



## EFFECTIVE SECURITY OF POPULATION EMPLOYMENT IN THE LABOR MARKET

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### ANNOTATION

*This article discusses the labor market, labor market regulation, solving the problems of ensuring employment and creating new jobs, the role of small business and private entrepreneurship in ensuring employment, problems and prospects of development of the labor market in Uzbekistan.*

**KEYWORDS:** labor market, labor resources, small business and entrepreneurship, employment, labor force, wages

## ЭФФЕКТИВНОЕ ОБЕСПЕЧЕНИЕ ЗАНЯТОСТИ НАСЕЛЕНИЯ НА ТРУДОВОМ РЫНКЕ

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### Аннотация

*В данной статье рассматривается рынок труда, регулирование рынка труда, решение проблем обеспечения занятости населения и создания новых рабочих мест, роль малого бизнеса и частного предпринимательства в обеспечении занятости населения, проблемы и перспективы развития рынка труда в Узбекистане.*

**Ключевые слова:** рынок труда, трудовые ресурсы, малый бизнес и предпринимательство, занятость населения, рабочая сила, заработная плата

### DISCUSSION

The labor market is a system of economic mechanisms that reflects the balance of interests between enterprises participating in the market, employees, state and public organizations. It is through the mechanisms of the labor market and the norms established by it that the use and reproduction of labor is ensured. Labor as a commodity realizes itself in the labor market, which is a sphere of socio-economic

relations, the main of which are relations between employers and an employee based on supply and demand. The labor market is an integral segment of the structure of a market economy, functioning along with other markets for raw materials, materials, goods, services, housing, capital, securities, etc. In general, the labor market is understood as a special subsystem of a market economy in which on the one hand, employers (owners of the means of production), on the other hand,



hired workers. As a result of these relationships, the volume, structure and correlation of supply and demand for labor are formed. On the labor market, it is not labor force that is sold, but the ability to work, and its price is wages. The labor market is subject to the general laws of the interaction of supply and demand.

In a market economy, an important task of the state is the regulation of the labor market, which manifests itself in increasing the level of employment of the able-bodied population. This task is carried out mainly in two ways: the direct creation of new jobs at the expense of government spending, most often, to perform work in the public interest. In addition to the creation of new state enterprises, this includes work in the field of environmental protection, construction of roads and railways, as well as the organization of public works - the improvement of places of residence, etc. Creation in law and practical implementation of standards that ensure favorable working conditions and a healthy competitive environment for small businesses, which manifests itself:

- firstly, in a truly competitive environment, that is, the creation of a level playing field for small businesses, protecting it from the anti-competitive actions of the monopolists;

- secondly, the creation of relatively better conditions compared to large enterprises. It is assumed that as a result of this, small enterprises, developing, will create new jobs, contributing to the employment of the population. This circumstance is the main reason for the close attention of the leadership of the Republic of Uzbekistan to the development of small business and private entrepreneurship.

The main source of stimulation of small businesses is the banking system, while their support is mainly a state prerogative. In countries with market economies, government intervention in the economic activities of enterprises is predominantly indirect, that is, by regulating taxation and credit and financial mechanisms.

In Uzbekistan, as a result of the implementation of systemic measures aimed at the consistent solution of the problems of ensuring employment of the population and creation of new jobs, the number of people employed in the economy in 2016 according to preliminary data reached 13 million 298 thousand people, which is 1.8% more compared to 2015 year. According to official statistics, in 2016 the total resident population of Uzbekistan increased by 1.7%, to 32 million 121 thousand people. The share of the employed population in the non-state sector of the economy amounted to 80.0%, including 77.0% in small business and private entrepreneurship. The highest rates of employment growth occur in construction, housing and communal services and consumer services, trade and public catering, transport and communications. Positive trends are also observed in the sectoral structure of employment. Employment in agriculture decreased significantly, in which in the early 1990s more than 40.0% of the total number of employed workers in sectors of the economy worked.

In 2015, only 25.0% of the total number of employees was employed in this industry. At the same time, significant employment growth occurred in the services and transport sector from 36.0 to 54.0%, as well as in construction. This positive, in our opinion, tendency to change the sectoral structure is approaching the structure of employment in developed countries.

In Uzbekistan, a national model for creating new jobs in the sectors of the economy has been developed and is being consistently implemented, which in fact is recognized to contribute to the growth of employment. So, in particular, the implementation of these state and regional targeted programs has allowed to increase the number of new jobs from 85 thousand in 1995 to 980 thousand in 2015.

In solving the most acute social problem for Uzbekistan - providing employment, the role of small business and private entrepreneurship is especially high. If in 2000, 49.7% of the total employed population in the country's economy worked in this sector, then in 2005 this indicator reached 64.8%, and in 2016 - 79.0%. The number of new jobs created in this important sector of the country's economy has increased by more than 13 times since 1995.

In the small sector of the national economy, the service sector is developing rapidly. Currently, its share in the country's GDP is more than 54.0%. High-tech and infrastructural types of services, such as communication and informatization services, computer programming, repair and maintenance of technological equipment, financial and banking services and others, are growing at the fastest rates, which contributes to the creation of additional jobs.

The republic annually creates about 80 thousand jobs in the home-based labor sector. More than 220 thousand large women, disabled people and other citizens who need social protection are involved in its various fields. The country has created a holistic system of incentives for enterprises, employers and the population engaged in home work. In particular, enterprises are exempted for 5 years from paying a single social payment in the amount of funds paid to homeworkers wages, tax breaks on property transferred to homeworkers and others. Work at home allows you to attract a large part of the population, including in rural areas with excessive labor resources, by placing orders of industrial enterprises. Cooperation with homeworkers allows large industrial enterprises to organize work on family production or the development of new products, to free up production space for high-tech products, by transferring to homeworkers some of the operations that require large labor costs.

The reforms implemented in Uzbekistan are primarily aimed at ensuring a decent standard and quality of life for every citizen of the country. The growth of population incomes largely depends on their employment. The transition to market relations has changed the previous income structure of the population. New sources of income appeared (entrepreneurial income, property income), the role of



individual sources of income, their significance for various groups of the population, has also changed.

In Uzbekistan, the tendency is clearly observed in the structure of the population's cash income balance: if earlier, wages were the main source of population's income, now business incomes are becoming significant. Compared to 2000, real per capita income grew by 8.6 times, in the past 16 years, the share of income from business and property, including income from agriculture, in total household income has more than quadrupled. At the same time, in terms of social welfare, including life expectancy, family well-being, low unemployment, access to social infrastructure, Uzbekistan has consistently occupied one of the highest places in the world community. Along with these successes in Uzbekistan, a number of problems related to employment and effective regulation of the labor market have not yet been resolved. Among these problems can be identified:

- forecasting employment;
- identification of areas for improving labor market infrastructure;
- improving the efficiency of public employment services.

To solve the above problems, as well as create new jobs in the sectors of the economy and improve state regulation of the labor market, it is proposed:

- commissioning of new large industrial facilities, reconstruction and expansion of existing enterprises;
- implementation of industry-specific programs for modernization and technological renewal of enterprises, localization of production;
- stimulating the development of small and family business, as well as private entrepreneurship, the service sector;
- expansion of various forms of home-based labor.
- Creation and expansion of farms and dekhkan farms specializing in the production of livestock, poultry, beekeeping, fish farming, horticulture and other products;
- in-depth processing of agricultural products.

The government of Uzbekistan pays great attention to providing jobs to the population, especially young people. To this end, a state youth policy has been developed and implemented.

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