

Modern Aspects of the Development of the Youth Labour Market in the Republic of Uzbekistan

Luiza Ashurzoda

Graduate student, Research Center "Scientific Foundations and Problems of Economic Development of Uzbekistan" at Tashkent State University of Economics

ABSTRACT: The concept for the development of state youth policy in Uzbekistan until the age of 25 is based on the main principle of the UN Strategy "Youth-2030" - "working with the interests of young people for their benefit." The creation of stable and decent conditions for providing young people with jobs is a promising task that requires not only strategic but also urgent measures, which include projects financed from state budget resources, providing modern forms of public-private partnerships, as well as the integration of education, business and government bodies. on the creation and development of a system of vocational guidance and socialization of young people, increasing interest in choosing a profession, creating a system of vocational training, retraining and advanced training, using international quality standards in the educational sphere. The research aimed at developing scientific approaches and methods for regulating the youth labour market of Uzbekistan is becoming relevant.

KEYWORD: Competitiveness of youth, youth policy of the state, youth labour market, employment, unemployment, education.

According to the International Labour Organization, before the 2020 crisis, three out of every four young workers globally were working in the informal sector, compared with 60 percent of adults aged 25 and over. 267 million young people did not work, study or receive vocational training. This figure has reached almost 40 percent for young women in lower-middle-income countries. [9]

The research results of the international scientific community show that coordinated, timely, consistent, large-scale action is needed by governments and other key stakeholders, including the private sector, to mitigate the impact of the global recession. Countries around the world have responded to the current crisis significantly. More than 170 countries have committed a total of US \$ 9 trillion to financially stimulate employment plans. [10]

At a meeting with representatives of youth of Uzbekistan, the President of the Republic of Uzbekistan Sh.M.Mirziyoyev emphasized that the essence of large-scale economic reforms is to create the necessary conditions for an open economy, healthy competition, radical improvement of the business environment and investment climate; reducing the state presence in the economy, increasing the number of jobs through the accelerated development of the private sector; achieving high rates of economic growth by diversifying the economy and increasing labour productivity;

counteracting the “shadow sector” of the economy and drastically reducing its share; consistent continuation of the liberalization of monetary policy, implementation of a stable monetary policy; training qualified personnel capable of actively participating in achieving the strategic goals of economic development. [3]

According to statistics, there is positive demographic dynamics, the size of the able-bodied population is progressively growing. At the same time, the average age in the labour market of Uzbekistan is also increasing. (Fig.1.).

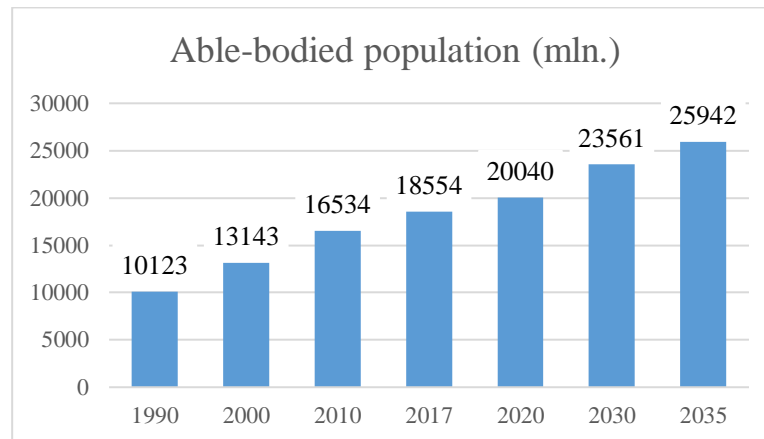
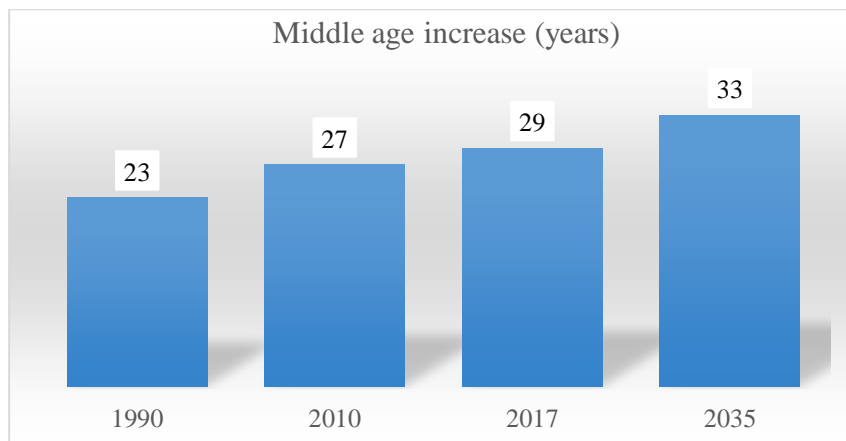


Fig. 1. Dynamics of the able-bodied population in the labour market of Uzbekistan¹

The average age of labour market participants forming the supply is forecasted to be 33 years old by 2035 against 27 years in 2010.

There are different types of business surveys, and each one is designed to obtain specific information (for example, production, employment and average earnings, skill levels and wages, jobs and vacancies, employment prospects, and so on). No single data source will provide all the information needed to analyze youth employment. It is necessary to combine data from different sources to gain a complete understanding of the many aspects of the youth labour market. In some cases, data from different sources can be combined to create a new and improved dataset. (Fig.2.).



¹ According to the analysis of data provided by the Ministry of Employment and Labor Relations of the Republic of Uzbekistan.

Fig. 2. The increase in the average age in the labour market of Uzbekistan²

The number of new job seekers is staggering. In connection with the introduction of 11-year school education, the demand for jobs from young people fell in 2017 to 513 thousand people compared to 2000 - 607.8 thousand people (Fig. 3).

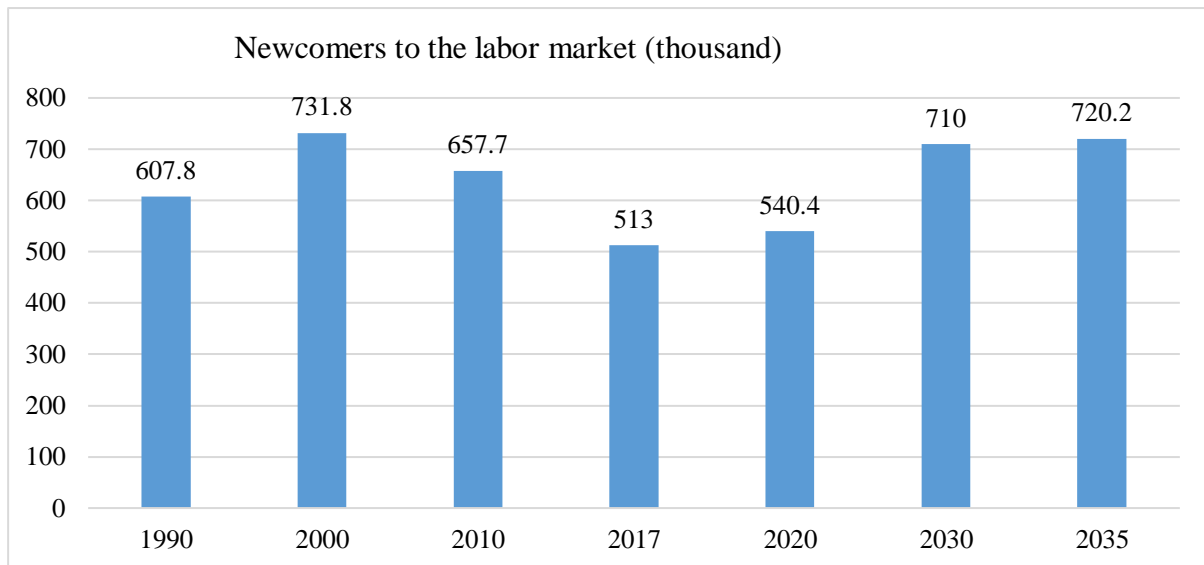


Fig. 3. Dynamics of filling the labour market with new applicants from the number of graduates of educational institutions³

The formation and state of the regional labour market are influenced by the following factors: economic, demographic, educational and others. The common task remains to provide the most comfortable conditions for their professional and career implementation, to increase competitiveness in the labour market. [6,7].

The research reflected that the youth labour market has its specifics:

- it is characterized by the instability of supply and demand, due to the variability of the orientation of young people, their socio-professional uncertainty;
- specific to the youth labour market, low competitiveness compared to other age groups. Young people are most at risk of losing their jobs or finding jobs;
- employment opportunities for new labour force entering the labour market for the first time are decreasing;
- youth employment has both explicit and hidden dimensions. The group of young people who do not work anywhere and do not study continues to grow;
- the youth labour market is characterized by high variability;

² According to the analysis of data provided by the Ministry of Employment and Labor Relations of the Republic of Uzbekistan.

³ According to the analysis of data provided by the Ministry of Employment and Labor Relations of the Republic of Uzbekistan.

- most of the young people looking for work, including recent graduates of educational institutions, are employed in specialties that differ from qualification; for many others, retraining is the only way to get a job;
- traditionally, among graduates of institutions, especially universities, women have a big share, while employers give a clear preference for hiring men.
- The reasons for youth unemployment are:
- high demographic pressure on the labour market;
- insufficient supply of new jobs in the labour market of Uzbekistan;
- insufficient level of skills among young people obtained in colleges and lyceums and which are important for the formation of skills to make rational decisions in problem situations;
- low labour productivity of young people due to insufficient work experience;
- insufficient level of competence among young people who have graduated from vocational educational institutions;
- underdeveloped mechanisms of social partnership in the field of ensuring the integration of theory and practice in educational institutions of secondary specialized, vocational education (SSVE), as well as the subsequent employment of their graduates;
- chronic manifestation of the lack of realization of the potential of knowledge, skills and abilities among many young citizens due to the wrong choice of profession in the absence of a system of vocational guidance for young people;
- insufficient correspondence between the structures of training quotas and the needs of the economy in them;
- traditionally low enrollment of young people in higher education for many years.
- The presence of youth unemployment means underutilization of the labour potential of young people in the economy. Based on the research carried out, the following social portrait of a competitive young specialist in the labour market can be drawn up. A young specialist, when passing the selection for the desired vacancy, needs to prove his interest and motivation in the growth and development within the given company. [4,5] He also needs to be ready for non-standard types of interviews such as stress interviews, group interviews and an assessment centre, where you need to show your creativity and creative thinking, as well as the ability to navigate in non-standard work situations. Further, the young specialist must show his communication skills in business communication with the HR manager during an individual interview.

REFERENCES

1. Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated August 29 of this year. No. 526 "On measures to restore economic growth in 2020-2021 and the continuation of systemic structural reforms in the sectors of the economy" Режим доступа: <https://lex.uz/docs/4978202>
2. Постановление Кабинета Министров Республики Узбекистан от 06.09.2019 г. N 743 «О дополнительных мерах по регулированию трудовых отношений на рынке труда»

- (Национальная база данных законодательства, 07.09.2019 г., № 09/19/743/3710). – Режим доступа: <https://nrm.uz/contentf?doc=599126>
3. Shavkat Mirziyoyev: 2020 will be a turning point in the State Youth Policy. URL: <https://uza.uz/ru>
 4. Abdurahmanov K.H., Zokirova N.K. Novye podhody k resheniju problemy zanjatosti v Uzbekistane. V sbornike: Kakie kadry nuzhny jekonomike Rossii? Materialy VII Mezhdunarodnoj nauchno-prakticheskoy konferencii "Abalkinskie chtenija". 2017. S. 182-191.
 5. Abdurahmanov K.H., Umurzakov B. Sovremennye vyzovy i perspektivy razvitiya demograficheskikh processov v Uzbekistane. Nauchno-analiticheskij zhurnal Nauka i praktika Rossijskogo jekonomicheskogo universiteta im. G.V. Plehanova. 2018. № 4 (32).
 6. Ashurzoda L.M. On the issue of professional adaptation of youth and development of the mentoring system in the conditions of economic liberalization. VII Uzbek-Indonesian Joint International Scientific and Practical Conference "Innovative Development of Entrepreneurship" November 2018.
 7. Ashurzoda L.M. Gosudarstvennaja programma sodejstvija zanjatosti naselenija kak faktor razvitiya chelovecheskogo potenciala. Sbornik nauchnyh trudov "Uzbekistan na puti k innovacionnomu razvitiju" – T.: Tashkentskij filial RJeU im. G.V. Plehanova, 2019.
 8. Ashurzoda L.M. Molodezhnyj rynek truda kak faktor investicionnoj privlekatel'nosti jekonomiki. Zh. VAK "Iktisodijot va ta#lim" №4, 2019 g. S. 9-16.
 9. United Nations, Disability and Development Report, Realizing the Sustainable Development Goals by, for and with persons with disabilities, 2018, <https://www.un.org/development/desa/disabilities/publication-disability-sdgs.html>.
 10. Tracking the \$9 Trillion Global Fiscal Support to Fight COVID-19. IMF, 2020.