



ORGANIZATIONAL-ECONOMIC POSSIBILITIES OF INCREASE OF EMPLOYMENT OF RURAL POPULATION IN UZBEKISTAN

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Article history:	Abstract:
Received: 24 th November 2022 Accepted: 26 th December 2022 Published: 30 th January 2023	The article describes the organizational and economic possibilities of increasing the employment of rural residents in Uzbekistan. One of the factors of raising the standard of living of the rural population is to ensure the employment of the rural population and create jobs.

Keywords: employment, agricultural holdings, food industry, output, productivity, cost of production, gross income, net income, sales volume, revenue.

1. INTRODUCTION:

Agriculture occupies an important place in the country's economy. Today, one of the important indicators of the country's development is the level of employment security of the population and the employment of the population - this is the most optimal way of social protection. Having a decent job ensures social stability in the society, increases the consumption power of the population, increases the social activity of citizens, and opens a wide way for their participation in creative work.

One of the important directions of the economic reforms implemented in agriculture in the conditions of the transition to the market economy is the radical change of the attitude to labor, and great attention was paid to increasing labor productivity in each agricultural enterprise.

The efficiency of agricultural production depends on the amount, composition, skills and efficiency of labor resources. Today, in most agricultural enterprises, non-use of internal economic opportunities to increase labor productivity is directly related to imbalances in land, water, technical and labor resources, as well as labor organization.

2. LITERATURE REVIEW:

Theoretical and methodological foundations of the organizational and economic possibilities of increasing the employment of the rural population in Uzbekistan. It is based on the scientific works of scientists such as G.A., I.B. Rustamova.

3. MATERIALS AND METHODS:

Today, one of the important indicators of the country's development is the level of employment

security of the population and the employment of the population - this is the most optimal way of social protection. Having a decent job ensures social stability in the society, increases the consumption power of the population, increases the social activity of citizens, and opens a wide way for their participation in creative work.

The large-scale reforms implemented in Uzbekistan, in particular, the development of the real sector of the economy, the technical and technological modernization of all its sectors, the socio-economic development of the regions, the construction of housing and the expansion of the rural infrastructure, will ultimately fundamentally change the appearance of our villages and cities. , it serves to increase the economic potential of our country, most importantly, to ensure the employment of the population and increase the standard of living.

In each country, economic policy, financial, monetary system affects the increase or decrease of unemployment rate. Today, the world community is worried about the increasing number of countries with high unemployment rates. This problem is causing damage to socio-economic and political stability of some countries.

Young people make up a large part of the population and workforce resources of Uzbekistan. This can be seen when about 500,000 young men and women enter the labor market every year. In the development of any country, creating jobs and increasing the well-being of the population by ensuring employment is of particular importance as one of the main factors. In our country, serious attention is being paid to this urgent issue based on a programmatic approach, specific measures are being implemented



within the framework of a special document traditionally adopted by the parliament every year. Every year in our republic, the program of creating jobs and ensuring employment of the population is widely discussed and approved at the meeting of the Legislative Chamber of the Oliy Majlis. The main goal of the program to create jobs and ensure employment of the population is to implement complex and

interrelated measures to provide employment to the population by mobilizing the potential of regions and economic sectors in this regard, effective employment, taking into account demographic and labor market factors. consists of comprehensive support for the development of forms.

The following table shows the number of items by types of economic activity.

Table 1
Number of items by types of economic activity, %

Indicators	2011 year	2012 year	2013 year	2014 year	2015 year	2016 year	2017 year	2018 year	2019 year	2020 year	2021 year
The total number of jobs in the economy	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
industry	14,3	12,9	12,7	13,2	13,1	13,0	12,9	12,8	12,8	13,6	13,5
Agriculture and forestry	41,9	41,2	34,4	26,9	26,2	26,7	27,2	27,6	27,7	27,4	27,2
construction	8,2	6,4	7,5	9,2	9,2	9,2	9,3	9,4	9,6	9,5	9,5
transport and communication	4,8	4,1	4,3	5,2	5,2	5,2	5,3	5,3	5,4	5,3	5,3
Trade and food	5,6	8,3	8,4	10,7	10,8	10,9	11,0	11,2	11,3	10,9	11,0
Service	2,3	2,5	2,8	3,4	3,5	3,5	3,6	3,6	3,7	2,3	2,3
Health care and social services	5,9	5,8	6,5	7,7	7,6	7,6	7,4	7,2	7,1	4,5	4,5
education	13,6	12,5	12,8	13,8	13,7	13,4	13,1	12,8	12,6	12,8	12,7
Finance, credit, insurance	0,3	0,5	0,6	0,6	0,6	0,6	0,5	0,5	0,5	0,5	0,5
another	3,1	5,8	10,0	9,3	9,2	9,9	9,7	9,6	9,3	17,2	17,5

Source: Prepared based on the information of the State Statistics Committee of the Republic of Uzbekistan

Young people make up a large part of the population and workforce resources of Uzbekistan. This can be seen when about 500,000 young men and women enter the labor market every year. In the development of any country, creating jobs and increasing the well-being of the population by ensuring employment is of particular importance as one of the main factors. In our country, serious attention is being paid to this urgent issue based on a programmatic approach, specific measures are being implemented within the framework of a special document traditionally adopted by the parliament every year. Every year in our republic, the program of creating

jobs and ensuring employment of the population is widely discussed and approved at the meeting of the Legislative Chamber of the Oliy Majlis. The main goal of the program to create jobs and ensure employment of the population is to implement complex and interrelated measures to provide employment to the population by mobilizing the potential of regions and economic sectors in this regard, effective employment, taking into account demographic and labor market factors. consists of comprehensive support for the development of forms. It is determined that jobs will be created through the recovery and rehabilitation of temporarily non-working enterprises, in which the



improvement of the financial and economic situation of low-profit and loss-making enterprises, and the provision of new production facilities on the basis of non-promising enterprises to the owners, serve as an important factor.

More opportunities were created for farms, which was an important factor in deepening reforms in agricultural production. Because the success of all economic reforms directly depends on the agrarian sector. To do this, to ensure the entry of industry into the countryside through the further development of farms and peasant farms, to support the further increase of economic efficiency in agriculture, to support the development of small business and private entrepreneurship, the service sector as the most important direction of improving the employment and welfare of the population, and the main focus was on promotion. In this way, conditions will be created to ensure the employment of the surplus labor force in the village and to increase the number of new jobs.

One of the important directions of the economic reforms implemented in agriculture in the conditions of the transition to the market economy is to fundamentally change the attitude to work, to ensure payment of wages commensurate with the quality and efficiency of work in each agricultural enterprise, and to improve the system of financial incentives for work.

In recent years, one of the priorities of the economic reforms in agriculture is the development of the farming movement, and this process has caused structural changes in the use of labor resources

employed in agriculture. In particular, due to the creation of farms instead of the former cooperative farms, a sharp decrease in the number of people employed in agriculture was achieved, and the possibility of effective use of labor resources was created.

The goal of the reforms is to change people's attitude to work, to establish the real owners, the sense of ownership of the land given to them on the basis of a lease agreement, and the products grown on it, so that every farmer is sure that he will be paid and encouraged according to the quality and efficiency of his work, and there is no village in the village. serious change cannot be achieved."

Different forms of management in agriculture, including the priority development of farms, led to the formation and development of a competitive environment in the industry, as well as changes in labor relations and the system of material incentives. Much attention was paid to the establishment of relations between farms and workers in a fair manner on the basis of legal and regulatory documents. The cooperative work of one or more families in the farm is carried out in mutual proportion with the general activity of the farm, for the final result, high responsibility of the family members, accurate calculation, strict discipline, achieving high material interest and ensuring the well-being of the family.

The results of the study of the total population and its employment in our republic are shown in Table 2.

Table 2
Population employment in the republic by ownership forms

Indicators	2014 year	2015 year	2016 year	2017 year	2018 year	2019 year	2020 year	2021 year
The total number of jobs in the economy,	100	100	100	100	100	100	100	100
In the public sector	20,7	19,9	19,3	18,7	18,1	17,9	17,5	17,3
In the non-governmental sector	79,3	80,1	80,7	81,3	81,9	82,1	82,5	82,7

As a result of increasing the employment of rural residents and their effective use through the development of small businesses and services in farms and peasant farms:

- to expand forms of home work during the off-season;
- to improve the production structure of the farm;

- the development of entrepreneurship and national craftsmanship will be achieved along with the cultivation of agricultural products on the farm.

4. CONCLUSION:

In conclusion, one of the important indicators of the country's development today is the level of employment security and employment of the



population - this is considered the most optimal way of social protection. It is necessary to support and encourage people's labor and business initiatives to ensure the employment of the rural population.

It is necessary to pay attention to the following principles in the field of ensuring employment of the population in rural areas:

- in exercising the right to work and freely choose a job, all citizens are entitled to it, regardless of their gender, age, race, nationality, language, social origin, property status and professional position, religion, belief, membership in public associations, as well as the aspects of employees' work and the results of their work. ensure equal opportunities regardless of other circumstances;

- to support and encourage people's work and business initiatives, to help develop productive and creative work skills that provide decent conditions for working and living in them;

- Voluntary work;
- providing social guarantees in the field of employment and ensuring protection of the population from unemployment;

- encourage employers who maintain existing jobs and create new jobs for citizens who are in dire need of social protection and who have difficulty finding work;

- coordination of activities in the field of employment with other areas of economic and social policy;

- mutual cooperation of state bodies, trade unions, representative bodies of employees and employers in the development, implementation and monitoring of employment measures for the population;

- interstate cooperation in solving the problems of providing employment to the population.

In general, in order to ensure the employment of the population, it will be necessary to carry out the work of the state management bodies:

- development of measures for the implementation of structural, financial, credit, investment and tax policies that ensure the establishment and development of the labor market;

- analytically researches the structure of the economy, determines the state of the labor market and the perspective of the situation in the field of providing employment to the population, keeping state statistical accounts and reports in this field;

- development and implementation of population employment programs;

- ensuring that the rights and legal interests of citizens in the field of employment are adequately guaranteed and protected by the state;

- to support the creation of additional jobs, improvement of working conditions;

- exercise other powers in accordance with the law.

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