

YOUTH EMPLOYMENT AND DIRECTIONS OF ITS REGULATION

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ABSTRACT	KEY WORDS
<p>In this article, the work carried out in the Republic of Uzbekistan today in terms of youth policy, coverage of young people with higher education, meaningful organization of their free time, ensuring their employment with a profession that fully meets the requirements of today's modern era and world standards is analyzed, and the existing problems and shortcomings are studied.</p>	<p>Youth, youth policy, employment, strategy, new Uzbekistan, labor market, green economy, effective employment.</p>

Introduction

At the current stage of socio-economic development of Uzbekistan, the problem of increasing youth employment is gaining particular importance, as is the state policy. This is largely due to the fact that the Republic of Uzbekistan is a country of youth in terms of its population.

In his Address to the Oliy Majlis, the President of the Republic of Uzbekistan Sh. Mirziyoyev noted that “from January 1, 2021, a system of confirming the qualification level of citizens in highly demanded working professions will be introduced. At the meeting of the Youth Forum, a decision was made to allocate \$ 100 million to ensure youth entrepreneurship and employment. In addition, 1 trillion soums and \$ 50 million will be allocated for vocational training while lending to young people’s business projects.” This, in turn, indicates that young people are being provided with broad opportunities in the era of innovative development. Attracting young people to labor activity is an issue of the most important state and national importance. Because today, young people joining the ranks of labor teams and entrepreneurs in various sectors of the economy will contribute to the development of the Republic of Uzbekistan in the coming ears.

In today's conditions, solving the problem of youth employment depends on the joint, targeted efforts of educational institutions, education management, territorial labor bodies, employment assistance centers, the Youth Affairs Agency, trade union organizations, and local government bodies [1].

Young people in the economically active population are the most promising category and are an object of long-term intellectual investment. They are distinguished by a high level of education, strong work motivation, vibrant physical potential, and high opportunities for rapid training and education in professions and specialties demanded by the labor market.

In the Republic of Uzbekistan, the number of unemployed young people, who do not have sufficient social protection, is increasing significantly. This situation requires the study of new, effective methods of regulating socio-economic relations to ensure youth employment in the labor market.

The 70th goal of the New Uzbekistan Development Strategy of the President of the Republic of Uzbekistan Sh. Mirziyoyev for 2022-2026 sets out issues such as improving state youth policy, creating conditions for youth employment and developing their employment and entrepreneurship[2]. Employment, youth employment is a matter of state importance, since it is young people who form the human resource potential of our country. Today, increasing the competitiveness of human potential largely depends on the national strategy in the field of youth labor utilization. Today's youth largely influence political, economic and social processes in society. All this determines the relevance of the topic.

Literature Review

Today, it is necessary to develop specific measures to actively address the state's youth policy, the demands and needs of young people, the problems they face, increase the participation of young people in economic spheres, and solve the problems of youth unemployment. This requires a thorough study of the scientific works of economists from foreign countries and our country.

Local researchers G.K. Abdurakhmanova and Sh.R. Kholmuminov[3] scientifically and theoretically analyzed the interconnectedness of the labor market infrastructure and its components, identified a methodology for comprehensively assessing and forecasting the effectiveness of its development, and identified the main directions of the formation and development of state and non-state employment services. Also, a strategic concept was developed to improve the organizational and economic mechanism of labor market regulation and increase the effectiveness of the development of labor market infrastructure.

A.E. Kotlyar took a rather narrow approach to the coordination of economic interests of labor market entities[4]. This approach limits the labor market to those able-bodied individuals who are free from work, such people are unemployed at certain times, are free from study or work, and are looking for another job or are entering labor activity for the first time. Representatives of this theory limit the labor market to the process of negotiation of a person's ability to work and argue that the use of this ability occurs outside the labor market, in the labor process.

Russian economist V.A. Pavlenkov[5] and one of our country's economists K.Kh. Abdurakhmanov[6] consider it appropriate to interpret the economic interests of labor market entities in a broader way.

Tarasova N. The article "Labor Relations in the Context of Globalization and Technological Revolution" scientifically substantiates the impact of information and communication technologies on almost all sectors and industries of the economy on a large and global scale, as well as on every function of firms in any industry or service.[7] According to them, the currently employed workforce cannot be considered completely consumed and removed from the market. The production process continuously changes the conditions of employment, and issues of territorial or professional mobility of employees, positions in terms of remuneration, etc. arise. The nature of the labor market is expressed in the purchase and sale of labor, which is established between employees and employers.

Research Methodology

During the research, the advanced experience of foreign countries in developing effective youth employment was studied. The need for scientific research on international youth policy and methods of statistical research on the effectiveness of their use as labor resources, the development of the service sector in increasing the level of employment abroad, in particular, the development of the labor market, was substantiated. Since the main task of ensuring the development of the labor market infrastructure is to solve the problem of both the unemployed and those who are employed but want to change their main place of work, the participants of the labor market are both unemployed and those who are employed but want to change their main place of work. At present, the role of investments in ensuring employment in the labor market and ways to increase investment attractiveness were statistically studied.

Analysis and Results

Our youth have a special place in building a new Uzbekistan - a prosperous and prosperous, democratic country. They are able to demonstrate that they are the creators of the third Renaissance with their patriotism, knowledge and skills, enthusiasm, and initiative.

He emphasizes that youth is a decisive factor in the development of the nation. In his opinion, youth is also a great force in the development of the country's economy.

All over the world, youth is an incomparable force that carries out new ideas and creative efforts for the political, economic and social prosperity of each state, a prosperous life and high development on our planet. That is why the United Nations Youth Strategy states that “Youth is the most valuable and important resource, and any investment in it is worth it, because these investments will return many times over.”

Currently, the world community considers the youth age group of 12-24 to be 1.2 billion people, or 16 percent of the Earth's population. By 2030, their number is expected to increase by another 7 percent to 1.3 billion.

As is known, the labor market is an important area of the economic and socio-political life of society. Both new jobs being created and laid-off workers can find a job or position, respectively, based on the laws of the labor market.

Human age is a characteristic of the life of an organism, consisting of its growth, development, maturation and aging from birth. A person has a calendar age (the period from birth to a certain time) and a biological age. Biological age is determined by the state of metabolism in the body and the suitability of these processes for a particular population (Table 1).

Table 1. Young periods of human life

Period Gender Age	Period Gender Age	Period Gender Age
Infant boys and girls 1-10 days old	Infant boys and girls 1-10 days old	Infant boys and girls 1-10 days old
Infant boys and girls 10 days to 1 ear old	Infant boys and girls 10 days to 1 ear old	Infant boys and girls 10 days to 1 ear old
Early childhood boys and girls 1-3	Early childhood boys and girls 1-3	Early childhood boys and girls 1-3
Younger childhood boys and girls 4-7	Younger childhood boys and girls 4-7	Younger childhood boys and girls 4-7

Childhood boys 8-12	Childhood boys 8-12	Childhood boys 8-12
Girls 8-11	Girls 8-11	Girls 8-11
Adolescence boys 12-16	Adolescence boys 12-16	Adolescence boys 12-16
Girls 12-15	Girls 12-15	Girls 12-15
Puberty boys 17-21	Puberty boys 17-21	Puberty boys 17-21
Girls 16-20	Girls 16-20	Girls 16-20
Maturity:		
1st period men 22-35	1st period men 22-35	1st period men 22-35
Women 21-35	Women 21-35	Women 21-35
2nd period men 36-60	2nd period men 36-60	2nd period men 36-60
Women 36-55	Women 36-55	Women 36-55
Old age men 61-74	Old age men 61-74	Old age men 61-74
Women 55-74	Women 55-74	Women 55-74
Neurocentrism Men and women 75-90	Neurocentrism Men and women 75-90	Neurocentrism Men and women 75-90
Old age Men and women over 90	Old age Men and women over 90	Old age Men and women over 90

With the increase in life expectancy and the development of acceleration, the perception of the age limit is also changing. The upper limit of age for a person is considered to be 115-125 ears. If biological age exceeds calendar age, then this is called premature aging. Social and economic conditions also affect human age.

The International Labor Organization (ILO) recommends that participating countries set the minimum working age at 16 ears. In accordance with the current legislation of the Republic of Uzbekistan, the minimum age for employment for young people is set at 16-29 ears.(Figure 1.)

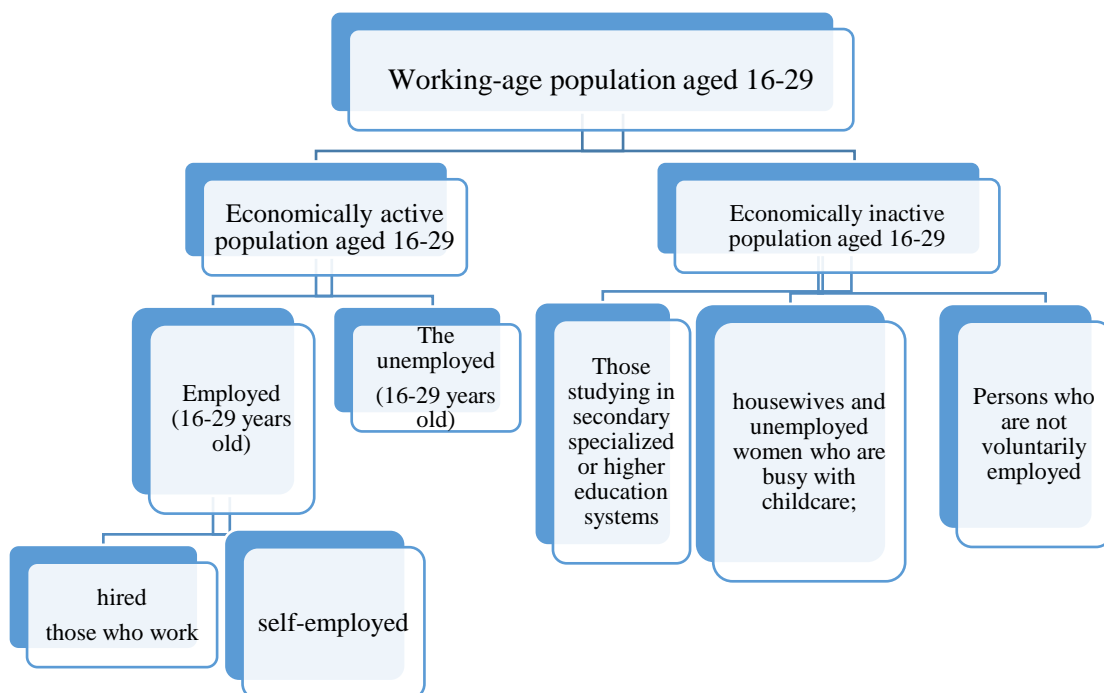


Figure 1. Structural structure of youth according to signs of economic activity [8].

Considering the group of labor resources of young people of working age as a group of labor resources, respectively, as a complement to their number, a number of features are inherent in the labor resources of young people, characterizing and distinguishing them as separate labor resources:

1. On the one hand, the absence of the burden of economic and social ties (lack of production experience and qualifications, personal housing and property, land, etc.), on the other hand, expressed in the active search for one's place in life;
2. High indicators of physical health and endurance, which to a certain extent compensate for the shortcomings in production experience, skills and knowledge;
3. Higher general education level compared to the time of entry into labor activity (for older workers), expressed in the expansion of the scope of training of young people and an increase in the volume of knowledge.
4. A comprehensive analysis of the characteristics of young people as a group of labor resources allows us to correlate the specific qualities of young employees and their differentiated assessment with the type of market strategy of the organization, which provides a more grounded approach to studying the real prospects for the employment of young specialists. The author provides a generalized description of various age groups (Table 1.2).

Table 1.2 The main description of the work activity of young people of different age groups

Age, ears	Reasons for entry into employment	The main reasons for labor activity	main problems of labor activity
14-15	1. Low family conditions 2. Striving for an independent life	1. Income from work 2. Formation of initial work skills	1. The danger of stopping your education 2. Low labor income
16-17	1. Expansion of material needs 2. Striving for a career	1. Income from work 2. Desire to obtain accurate and reliable information about future activities, industry	1. Necessity of professional education and contradictions in obtaining income from work
18-20	1. Choosing a profession 2. The emergence of expenses associated with professional education	1. Income from work 2. Formation of working skills for the future profession	1. Part-time employment 2. The problem of guaranteed employment
21-24	1. Termination of professional education 2. The end of the socialization process	1. Income from work 2. Formation of personal career interests	1. Mastering organizational culture 2. Finding a place in organizations
25-29	1. Family management 2. Completion of the process of formation of the profession	1. Income from work 2. The desire to show oneself professionally	1. The need to improve professional knowledge 2. Planning and implementation of career goals

Source: Compiled by author.

Based on existing views on the essence of employment as a socio-economic category, combined with the study of the specific aspects of youth as labor resources, it is assumed that the essence of youth employment can be described as follows. Youth employment is a set of socio-economic relations of

young people at the stage of labor and social self-direction, which characterizes their entry into social production. In general, when developing a regional program to reduce youth unemployment, it is possible to sequentially place the goals of this program, the priorities for their implementation, and the availability of resources and means necessary for their implementation (Figure 2).

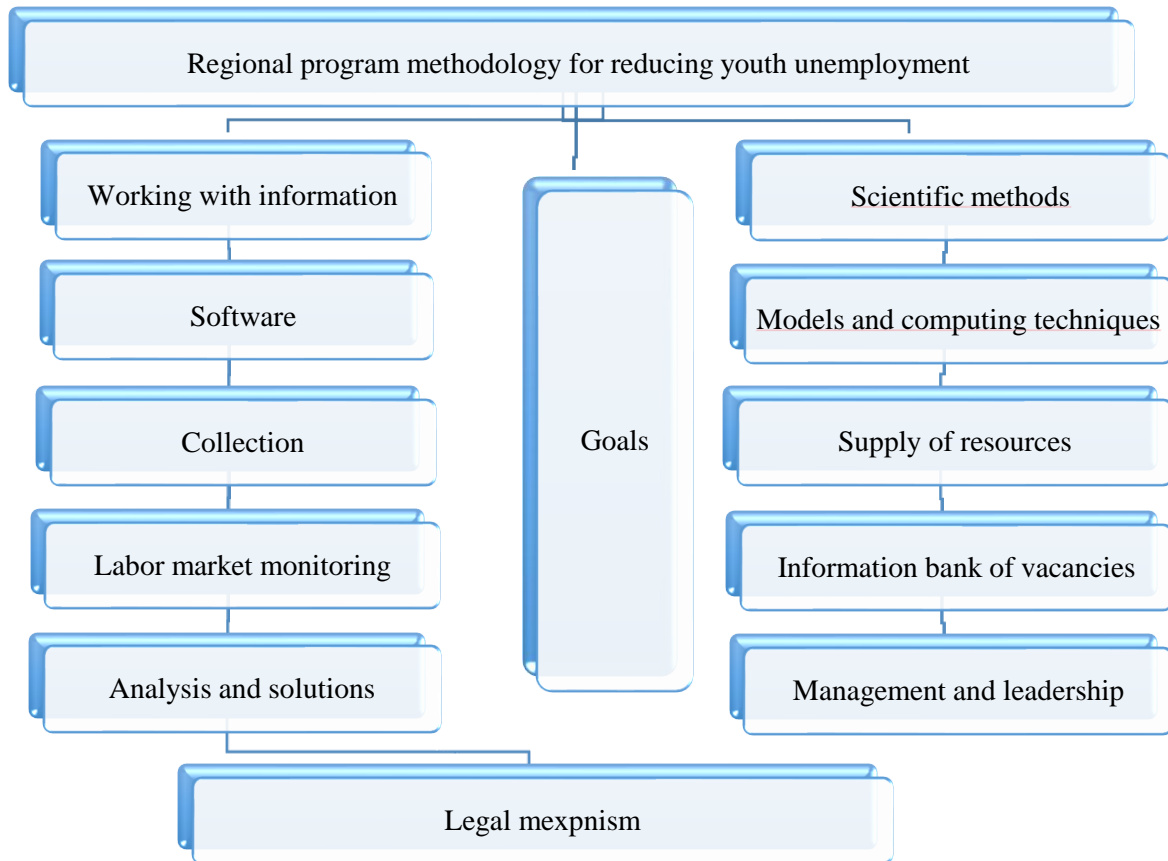


Figure 1.2. Structural diagram of resources and means required for the implementation of the youth unemployment reduction program.

In our opinion, the regional youth unemployment reduction program is intended to solve the following tasks:

- ensuring rational employment of young people: creating new jobs; rationally matching jobs with young people who want to work;
- establishing a market balance between supply and demand for young labor: increasing the demand for young labor in economic sectors, increasing the competitiveness of youth mobility;
- establishing a market balance between supply and demand for young labor in the agricultural sector: creating non-agricultural jobs in rural areas in order to attract young people to production in rural areas, improving the qualifications and professional skills of rural youth;
- reducing youth unemployment: organizing social work; Aligning the structure of jobs with the level of professional qualifications of unemployed youth; encouraging private and individual entrepreneurship to create additional jobs in cities and villages;

- increasing the effectiveness of organizational, economic and administrative mechanisms to reduce youth unemployment: developing and implementing state, local and foreign programs to create new jobs for unemployed youth; providing preferential loans for the development of small businesses and private entrepreneurship; organizing youth-friendly public works; creating a database of youth supply and demand; reducing the length of the working day;
- assisting in the employment of graduates of educational institutions: organizing contacts with employers in order to employ graduates of educational institutions; forecasting the demand for specialists with higher education in the regional economic sectors; Establishing tripartite social cooperation between educational institutions, government agencies, and the labor service to place young graduates in employment; providing students admitted to secondary specialized and higher educational institutions with a conclusion on their specializations.

Conclusions and Results

1. One of the urgent problems facing the economy today is the effective formation and development of the labor market. For this, first of all, it is necessary to competently use the objective laws of the development of socio-economic systems. The effective implementation of market relations in our republic, employment of the population and, thereby, socio-economic development, primarily depends on the state of the labor markets of the regions.
2. The need for young people for jobs largely depends on the age structure and their interest in obtaining education. The liberalization of labor activity and remuneration for labor creates a desire among young people to earn "big money" without spending much effort and often at the expense of low-skilled labor. The circle of young people who associate material well-being and employment with high skills is narrowing.
3. Employment of young people and thereby increasing their well-being is one of the factors determining the country's prosperity. In this sense, the more the state economy develops, the more prosperous the life of the population will become. The positive changes, unprecedented successes and achievements observed in the economy of our country are clearly reflected, first of all, in our living conditions. This is because, since the first years of independence, in our country, the issue of ensuring employment, creating new jobs, and in general, increasing the income of the population and raising the standard of living has been considered a priority task.

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