most cases, young people fall into it. The result is youth unemployment [4].

In the economic literature, in the texts of various regulatory legal acts and in state programs in recent years, the concept of "competitiveness of young labor resources" is often encountered.

The fact that there is no single interpretation of the concept of competitiveness of young professionals in the labor market leads to the use of various terms by researchers. Including:

competitiveness of young labor resources;

the competitiveness of a young employee;

the competitiveness of the young labor force;

competitiveness of young professionals.

Young people make up a certain part of the staff of any enterprise, therefore, each of the above definitions is

it can also apply to the age category of the workforce being researched. However, when getting a job, young people often have employees

evidence of falling into an inappropriate State when compared to a larger category requires a more in-depth study of the characteristics that determine the success of youth participation in socio-Labor Relations.

From the above definitions of competitiveness, the concept of "competitiveness of young labor resources" can be defined as follows: the competitiveness of young labor resources manifests itself in the sum of characteristics that determine the ability of young people to better meet the labor needs of employers within a certain labor market than in other categories of employees, and these characteristics determine the success of.

In this definition, when we say the sum of characteristics that determine the ability of employers to meet the need for Labor, qualitative descriptions of young labor resources that affect the successful implementation of tasks set by potential employers are understood. This is explained by the fact that the competitiveness of young people is formed at the stage of consumption in the process of social reproduction of goods and services. The formation of competitive advantages in terms of quality and value of young labor resources depends on the amount, number and value of benefits and services that are directed to the reproduction of the labor force.

Later, the young specialist will take part in the offer side in the labor market. Seeking to realise his workforce, he races with other potential employees for this job. Therefore, the competitiveness in the labor market at the sharing and distribution stages of the social reproduction process, in particular during hiring, is reflected by the concept of "competitiveness of young labor resources".

It should be noted that in the analysis of the problem of competitiveness of young people in the labor market, the recognition by a

large number of researchers of the evidence that, like any other representative, the competitiveness of a young specialist in the labor market occurs due to competition (debating) is an important factor.

Analyzing the above, it is possible to express the definition of the content of the process of forming youth competitiveness at the level of a separate territory (region), i.e. – this is understood as the sum of measures taken by various entities of both the external and internal environment in young labor resources on the formation of characteristics that determine the success of their.

In recent years, much more attention has been paid to the problem of employment and unemployment of young people, the preparation of young people and girls for labor activities in foreign and domestic economic literature. In Uzbekistan, this is manifested in the preparation of scientific and technical conferences on this topic, preparation of dissertations aimed at improving the quality of general and professional education as the basis of the competitiveness of unemployed youth, adoption of legislation and other regulatory documents. In connection with the concept of "competitiveness of unemployed youth", which has steadily entered our lives, we believe that it is necessary to further clarify it, since opinions on this issue differ sharply from each other.

The competitiveness of unskilled employees is manifested in the labor process and, unlike young professionals, is determined only by personal qualities. Among the most important of such qualities, we include mobility, accessibility, conscientious attitude towards work. The qualities shown allow their owner to be in the eyes of everyone, including the leadership of the organization, and thus win morally and materially. Most often, they receive an offer from employers to master special professional knowledge, being engaged in highly qualified work or administrative positions in the future.

In our opinion, there is no way to assess the competitiveness of young people, especially graduates of the vocational education system, with full professional accuracy. Because in the labor market there is a competition not only between potential employees, but also between their documents, resumes, skills to make a good impression on the employer that they have received some information (Basic,

additional). It is no coincidence that the skill of self-expression (being able to show its individual characteristics, capabilities, abilities) is included among the generally accepted tools that influence the direction that shapes the demand for labor today. We believe that in 2022, surveys conducted between 70 representatives of the human resources service (human resources department) and directly heads of enterprises showed that the sum of methods for evaluating applicants for vacancies at this stage, errors made on the basis of in-person interviews, shifted between 47% and 65%. Employers noted that those who were often hired because of the lack of time to look for a suitable candidate could not adequately present themselves at the time of the interview were more quickly integrated into the process in the workplace (position) than those who showed themselves from a more profitable side and showed good results at work. So, in our opinion, it is necessary to divide the competitiveness of unemployed youth into primary and secondary.

Conclusions and suggestions. Primary competitiveness is formed during professional training and, to some extent, the upbringing of the necessary personal qualities during initial admission, and its second stage is formed directly in the place of work. The better professional knowledge is mastered during training, the faster the skill in future labor activities can increase. From this, we believe that the primary competitiveness of unemployed youth with professional education is determined by theoretical knowledge and a set of some practical skills (acquired during training and production practice) that partially manifest themselves during communication with the employer on recruitment and allow the job (position) to distinguish a certain young person from other competitors. Secondary competitiveness is manifested in professional self-improvement, which provides priority in the pursuit of maintaining the position (position) occupied by an individual in the domestic labor market or achieving a higher position.

Since the contingent of unemployed youth is different in terms of specific signs of competitiveness, we have proposed to divide all unemployed youth who apply for a job

search into the following groups to carry out relevant activities in the future:

those who do not have a professional education;

graduated from an educational institution, but did not have labor experience in the specialty;

unsecured youth who have chosen a profession that is not in demand by the employer in the labor market.

In conclusion, foreign and domestic economists have shown that the competitiveness of unemployed young people is determined by their ability to have an active life position, take a serious approach to the profession, a tendency to self-development, hard work, communication skills, the ability to achieve high results, health.

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