

Providing Employment to the Population through the Development of Enterprises

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Annotation:

The article examines the employment of the population through the development of enterprises. The main focus is on the cases of gainful employment in providing employment.

Keywords: employment, social work, initiative, income, unemployment, standard of living, effective employment.

In the period of innovative development of the economy, the socio-economic policy of the state consists not only of reliably protecting people's interests, but also includes ensuring the employment of the working population. In particular, the issue of employment remains one of the most important problems in the republic, where population growth is increasing at a high rate.

Providing employment to the population is a necessary condition for its reproduction. Because the standard of living of people depends on the employment of the population, reducing the costs of the society for the selection, training, retraining and improvement of their qualifications, employment, material support of the unemployed. Employment reveals one of the most important aspects of a person's social development, which is related to meeting his needs in the field of work and work.

As stated in Article 2 of the Law of the Republic of Uzbekistan "On Employment of the Population": "Employment is not prohibited by the legislation of citizens, it is related to the satisfaction of their personal and social needs, they are paid wages (labor income) is the activity that brings" [7].

Forms of employment of the population constitute the current model of employment relations in Uzbekistan. The model reflects new forms of employment, the expansion of employment

boundaries, the filling of one or another form of employment with content corresponding to current realities.

According to the method of participation in social work, the employment of the population is characterized by employment by hiring and independent employment due to self-employment. Hired employment is a relationship between the owners of the means of production and employees who do not own the means of production and who sell their future labor (their labor power) in exchange for a certain value in the form of wages.

It is worth noting that self-employment due to self-employment is a relatively new form of employment of the population. These are social and legal relationships that people enter into by participating in socially useful work.

They are based on personal initiative, independence, and responsibility, and are usually oriented toward earning income and creating self-expression and self-determination. In this case, the indicator of quality, not quantity, is more important.

The amount of income received or the amount of time spent in work cannot be used as a criterion to include a person in the group of self-employed, because the interests, needs and capabilities of people are different and it is not always possible to compare them. It is important for a person to use the funds (cash equivalent or natural products) that this job brings for his livelihood.

Employment can be rational, productive, and optimal depending on the economy and the degree to which it meets the needs of the individual.

Reasonable employment is an aggregated socio-economic concept. Its content includes several blocks that can be determined as rational employment or not based on their availability in the labor market. These are taking into account the interests of society, social group and individual; ensuring high economic development of the society; such as responding to changes in the productive forces of society. Reasonable employment is characterized by the share of productively employed persons in the total number of economically active population.

Not all scientists recognize the existence of such a form of rational employment as employment. Many prefer to distinguish between full-time and productive employment only. However, reasonable employment should be a classification element, and employment can be evaluated as effective only after years and in the long-term perspective, and in order to manage processes in the field of labor and employment, employment in the short and medium term condition needs to be assessed. In this case, rational employment should not be contrasted with effective employment. Reasonable employment is a prerequisite for effective employment and a step toward achieving it. Without reasonable employment, there is no effective employment.

Determining the main criteria for providing employment to the rural population in the innovative economy is of great importance. They are one of the components of the main directions of rural socio-economic development. On the one hand, the main indicators of rural population employment are included in the system of indicators of rural socio-economic development, and on the other hand, they are one of the final indicators of agricultural development. In this context, as President Sh.Mirziyoyev stated, "creating new jobs in the country, increasing the income of the population and thus reducing poverty by at least 2 times by the end of 2026" is an urgent issue [8]. Therefore, during the implementation of new economic reforms, it is an objective necessity to conduct scientific research on determining the main criteria and indicators of providing employment to the rural population.

Table 1 Population change in Uzbekistan (thousands of people)

Index-s	Years					2022 year 2018 years change compared to	
	2018	2019	2020	2021	2022	+,-	percent
of the total population, the number	32656,7	33255,5	33905,2	34558,9	36197,8	3541,1	110,8
That:							
the population of the city	16532,7	16806,7	17144,1	17510,4	18459,8	1927,1	111,7
of the rural population	16124,0	16448,8	16761,1	17048,5	17738,0	1614,0	110,0

Source: Statistics Agency under the President of the Republic of Uzbekistan

Today, the population of the country is more than 46.0% of the total population living in Central Asian countries. Depending on demographic conditions, the number of labor resources in our country is increasing every year. The analysis shows that in 2022, the population of our republic increased by 3541.1 thousand people compared to 2018. Such a situation indicates the complexity of the demographic situation in our republic. Because the increase in demographic "pressure" in the labor market causes the problem of youth employment to increase. During the analyzed periods, the population of the Republic of Uzbekistan increased by 110.8%. In our republic, the urban population is constantly increasing, that is, in 2022, it reached 18,459,8 thousand people, that is, the growth of this indicator compared to 2018 has increased by 11,7%. In turn, the rural population has a growing trend, and we can see that it increased to 17,738,000 people in 2022 or 10,0% compared to 2018 (Table 1).

In this regard, one of the most productive aspects of solving the problem of qualitatively increasing the employment of the able-bodied population for our country requires studying the demographic and socio-economic situations:

- about 50% of the population of the republic lives in rural areas and produces more than 21% of the gross domestic product (GDP);
- low level of skills and mobilization of the unemployed rural labor force;
- there are real opportunities to ensure a rational ratio between the demand and supply of labor force by creating new workplaces by various enterprises in rural areas.

The main criteria for providing employment to the rural population are as follows: increasing the creation of new jobs; increase the labor income of rural residents; reducing labor supply; ensuring reasonable employment; to reach the natural rate of unemployment.

Effective employment implies the ability of social management to restore the socio-economic conditions for the development of employees, which are required by the lifestyle criteria at this stage of society's development. Effective employment in this form implies employment in socially useful activities that bring income and social and economic suitability of jobs. Effective employment also implies choosing the best among many options, as determined by a combination of social and economic efficiency criteria.

Samarkand region is one of the leading regions that has been contributing to the development of our country with its economic and social potential. Such potential is increasing and strengthening year by year, and serves to ensure stable growth rates of the region's economy, high employment of the population, and increase the well-being of the population. Ensuring the employment of the

population in the region is one of the priority directions of socio-economic development and an important condition for raising the standard and quality of life of the people.

In the following years, we can observe a regular increase in the population of Samarkand region. The population of Samarkand region reached 4118.2 thousand people in 2022. The population of the region was 3651.7 thousand people in 2017, and in 2022 it increased by 12.8% compared to 2017 (Fig. 1).

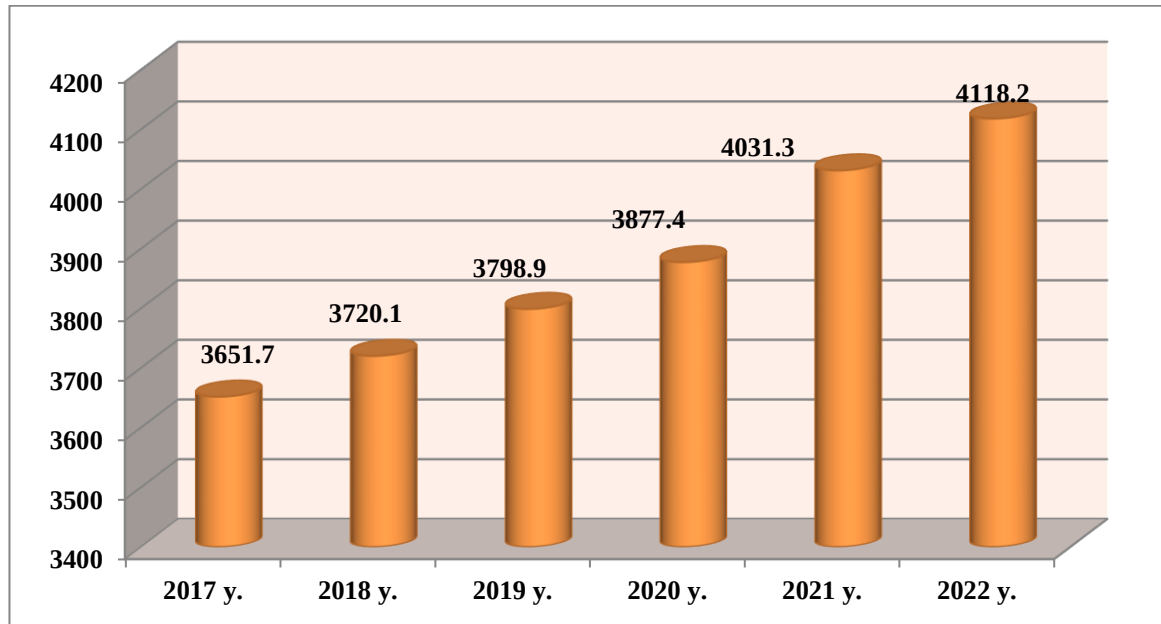


Figure 1. 2017-2022 population dynamics of Samarkand region (thousands of people)

The effective operation of the labor market is important in the innovative economy, and it comes from its special place in the market economy system and the specific features of the reforms implemented in the region. The impact of the labor market on the socio-economic development of the country can be expressed in the form of providing employment to the population.

In the province, employment and unemployment can change quickly. Territorial features of ensuring employment of the population in the regions of Samarkand region and the importance of the labor market in reducing unemployment are considered significant. Because the labor supply and the demand for it collide in the labor market. Therefore, the effective development of this infrastructure is one of the main factors of socio-economic development in the conditions of economic renewal.

One of the important issues is ensuring the employment of the population of the region. Because the existence of the problem of unemployment in the region is an integral feature of the market economy. Therefore, the main goal of studying the problem of unemployment is to develop measures related to the expansion of the country's production and further improvement of the living standards of the population by increasing the employment of the population in rural areas. Especially in the conditions of deepening economic reforms, the issue of ensuring employment of the population has become more urgent.

Let's take a look at the demographic situation in order to fully understand how important it is to provide employment to the working-age population in our country. Despite the fact that the natural growth of the population has slowed down in recent years, it remains the highest among the countries of the Commonwealth of Nations. In recent years, the population growth in our republic has averaged 10.4%. This leads to a proportionate increase in labor resources.

Table 2 State of labor resources and population employment in Samarkand region (per thousand people)

Ko'rsatkichlar	2018 yil	2019 yil	2020 yil	2021 yil	2022 yil	2018-2022 yillar da o'sishi (%)
Aholi soni	3720,1	3798,9	3877,4	4031,3	4118,2	110,7
Mehnat resurslari	2103,4	2117,1	2130,4	2142,3	2160,4	102,7
Ish bilan band bo'lganlar	1463,3	1455,8	1418,3	1441,3	1489,0	101,8

Source: Statistics Agency under the President of the Republic of Uzbekistan

The analysis shows that the population of Samarkand region was 3720.1 thousand people in 2018, and it reached 4118.2 people in 2022, with a growth of 10.7% in the studied period. In 2018, labor resources as a percentage of the region's population amounted to 2103.4 thousand people, and in 2022 it increased to 2160.4 thousand people or 2.7%. The employed population was 1463.3 thousand people in 2018, and increased to 1489.0 thousand people or 1.8% in 2022 [9].

In Uzbekistan, in the following years, serious attention is being paid to ensuring the employment of the population. Ensuring the employment of the population, first of all, leads to the employment of the population in useful work, its earning, employment in production or service for the country, improvement of the living conditions and quality of life of the population.

Opportunities for the development of industrial sectors are created through the employment of the population.

The year 2022 alone will be a turning point in the socio-economic development of the Republic of Uzbekistan, and the serious changes made during the year in all sectors of the economy and in the regulation of macroeconomic processes will lead to the conduct of policy in accordance with new conditions and its qualitative improvement, and this required the implementation of clearly defined measures in the direction and created an opportunity for this.

Table 3 GDP growth of the Republic of Uzbekistan, (increase compared to the previous year), in %

Indicators	2017	2018	2019	2020	2021	2022
which is in the method of production at constant prices gross domestic product, the price in the past year, interest in the account	104,4	105,4	105,7	101,9	107,4	105.7
gross value added Network	104,3	105,3	105,8	101,9	107,6	106.2
agriculture, forest and fisheries resources	101,2	100,3	103,1	102,9	104,0	103.6
Industry	105,2	110,8	105,0	100,9	108,4	105.5
Building	106,0	114,3	122,9	109,5	106,8	106.6
Trade, and catering services on live	102,1	105,4	107,2	101,3	113,0	109.3
other types of services	105,3	104,6	105,4	100,9	105,9	106.6

In 2022, GDP growth by types of economic activity was recorded as follows: gross domestic product calculated by the method of production at constant prices, at last year's prices - 5.7%, gross added value of industries - 6.2%, agriculture, forestry and fisheries - 3.6%, industry - 5.5%,

construction - 6.6%, trade, living and catering services - 9.3%,

In our opinion, employment of the population is a socio-economic relationship that does not contradict the laws of citizens, is aimed at satisfying their needs, brings them wages (income), and is based on the activities of production of material goods.

The compatibility of the main economic and social parameters of the development of the regions, primarily the employment policy, the priority directions of the goals of the rural labor market should be implemented in an inextricably linked manner. The priority directions and objectives of the population employment policy imply the proportionality of monetary and credit, investment and foreign economic policies in agriculture, industry and many other sectors.

One of the most effective tools for solving the problem of increasing the quality of employment of the working population for our country is the study of demographic and, at the same time, socio-economic situations.

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