



## **IN HUMAN RESOURCE MANAGEMENT, EMPLOYMENT PROVISION IS AN IMPORTANT FACTOR OF SOCIAL DEVELOPMENT**

**Yigitaliev Ikromjon Zafarjon ugli**  
Karshi state university

<b>Article history:</b>	<b>Abstract:</b>
<b>Received:</b> August 6 <sup>th</sup> 2022 <b>Accepted:</b> September 6 <sup>th</sup> 2022 <b>Published:</b> October 10 <sup>th</sup> 2022	This article analyzes the peculiarities of the labor market of our country in providing employment, classifies the problems associated with the employment of the able-bodied population, especially young people, and develops scientific and practical proposals to increase the employment of the unemployed population.
<b>Keywords:</b> GDP, budget, efficiency, credit, strategy, technology, cooperation, agroclass, career	

The most important criterion of any socially oriented economy is the attitude to employment. Employment is considered as an integral part of a comprehensive social policy. The reason why employment problems are of a social nature is determined by the orientation towards a person, his interests and needs in the field of work.

The positive aspects of employment of the able-bodied population and the reduction of unemployment in the country are reflected in the following: Firstly, employment of the population, in turn, has a positive effect on improving its material standard of living; secondly, the country achieves an increase in the volume of production of consumer goods (works, services) and, ultimately, GDP growth; thirdly, it has a positive effect on reducing the amount of social benefits allocated from the state budget, which ultimately leads to spending the funds saved from the state budget on other targeted expenditures; fourth, most importantly, it reduces the degree of alienation of the population in search of work, forcing them to live in peace and harmony with their family.

So, in this regard, a number of necessary measures are being implemented in the republic to improve the efficiency of providing employment, for example, the "strategy of actions on five priority areas of development of the Republic of Uzbekistan for 2017-2021" includes "creating conditions for the full realization of labor and entrepreneurial activity of the able-bodied population, improving the quality of the workforce, vocational training of persons in need of work". expansion of the system of retraining and advanced training". [1]

In addition, the Decree of the President of the Republic of Uzbekistan No. PP 3856 "on measures to improve and increase the efficiency of work to ensure employment of the population" (dated 14.07.2018) defines specific tasks to address both these issues and the necessary measures to address them.

The resolution notes that a number of regulatory legal acts have been adopted aimed at stimulating business activity and entrepreneurial initiative of the country's population, ensuring employment of socially vulnerable segments of the population, increasing the availability, quality and efficiency of public services to ensure employment of the population.

Nevertheless, there is still a high level of tension in the labor market in the regions, the issues of creating permanent jobs, providing employment for young people, women, members of low-income families, especially in rural areas, as well as regulating the processes of external labor migration, in addition, in the field of employment and entrepreneurship are not resolved. credit and financial, consulting and information services and other necessary services for small and medium-sized businesses.

In fact, based on many years of research and research, we can say that the following problems have a negative impact on employment.

1. Today, due to the rapid development of science and technology, workers who are unable to work with new modern equipment and technologies entering the manufacturing industries are losing their jobs.

To solve this problem, it will be necessary to improve qualifications, retraining and even, in the short term, to send employees working at manufacturing enterprises to improve their experience abroad.

2. It should be particularly noted that today the activity of the employment service bodies operating in the republic is quite low, since they do not conduct full-fledged monitoring of available vacancies. the degree of danger is higher.

To solve these problems, it is necessary to clearly state that all enterprises, organizations and institutions, regardless of ownership forms, operating in our country, must submit monthly online reports on available vacancies to the employment service bodies



and legally consolidate their responsibility in this regard. Increasing the activity of employment service organizations, the quality and reliability of services. At the same time, constant and regular media coverage of quarterly information on vacancies and external labor migration. In addition, it is necessary to review the amount of wages paid to high-risk jobs by manufacturing enterprises.

3. It should be particularly noted that career days held for the employment of young people graduating from KHK and universities are also transferred in some places simply by name, or that tripartite employment contracts are also in many cases compiled for statistical reporting, and as a result, the employment rate remains low.

To effectively solve this problem in practice, it is necessary to radically improve the quality and scale of career days held in colleges and universities. When employing students, it is advisable to carry out practical work on employment not in the final year, but from the second year of study.

4. Another of the most acute problems of ensuring employment of the population in rural areas is the employment of women, especially those engaged in raising children and housework, as well as young people.

We consider it appropriate to use the suggestions below for a practical solution to this problem:

expansion of private and family entrepreneurship in rural areas;

labor cooperation of farms with agro-clusters and other industrial enterprises, i.e. the development of professional activity;

teaching young people the secrets of National crafts by reformulating and developing unique national crafts of each region of our country:

under the modern system of agriculture, it is necessary to expand the production of agricultural products and provide them with the benefits specified in the Presidential Decree.

## **REFERENCES**

1. Appendix 1 to the Decree of the President of the Republic of Uzbekistan dated February 7, 2017 No. 4947.
2. Jose Luis Monzon Campos, Rafael Charves Avila The social economy in the European Union. 2012 p-118.