

THE MAIN DIRECTIONS OF SELF-EMPLOYMENT IN THE DEVELOPMENT OF THE NATIONAL ECONOMY

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Annotation

In scientific and theoretical terms, the main areas of employment in the labor market, self-employment, individual entrepreneurship, unemployment reduction, employment programs, and employment services in the field of employment are covered.

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One of the areas of state regulation in the field of labor supply is associated with a decrease in the economic activity of the population. The essence of this direction is obvious - the decline in economic activity leads to a decrease in the supply of labor in the labor market. This reduces the degree of imbalance between supply and demand in different conditions. At the same time, it should be borne in mind that we are not talking about a decrease in the economic activity of the entire population.

To assess the labor market in a broad sense, of greater interest are the characteristics of socio-demographic groups of the population with a high need for jobs.

President of the Republic of Uzbekistan Sh.M. Mirziyoyev said: "By 2026, it is planned to halve poverty by providing employment, training youth and the unemployed at the expense of the state, developing family businesses, and providing targeted support to the poor." ¹

The main issue on the agenda now is employment. Particular attention is paid to increasing the employment of young people and women, providing them with a source of income. In 2020, the main challenge in all countries living under enhanced quarantine is to support those in need and provide income.

Given that in the Republic of Uzbekistan 732 thousand unemployed, or 52.0%, are young people, of which 834 thousand 59.0% are women, it is urgent to find a solution to this problem. Taking into account the real situation with the employment of the population caused by the coronavirus pandemic, parameters have been developed for creating new jobs and employment in 2020.

¹ Sh.M.Mirziyoyev. We will resolutely follow the path of democratic transformations based on the new development strategy of Uzbekistan. Newspaper "Narodnoye Slovo", November 7, 2021, 8238 (8018).

According to these parameters, in 2020, only 302.8 thousand, of which it is planned to organize 142.7 thousand through the implementation of sectoral and regional investment projects, 6.8 thousand through the development of social infrastructure, 93.2 thousand through the creation new small enterprises and microfirms and 60.1 thousand through the development of family and individual entrepreneurship and crafts.² The parameters also provide for the employment of the unemployed in vacancies, retraining and retraining of personnel based on the real needs of the labor market, the provision of certificates of temporary employment to the self-employed and the allocation of subsidies from the State Employment Fund to ensure the employment of the unemployed.

With the Decree of the President of the Republic of Uzbekistan dated June 8, 2020 “On measures to simplify state regulation of entrepreneurial activity and self-employment”,³ the number of preferential professions for registering self-employed people increased from 24 to 67.

A person of working age obtains self-employed status after registering as self-employed. As individual entrepreneurs, individuals who are not registered as individual entrepreneurs and independently carry out activities based on their participation in personal labor, aimed at obtaining wages (income), engaged in activities (works, services) that they can engage in can be registered. self-employed persons. busy persons.

Registration of self-employed persons is carried out in the order of notification through a special mobile application or personal account of the taxpayer, with the issuance of a matrix barcode (QR-code) confirming registration as an individual entrepreneur. Persons registered as self-employed are not entitled to use the labor of employees in their activities, as well as to have an employer. Failure to comply with these requirements entails the loss of self-employed status by self-employed persons.

Freelancers providing services (performers) via the Internet have the following rights:

- acceptance of payments in foreign currency to accounts in banks of the Republic of Uzbekistan for services (work performed) from individuals and legal entities that are non-residents abroad, without entering the relevant information into the Unified Electronic Information System of Foreign Trade Operations;
- Provision of services (performance of work) to foreign individuals and legal entities without concluding an agreement by accepting a public offer to conclude an agreement (offer) or by exchanging electronic messages or issuing invoices, including in electronic form.

A self-employed person cannot receive unemployment benefits paid to the unemployed at the expense of the State Employment Promotion Fund of the Republic of Uzbekistan, and a scholarship at the expense of these funds during training, retraining or advanced training.⁴

Despite the conditions of the pandemic, in 2020, 50.9 thousand unemployed people will be provided with permanent and 105.8 thousand people with seasonal work. In accordance with the Decree of the President of the Republic of Uzbekistan dated June 30, 2020 “On measures to radically reform and bring the state youth policy in the Republic of Uzbekistan to a new level”, in order to effectively address youth issues, the Agency for Youth Affairs with financial resources was created. The creation of a new state organization for youth affairs marked the beginning of a new stage of reforms in this area.

In Uzbekistan, young people (16-29 years old) make up 32% of the economically active population. It is noteworthy that the proportion of women of this age in the total active population is 34.1%, and the

²Compiled by the authors based on data from the Ministry of Employment and Labor Relations of the Republic of Uzbekistan.

³ <https://lex.uz/docs/4849607>

⁴Law of the Republic of Uzbekistan "On Employment"

proportion of men is 29.6%. Their need for work largely depends on their age composition, gender distribution and interest in obtaining information. The liberalization of labor activity and wages gives rise to a desire among young people to earn "big money" without much effort and often at the expense of low-skilled labor. The circle of young people who combine material well-being and employment with high qualifications is shrinking.

This can lead to a criminal situation if the desire to earn "easy" and "big" money from a certain segment of young people does not materialize. Sociological surveys show that every fifth person under the age of 20 and every tenth person between the ages of 25 and 35 are people who do not hesitate to use every opportunity to achieve a higher standard of living in the current conditions. Many of them are ready to change jobs and find themselves where they can earn more money. This intensifies competition between them for high-paying jobs and creates the risk of unemployment. The desire for market forms of management among young people is strong, but this alone is not enough.

Special programs to create jobs should be developed. They need to take into account the increase in the supply of labor from young people, which will help them find employment in the new economic conditions.⁵

Employment is a specific phenomenon that manifests itself in various manifestations and forms characteristic of each stage of social development.

In our opinion, in the conditions of economic growth, the employment service should focus not only on employment in new activities, but also on the maximum use of labor resources, the development of various retraining programs for the unemployed, the selection of skilled workers and opportunities and conditions for labor demand. However, during an economic downturn, employment agencies can make reasonable proposals to solve employment problems, based on labor market conditions. When analyzing the labor market, directions in the field of employment promotion are important, since there are opportunities not only to develop directions of employment policy, but also to propose new ways to solve employment problems.

Today, the imbalance between the form of the workforce and the growing demand for highly qualified personnel is one of the main problems. Therefore, the actual direction of solving the problem is to improve the quality of the workforce through the system of vocational training and retraining. It is well known that providing a significant part of the army of the unemployed with state benefits is more expensive than financing their vocational training and retraining. Activities in this direction are certainly effective. For example, in the Samarkand region in 2019, 90% of the unemployed who were sent for retraining were employed after graduation.

In the professional training and retraining of the unemployed, the introduction and use of modern educational technologies and methods in the educational process will increase their competitiveness in the labor market in the future. A new direction in the system of vocational training and retraining of the unemployed is targeted training in accordance with the requirements of employers and training in specific professions at specific jobs. At the same time, they act as customers for the vocational education service in the training of specialists needed by enterprises. Also, customers can place orders for their employees for the development of training programs, retraining, organization of targeted training, advanced training.

The goal of developing a system for retraining personnel in the employment service should ensure the achievement of tripartite successful results, namely:⁶

⁵ Abdurahmonov Q.X. Labor economics (textbook). - T.: "Mehnat", 2009. - B. 126-127

⁶ N.U Arabov Development of labor market infrastructure. Diss. i.f.n. -T.: Institute of Economics of the Russian Academy of Sciences, 2008. - B. 87-88.

- ✓ for the unemployed - advanced training in the labor market, ensuring their competitiveness through retraining;
- ✓ for employers - expanding the possibility of self-selection from the reserve of the unemployed with appropriate professional training;
- ✓ For employment services - to achieve optimal results when concluding employment contracts between retrained unemployed and their employers, filling vacancies with qualified personnel, ensuring the long-term sustainability of employees, reducing unemployment, reducing the duration of unemployment, ensuring an increase in the level of employment in the workplace.

Many years of experience have shown that the cost of active employment measures is proportionally reduced by the cost of social benefits due to the reduction in the number of unemployed. Therefore, spending on improving employment (information services, computerization, equipment and tools) will speed up the process of employment and reduce unemployment. Reimbursement of expenses for vocational training showed that the share of those employed after vocational training increased by 1.9 times compared to those employed without vocational training, and the focus on seasonal public works reduces the cost per unemployed person by 3-5%.

Spending on activities for active employment shows that the return on spending for each soum is 1.1-1.2 soums, which leads to a reduction in spending on social benefits for the unemployed.

To determine the professional orientation of applicants to the employment service and develop a system of psychological support, it is necessary to take the following measures: the creation of career guidance and psychological support departments in the state employment service; development of science-based programs of psychological support for career guidance; attracting leading specialists and psychologists in this area; consulting psychologists on career guidance for the unemployed, etc.

The main and decisive condition for the effective formation of the labor market is to ensure a balance between labor resources and jobs.

Let's take a look at the demographic situation in our country in order to fully understand the relevance of the employment of the able-bodied population. Although natural population growth has slowed somewhat in recent years, it remains the highest among the Commonwealth countries. In 2019, the population of our country will exceed 34 million people. This leads to a proportional increase in labor resources.

There is hidden unemployment in the country, the scale of which lags far behind the officially registered unemployment, so the real unemployment is higher than that registered with the labor authorities.

In our opinion, the results of the activities of the regional employment service in the main areas of employment show that when regulating the labor market, an active employment policy should be aimed at addressing the following issues:

1. Development of a system of vocational training and retraining of the unemployed and the unemployed in the field of improving the quality of work in accordance with the students of a market economy;
2. Development of a system of career guidance and psychological support for the workforce;
3. Promote the employment of citizens in need of social protection (disabled people, women with children, migrants, youth, etc.), as well as the development of public works and the development of targeted youth employment programs;
4. Creation of new jobs, support for small businesses and stimulation of entrepreneurial activity of the

unemployed population;

5. Development of employment and retraining programs for laid-off workers;
6. Expanding the scope of information services to promote employment;
7. Conducting monitoring studies of the labor market;
8. Improving the systems of primary, secondary and higher education of employers with a focus on students;
9. Organization of consulting services for employers;
10. Coordination of the supply of labor force with the requirements of employers;
11. Reducing the duration of unemployment;
12. Development of the mechanism of social cooperation in the field of employment.

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