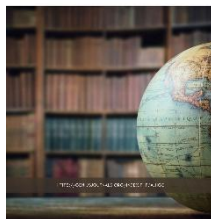


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Improving The Regulation Of Effective And Permanent Employment Of Youth In The Republic Of Uzbekistan

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ABSTRACT

Today, the most important issue of effective employment of young people in labor activity is the issue of national and state importance. Because today, the composition of labor collectives in various sectors of our economy, the young men and women joining the ranks of entrepreneurs, will determine the development of Uzbekistan in the next 30-40 years.

Keywords:

effective employment, development, green economy, youth, youth policy, employment, strategy, new Uzbekistan, labor market.

Introduction

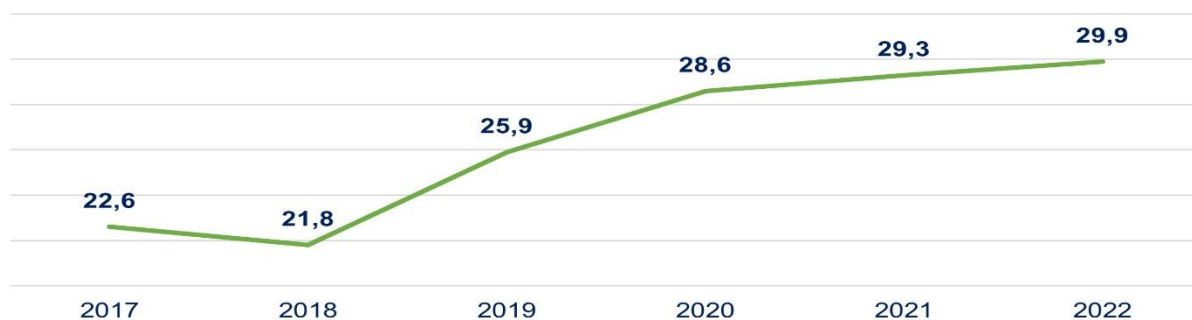
Effective measures are being taken in the republic to implement annually approved programs to ensure employment of the population, improve mechanisms for placement in vacant and quota jobs, and develop effective forms of self-employment.

A number of regulatory legal acts have been adopted aimed at stimulating the population's business activity and entrepreneurial initiatives, ensuring employment of socially vulnerable groups, and increasing the availability, quality, and efficiency of public services to ensure employment of the population. Nevertheless, the labor market in the regions still remains at a high level of tension, and the issues of creating permanent jobs, ensuring employment of youth, women, and members of low-income families, especially in rural areas, as well as regulating the processes of external labor migration have not been resolved.

Despite the significant achievements of Uzbekistan in economic growth in recent years, the transformation of this growth into productive job opportunities for young people remains in the center of attention.

As of January 1, 2024, young people will make up 27.9 percent of the total population of Uzbekistan, or 10.3 million out of 36,799.8 million. Last year, 195 thousand of the 405 thousand school graduates continued their education at a college, technical school or higher educational institution, while the remaining 210 thousand are independently looking for work and entering the labor market. However, if we rely on official statistical data, according to the results of 2022, the share of young people who do not work, do not study and have not undergone vocational training in the republic was 29.9 percent (in 2021 - 29.3 percent), which indicates that today our country is facing a problem of ineffective use of the demographic dividend.

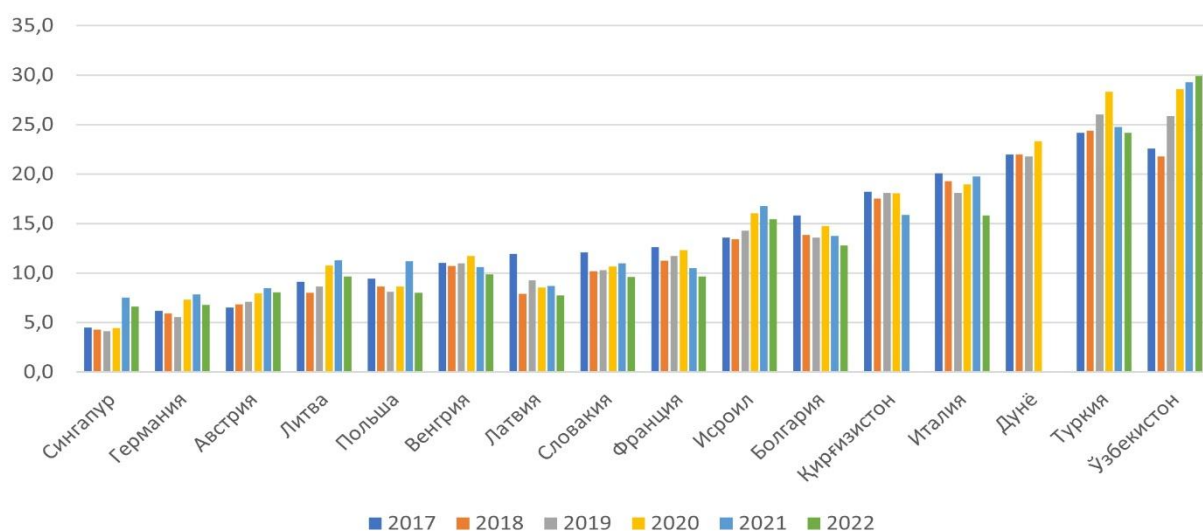
Share of young people in Uzbekistan who are not working, not studying, and not receiving vocational training, in percent[1]



Today, the proportion of young people not in employment, education or training worldwide has reached 23.3 percent, the highest rate in 15 years. Experts believe that the

psychological trauma that this group of young people may experience is at high risk of negatively impacting their future opportunities.

In some countries of the world, those who do not work or study and the dynamics of changes in the share of young people without vocational training, in percent[2]



According to experts from the International Labor Organization, young women are in a more difficult situation than their male counterparts: the number of employed people among them is significantly lower than in the general population. According to 2022 data, 27.4 percent of young women worldwide were employed, while this figure was 40.3 percent for young men. In other words, young men are almost one and a half times more likely to find a job than young women. This gender gap has remained almost unchanged over the past 20 years, with the gap standing at 17.3 percent in middle-income countries and 2.3 percent in high-income countries[3].

Literature review.

There are many definitions of the concept of “population employment”. In scientific literature, it is often considered the same as the concepts of “employment” and “labor market”. In this case, the concept of “labor market” is given a general description.

Local researchers G.K. Abdurakhmanova, having scientifically and theoretically analyzed the labor market infrastructure and its components as an integral interdependence, identified a methodology for comprehensively assessing and forecasting the effectiveness of its development, as well as the main directions of the formation and development of state and non-state employment services[4].

Academician K.K. Abdurakhmanov defines "Employment is an activity of citizens associated with satisfying their personal and social needs, which does not contradict the legislation, and which brings them wages and income" [5].

According to our economists A. Ulmasov and A. Vakhobov, "Employment is the placement of people who are able to work and have a desire to work and are engaged in useful work" [6].

According to the definition of V. A. Pivlenkov, the employed population is citizens who have reached the age established by law and are currently engaged in activities that bring material or monetary income [7].

A. R. Sarukhanov gave a different definition. Employment is a socio-economic relationship in which employees participate, that is, they carry out human activities in the production and improvement of material goods [8].

Based on the opinion of L. A. Kostin, employment is a universal economic category inherent in all economic formations. Employment is a social relationship of workers in mutual cooperation [9].

A. E. Kotlyar took a rather narrow approach to coordinating the economic interests of labor market entities. This approach limits the labor market to those able-bodied individuals who are free from work, who are unemployed at certain times, who are either out of school or out of work, and who are looking for another job or are entering the labor force for the first time. [9]

Representatives of this theory limit the labor market to the process of bargaining for the exchange of a person's ability to work, and argue that the use of this ability occurs outside the labor market, in the labor process.

In their opinion, the currently employed labor force cannot be considered completely consumed and withdrawn from the market. The production process continuously changes the conditions of employment, and issues of territorial or professional mobility of workers, positions in terms of remuneration, etc. arise. The essence of the labor market is the purchase and sale of labor force, which is established between employees and employers.

Research methodology

The research methodology is formed by the results of scientific work conducted by our and foreign scientists on the theory of ensuring population employment, as well as decrees and resolutions of the President of the Republic of Uzbekistan on ensuring population employment and improving welfare. At the same time, studying the specific features of population employment models in developed foreign countries can be a great impetus for implementing their useful aspects in implementing population employment policy in Uzbekistan. From this point of view, the methodological aspect of this study is to substantiate the ways of implementing innovative development ideas in our country.

Analysis and results

Taking into account foreign and international experience, in order to eliminate the above-mentioned problems and ensure the qualitative and timely implementation of the goals and objectives set in the "Uzbekistan - 2030" strategy for ensuring youth employment, research scientists and researchers of our republic are constantly searching.

Adolescents and young people can be a positive force for development if they are provided with the knowledge and opportunities necessary for development. In particular, young people need to be equipped with the education and skills they need to contribute to a productive economy, and to enter a labour market that can integrate them into the workforce. One of the most pressing challenges facing many countries today, both in developed and developing regions, is the extremely high level of youth unemployment. Youth unemployment is already a major obstacle to social and economic development, and young people who enter the workforce late in the future will continue to lag behind in terms of income and earnings growth even after they are employed (Gregg and Tominey, 2005). Countries that are experiencing high levels of youth unemployment face a double challenge in achieving full and productive employment and progress towards decent work for all, even as

they anticipate a significant increase in the number of young people entering the workforce.

The global population of young people aged 15-24 is projected to grow by 8 percent over the next 15 years, from about 1.2 billion in 2015 to close to 1.3 billion in 2030 (Table 1). Africa is the region with the highest projected relative growth in the number of young people aged 15-24, with an expected 44 percent increase in the number between 2015 and 2030. Africa is followed by Oceania, which is projected to grow by 15 percent. Between 2015 and 2030, the number of young people is projected to

decline slightly in Asia, Latin America and the Caribbean, and North America, while Europe is projected to remain relatively stable. In 2030, one in four young people aged 15-24 worldwide will live in Africa, up from one in five in 2015, and Africa is the only region where the share of the world's youth population is increasing. The global share of young people living in each of the other five regions will decrease. While Asia is expected to continue to be home to the majority of 15-24 year-olds (55.5 percent) in 2030, this share is down from the 60 percent of the world's youth population living in Asia in 2015.

Table 1.
15-24-year-olds worldwide[10], (million)

Regions	2015	2030	Ratio to 2030/2015	Distribution of youth in 2015	Distribution of youth in 2030
The world	1193,6	1286,3	1,08	100,0	100,0
Africa	229,6	331,4	1,44	19,2	25,8
Asia	718,5	713,4	0,99	60,2	55,2
Europe	81,1	81,0	1,00	6,8	6,3
Latin America and the Caribbean	109,9	105,3	0,96	9,2	8,2
North America	48,6	48,4	0,99	4,1	3,8
Oceania	5,9	6,8	1,15	0,5	0,5

As is known, in recent years, in the context of reforms in socio-political spheres carried out by countries around the world, improving the regulation of external labor migration is recognized as one of the main tasks facing the world community. According to the International Organization for Migration (IOM) for 2024, 3.5 percent of the world's population (271,642,105 people) are participants in external labor migration, and this figure has been increasing in recent years. One of the main

noteworthy aspects is that among the world's migrants, those aged 15-29 account for 20.9 percent, which requires even more attention to this issue. What forces young people to migrate? In order to find answers to many such questions, the Republican Scientific Center for Employment and Labor Protection has been conducting sociological research among migrants leaving the republic for work for many years.

Table 2
Dynamics of the permanent population of the Republic of Uzbekistan, thousand people

Indicators	2018	2019	2020	2021	2022	2023	2024	Change in 2024 compared to 2018	
								(+ ; -)	(%)
Total	32656,7	33255,5	33905,2	34558,9	35271,3	36024,9	36799,8	4143,1	112,7
women	16258,8	16544,9	16859,9	17180,5	17527,1	17896,3	18274,8	2016,0	112,4
men	16397,9	16710,6	17045,3	17378,4	17744,2	18128,6	18525	2127,1	113,0
City population	16532,7	16806,7	17144,1	17510,4	17935,7	18370,9	18771,1	2238,4	113,5
women	8264,4	8396,3	8561,2	8741,1	8949,6	9165,4	9362,6	1098,2	113,3
men	8268,3	8410,4	8582,9	8769,3	8986,1	9205,5	9408,5	1140,2	113,8
Village population	16124,0	16448,8	16761,1	17048,5	17335,6	17654,0	18028,7	1904,7	111,8
women	7994,4	8148,6	8298,7	8439,4	8577,5	8730,9	8912,2	917,8	111,5
men	8129,6	8300,2	8462,4	8609,1	8758,1	8923,1	9116,5	986,9	112,1

Changes in the population of the republic are directly related to its age structure. The current age structure of the population of Uzbekistan is considered young, despite the decline in the birth rate that began in the 90s of the 20th century.

The number of young people in 2024 was 9201 people, while in 2023 it was 8547 people. This table shows that in 2022 the number of young people decreased by 654.1 people, that is, by 7.2%.

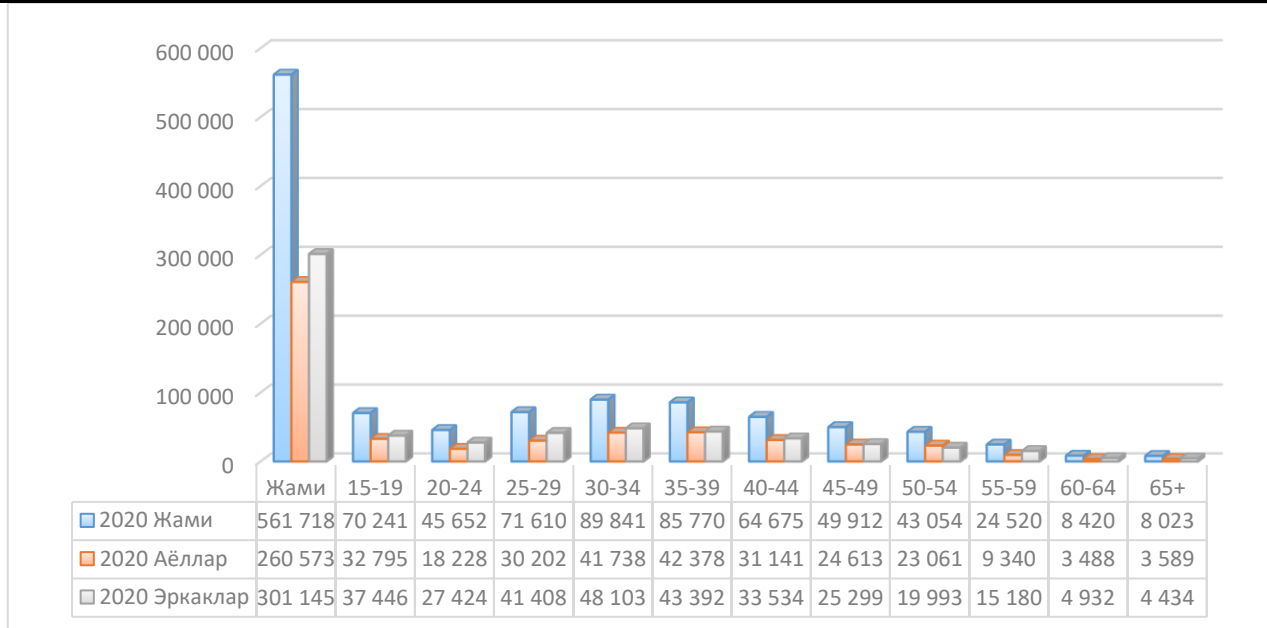


Figure 1. Number of self-employed persons registered and operating in the State Tax Service, by age group (person)

As can be seen from Figure 1, the number of self-employed persons registered and working in the State Tax Service was 561,718 people by age group, while 187,503 people corresponded to the number of young people aged 15-29 (33.3) percent. 89,841 people under 30-34 years old, 85,770 people under 35-39 years old, 64,675 people under 40-44 years old, 49,912 people under 45-49 years old, 43,054 people aged 50-54 years old, 24,520 people aged 55-59 years old, 60-64 the number of people under the age of 8420, the number of people over 65 years old is 8023.

Table 3

Unemployment rate among young people aged 16-25 in the region (%)

Regions	2021		2022		2023	
	Women	Men	Women	Men	Women	Men
Republic of Uzbekistan	20,3	15,5	20,5	15,7	23,4	16,1
Republic of Karakalpakstan	21,4	17,2	21,1	17,3	21,8	17,3
Andijan region	19,4	14,8	19,8	15,0	24,3	15,8
Bukhara region	20,0	14,8	20,4	14,9	23,9	16,2
Jizzakh region	22,5	16,7	22,8	17,0	24,0	15,9
Kashkadarya region	21,2	17,0	21,6	17,4	23,8	15,4
Navoi region	20,0	14,3	19,8	14,3	22,8	16,1
Namangan region	21,1	15,5	21,2	15,8	23,3	15,8
Samarkand region	21,1	15,2	21,5	15,7	24,5	16,5
Surkhandarya region	20,6	16,0	20,9	16,5	24,6	16,5
Syrdarya region	22,0	17,1	22,9	17,6	25,5	15,9
Tashkent region	17,9	13,6	18,5	14,1	22,8	16,0
Fergana region	19,4	15,8	19,8	16,1	23,6	16,2
Khorezm region	20,7	16,4	20,5	16,5	23,2	16,9
Tashkent city	18,2	12,3	18,2	12,2	19,3	15,0

If we look at the unemployment rate among young people aged 16-25 by region, in 2021 the unemployment rate for women in the republic was 20.3 percent, for men it was 15.5 percent, in 2023 it

was 23.4 percent for women and 16.1 percent for men.

If we look at the regions with the highest unemployment rate among women in 2023, Syrdarya region (25.5) percent, Surkhandarya region (24.6) percent, Andijan region (24.3) percent, the lowest regions were Tashkent city (19.3) percent, the Republic of Karakalpakstan (21.8) percent, Navoi region, Tashkent region (22.8) percent. The highest regions among men were the Republic of Karakalpakstan (17.3 percent), Khorezm region (16.9 percent), Samarkand region, Surkhandarya region (16.5 percent), and the lowest regions were Tashkent city (15.0 percent), Kashkadarya region (15.4 percent), and Andijan region (15.8 percent).

Table 4
Data on the status of youth employment (2nd quarter of 2024)

No	Name of territories	Number of applicants	Number of people employed	Professionally trained	Those involved in public work	Those recognized as unemployed since the beginning of the year (those who were assigned unemployment benefits)	Subsidies allocated to young people
1	Republic of Karakalpakstan	31922	6413	1450	5070	1401	313
2	Andijan region	17085	9336	3405	3691	1577	466
3	Bukhara region	10022	5061	1360	2733	1036	2353
4	Jizzakh region	12321	3590	2557	4894	1669	293
5	Kashkadarya region	22381	5428	4121	3604	4833	1698
6	Navoi region	6144	1987	1464	1711	1382	304
7	Namangan region	15875	7706	3049	3209	2277	1002
8	Samarkand region	15234	7141	3307	2929	2981	722
9	Surkhandarya region	14727	3805	5904	3009	3598	471
10	Syrdarya region	10884	3226	2400	1975	3697	327
11	Tashkent region	11818	5868	2409	2283	2507	426
12	Fergana region	21595	12367	4225	3701	2836	439
13	Khorezm region	14376	3758	2351	2586	3042	518
14	Tashkent city	7595	2455	2104	835	1398	166
	Total	211979	78141	40106	42230	34234	9498

It was revealed which region has the lowest employment rate for unemployed youth in Uzbekistan. On April 13, a videoconference meeting was held to discuss the implementation of the tasks set for ensuring youth employment and meaningful organization of free time. It was noted that 648 thousand unemployed people were included in the "Youth Notebook" across the republic, and in the first quarter, 283 thousand of them were provided with employment. In particular, 45 thousand hectares of land were allocated for 175 thousand young people. Also, 21 thousand young people were trained in entrepreneurship across the republic in three months. However, only a thousand certificates were issued in Tashkent city, and 1,100 in Namangan. In Bukhara, only 216 young people were trained in professions and entrepreneurship. In addition, it was noted that the employment rate of unemployed youth in Surkhandarya region was 30 percent, which is the lowest indicator in the republic. Similarly, only 16 unemployed youth in Khojaly, 27 in Furkat, 78 in Ulugnar, and 82 in Angor were covered by the "1+1" project. At the meeting, the deputy khokim of Surkhandarya region for youth affairs, khokims of Furkat and Ulugnar districts, and heads of some sectors in Shafirkan, Kamashi, Khiva, Chust, Khojaly, and Angor districts were dismissed for not properly organizing work with youth. A number of other officials were given strict warnings and given a deadline to rectify the situation. Ensuring inclusiveness in the labor market, involving all segments of the population in labor activities, including promoting employment of youth, women, and persons with disabilities, is an important part of employment policy.

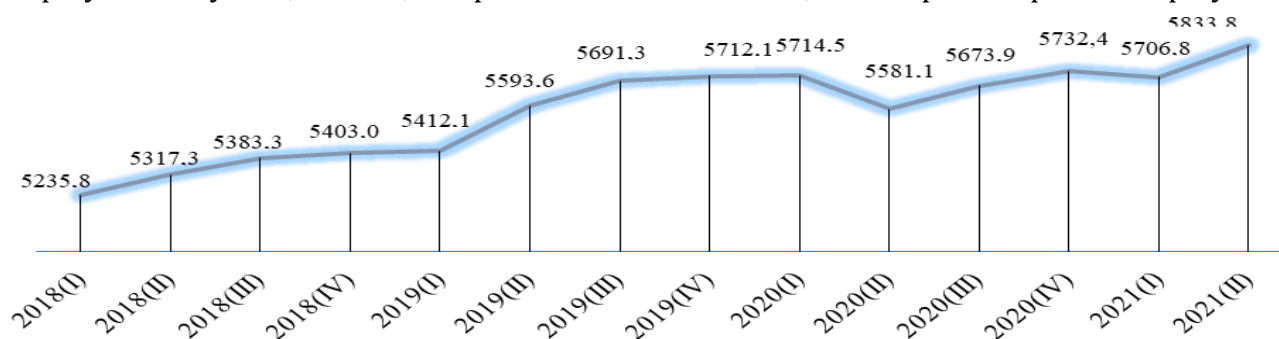


Figure 2. Dynamics of changes in the number of jobs in the formal sector of the economy, thousand people

As a result of the adoption of separate programs and measures for them, these groups of the population are being actively involved in labor activity. In the first half of 2021, the share of youth in total employment was 31.3 percent, and the unemployment rate was 15.2 percent, which is 1.55 times higher than the average unemployment rate. (Figure 3).



Figure 3. Dynamics of youth employment and unemployment rate

In 2021, sectoral and regional councils for the development of professional skills and knowledge were established in order to ensure the development and updating of the labor

market, professional standards, sectoral skills frameworks and skill requirements, and the international recognition of the national system of skills and knowledge assessment.

Summary and results

From the point of view of increasing youth employment, ensuring equality in the labor market, and directly influencing the reduction of the level of effective employment, a methodological approach is appropriate.

The conclusions drawn from the research results identified factors that directly influence increasing youth employment and the balance between supply and demand for young labor.

Employment of young people is a necessary condition for their reproduction. Because the standard of living of people depends on the expenses that society spends on selecting, training, retraining and improving their skills, placing them in jobs, and providing financial support for the unemployed. Employment reveals one of the most important aspects of a person's social development, which is related to satisfying his needs in the labor sphere and related to labor.

1. One of the pressing problems facing the economic reforms being implemented in the Republic of Uzbekistan is the formation of an improved employment system based on foreign experience in regulating youth employment and ensuring the operation of an effective mechanism for its regulation.

2. To introduce effective economic mechanisms for the development of youth entrepreneurship, which requires the development of regulatory and legal documents on their economic support and their implementation in practice.

3. To increase youth employment, it is necessary to introduce effective economic mechanisms, which requires the development of regulatory and legal documents on their economic support and their implementation in practice.

4. To strengthen the role of local government bodies in solving specific, specific problems in the regional youth labor market in increasing youth employment. In the system of vocational guidance of young people, it is very important to develop and consistently implement special training programs aimed at

forming and developing entrepreneurial initiative in them. Currently, local labor authorities and employment assistance centers are limited to informing young people about available jobs mainly through job fairs. When guiding young people to a profession, it is necessary to diligently explain to them the real demand for labor in the labor market. Currently, among students, especially among secondary school students, the misconception that not only are specialties related to law, finance and economics, and creative activities (writer, journalist, artist, designer, etc.) are very prestigious in society, but also that they are in great demand in the labor market, can later lead to a situation of difficulty in starting their labor activity.

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