

SOCIAL MECHANISMS OF EMPLOYMENT PROVISION

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Abstract:

This article analyzes the social mechanisms of the employment process. The role of employment policy, labor market institutions, and the social protection system is considered. It also highlights methods of employment promotion, public-private partnership, and the importance of the education and training system. The article also studies international experience in increasing employment and provides recommendations using the example of Uzbekistan.

Keywords: Employment, labor market, social mechanisms, employment, labor migration, social protection, state policy.

Introduction

Employment is the level of participation of the economically active population in labor activity, which plays an important role in ensuring the economic stability and social well-being of the country. The mechanisms for managing and controlling employment include state policy, labor market institutions, education and training systems, as well as social protection measures.

Currently, the majority of the unemployed working-age population in the country lives in rural areas, and this indicator has a tendency to grow steadily. This situation is justified by the narrow use of non-agricultural labor in rural areas, insufficient investment in creating new jobs, structural changes in agricultural enterprises, faster growth in the number of labor resources compared to the number of jobs being created, the imbalance between supply and demand for labor in rural areas, low qualifications and competitiveness of local personnel, and lack of information about job vacancies.

It is necessary to systematically regulate the needs of the population in socially necessary employment and the possibility of its implementation in rural areas. The goal is to improve human activity, conditions and ensure the effective functioning

of the economy. The efficiency of employment in rural areas is the structure of the distribution of workers by sectors of the country's economy. Currently, the sectoral structure of the economy in terms of employment of the population reflects the low level of efficiency in using the labor potential of society and needs to be radically changed.

Social and economic mechanisms for coordinating labor supply and demand in rural areas include the following tasks:

- formation of state wage policy, development of mechanisms for its adjustment, taking into account demand, supply and the cost of labor reproduction;
- organization of an effective system of vocational training, retraining and advanced training of the economically active population, mainly rural youth;
- creation of conditions for increasing labor mobility through measures to form the housing market and develop other sectors of the economy;
- stimulation of labor demand (job supply), increasing the attractiveness of investments specific to the characteristics of rural areas, introduction of preferential loans from commercial banks for the creation of new jobs and ensuring their validity;
- creation of non-agricultural jobs in rural areas, along with the widespread use of intensive factors of production and processing of agricultural products;

Also, today, employment-related problems, including unemployment, labor migration, and informal employment, are one of the pressing issues. This article analyzes social mechanisms for ensuring employment and ways to increase their effectiveness.¹

The following main social mechanisms exist in the process of ensuring employment:

1. State employment policy

The state creates a legislative framework to ensure employment, takes economic stimulus measures, and regulates the labor market. In the Republic of Uzbekistan, there are a number of state programs aimed at supporting employment, through which the level of employment of the population is increasing.

¹ UNDP Uzbekistan. “Youth Employment in Uzbekistan: Challenges and Opportunities” – Tashkent, 2023.

2. Labor market institutions

The labor market is an important social institution that affects employment. Employment centers, career guidance services, and recruitment agencies that provide connections between employers and job seekers play an important role in the effective functioning of the labor market.

3. Education and vocational training system

The education system directly affects the employment rate. In order to train qualified personnel and ensure their demand in the labor market, a system of vocational education and continuous professional development should be developed.

4. Social protection system

Support for low-income and socially vulnerable segments of the population is an important part of employment policy. Pensions, subsidies, and retraining programs for the unemployed expand the opportunities for returning to the labor market.

5. Private sector participation

The private sector is one of the main drivers of employment. Attracting investment, developing small and medium-sized businesses, and supporting startups are important in increasing the employment rate.

In addition, the following strategies are considered effective for ensuring employment:

1. Active labor market policies: Reducing unemployment benefits, implementing programs to retrain and employ the unemployed.
2. Regulating labor migration: Controlling external migration flows and strengthening legal protection measures for labor migrants.
3. Creating jobs: Creating new jobs through the development of the digital economy and industrial sectors.
4. Increasing women's and youth employment: Developing programs to ensure gender equality and support the professional development of youth.

A number of reforms are being implemented in Uzbekistan regarding employment policy. In particular:

- The “Youth is our future” program is aimed at attracting young people to entrepreneurship.
- “Women’s employment” programs help women find jobs and develop their careers.
- A system of providing support to job seekers through public service centers has been established.
- The digital economy and innovative technologies are creating new opportunities for increasing employment.

In conclusion, Employment is of great importance for the economic and social stability of the country. It is necessary to develop innovative approaches in cooperation with the public and private sectors, and to ensure harmony between education and the labor market. It is recommended to continue reforms aimed at employment, taking into account the dynamics of the labor market.

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