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FIGHT AGAINST THE THREATS IN THE LABOUR MARKET IN ENSURING ECONOMIC SECURITY OF THE REPUBLIC OF UZBEKISTAN

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Annotation. The article highlights the socio-economic significance of the effective development of the labour market, analyzes the economic threats in the labour market of the Republic of Uzbekistan and develops scientific proposals and recommendations to fight threats in the labour market.

Keywords: employment, economic security, economic threats, unemployment, labour market.

INTRODUCTION.

Job creation and the analysis of the labour market as a result of the increasing transition from manual labour to automated systems as a result of the development of science and technology in the world will ensure progress in this regard. According to the International Labour Organization, 1.44 billion people on Earth are currently facing the problem of unsustainable employment. There are 73 million unemployed boys and girls in the world. Currently, 40 million young people enter the labour market every year. To address global unemployment, at least 475 million new jobs must be created in the next decade [1]. In this regard, the states are taking targeted measures to reduce unemployment and create new jobs.

The state program for the implementation of the Action Strategy for the five priority areas of development of the Republic of Uzbekistan for 2017-2021 in the "Year of Active Investment and Social Development" identifies specific measures for "introduction of mechanisms to further stimulate job creation" [2]. In this regard, the development of flexible, self-employment and remote forms of employment in the labour

market, the establishment of small industrial zones and rural tourism clusters based on public-private partnership, the expansion of research to increase the mobility of the rural population are of particular importance.

LITERATURE REVIEW

The most important criteria of the quality of the labour market is the level of development of its infrastructure, the socio-economic significance of the infrastructure of the labour market, its components, elements, main tasks and some aspects of its functions studied by K.Kh.Abdurahmanov [3]. The interdependence of the infrastructure of the labour market and its components is scientifically and theoretically analyzed, the methodology of complex assessment and forecasting of the effectiveness of its development and the main directions of formation and development of state and non-state employment services Sh.R.Kholmuminov, N.U.Arabov [4]. M.Mirzakarimova and M.Khaydarov have partially studied the issue of effective employment in the monograph "Social Partnership and Effective Employment", the analysis was

conducted in the context of effective employment, mainly in the context of social partnership [5]. It should be noted that the issue of ensuring effective employment through the regulation of the labour market has been left out of the research of economists. It is these circumstances that determine the relevance of the topic of the selected article.

RESULTS

Consistent reforms are carried out in these areas in the Republic of Uzbekistan. At the same time, the following negative trends observed in the labour market in recent years threaten economic security (Table 1):

1. High unemployment rate. In recent years, the number of unemployed in the labour market of the Republic of Uzbekistan is growing every year. Turning to the statistics, the unemployment rate in 2019 was 9.0%, while as of September 2020, the figure was 13.2%. According to the methodology of the International Labour Organization, if the unemployment rate exceeds 8%, it poses a threat to the economy. In Uzbekistan, this figure exceeds the threshold value by 4.2%, which requires the development of appropriate measures to reduce unemployment.

2. The increase in the level of tension in the national labour market, i.e. the high number of unemployed per single vacancy. According to the Ministry of Employment and Labour Relations, the level of labour market tension in Uzbekistan in 2019 amounted to 12.6 people, ie 12.6 unemployed people instead of 1 vacancy. According to international standards, if this figure exceeds 6, it threatens the economy. In Uzbekistan, this figure is twice higher than international standards. This requires the creation of new jobs in Uzbekistan, taking into account the number of

unemployed and those entering the labour market.

Table 1

Labour market indicators in the Republic of Uzbekistan

Indicators						Boundary Value
	2015	2016	2017	2018	2019	
Share of labour resources,%	58,4	58,1	57,6	57,1	56,6	60 and less
Percentage of economically active population,%	44,0	44,0	44,3	44,4	44,3	50 and less
Employment rate,%	41,7	41,8	41,7	40,3	40,3	46 and less
Unemployment rate,%	5,2	5,2	5,8	9,3	9,0	8.0 and more
Level of labour market tension, unit	7,0	7,1	7,9	12,8	12,1	6.0 and above
Percentage of informal migrants,%	3,2	3,6	4,1	7,2	7,3	1.0 and above
Percentage of workers in hazardous and unsafe working conditions,%	2,3	2,1	2,1	2,3	2,4	2.0 and above
Rate of injury in production, per 1000 workers	0,5	0,5	0,4	0,4	0,5	0.5 and more

Source: Calculated based on the data from the State Statistics Committee of the Republic of Uzbekistan.

3. Low wages. In January-December 2019, it amounted to 2,324.5 thousand UZS, an increase of 27.5% compared to the corresponding period of 2018. The average wage is low in some sectors of the economy, especially in the social sector. For example, in health care - 1534.3 thousand UZS, in education - 1841.2 thousand UZS.

Also, more than 60 percent of the population employed in the labour market operate in the informal sector. It is known that wages are not guaranteed in this sector due to the lack of formalization of labour relations.

4. High number of informal labour migration in the labour market. In 2019, more than 2.5 million people in Uzbekistan left the country to work. Most of these migrants are informal labour migrants.

For informal labour migrants in the total population by international criteria, more than 1,0 percent is threatening the economy. In Uzbekistan, this figure is 7.3 percent. The share of informal migrants is 6,3 percent higher than the limit value. This is due to the development of organized labour migration.

In our opinion, based on the implementation of effective measures of economic, social and organizational character in the Republic of Uzbekistan, the agricultural, processing industry of the rural economy, the industry of preparation of construction and building materials, the organization of new jobs in key sectors such as the provision of services, training of professional specialists and professions with the necessary demand and, strategic directions for the development of organized exports of surplus labour and the production and implementation of the forecast parameters of their achievement soon will lead to a sharp reduction in informal employment and unemployment in rural areas.

CONCLUSION AND RECOMMENDATIONS

With the grouping of rural districts, appropriate measures have been developed to regulate the characteristics of employment in rural areas. In particular, the regulation of employment of the rural population in highly urbanized industrial and industrial-agricultural areas should be based on the principle of forming a socially-oriented rural economy, including cultural, health and tourism and educational institutions, and increasing the investment attractiveness of rural areas for private capital. The system of regulation of employment of the rural population in agro-industrial and agrarian districts through the establishment of investment, innovation and technological links between rural agricultural enterprises and processing and storage of agricultural products, agricultural machinery, services and other structures of the agro-industrial complex should contribute to the development of agricultural

production.

The most important direction of employment in rural areas nowadays and in the near future is the redistribution of the able-bodied population engaged in agriculture, increasing the mobilization of their surplus labour in other sectors and sectors of the economy. This requires the development of small business and private entrepreneurship in rural areas, the service sector, rural tourism, production infrastructure.

The following measures should be taken to increase the efficiency of organized exports of agricultural labour (labour) soon: cooperation with foreign employers on the organized export of surplus labour from rural areas; placement of surplus labour force in rural areas following the profession and qualifications of vacancies available to foreign employers; allocation of microloans and subsidies to people leaving for external labour migration to cover the costs associated with employment abroad; life and health insurance of persons leaving for labour migration on preferential terms.

The implementation of the above conclusions and recommendations will have a direct impact on combating threats in the labour market, reducing informal employment and unemployment. This will lead to an increase in the employment of the able-bodied rural population.

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