

Directions of Economic Activity of Households in The Labor Market

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Abstract: *Today, like other countries of the world, Uzbekistan is also suffering from a pandemic crisis. The economic crisis caused by the pandemic raises the issue of social protection and employment for the governments of the countries. This article examines the issues of increasing the economic activity of households and develops relevant proposals and recommendations.*

Keywords. *Employment, household, economic activity, unemployment, demographic factors, poverty, employment of women.*

Introduction.

Employment is a socio-economic category that can be defined as a form of participation of the able-bodied population in socially useful activities and represents the state of the economy that receives the corresponding income or meets the demand for jobs [1]. An effective description of employment involves engaging in socially useful activities that generate income and the economic and social viability of jobs. Economically viable jobs are jobs that allow a person to pursue their own interests, achieve high productivity using the achievements of science and technology, and ensure adequate wages, ensuring the reproduction of the worker and his family.

The Labor Code of the Republic of Uzbekistan [2] and the Law of the Republic of Uzbekistan "On Employment" define employment as a broad, socially useful activity that is associated with the satisfaction of personal and social needs of citizens [3]. In addition, along with the Labor Code, which is the main document regulating labor relations, the adoption of the Law "On Labor Protection" and the Law "On Social Protection of Persons with Disabilities" plays an important role in regulating labor relations. The country's Parliament has ratified a number of international conventions and agreements in the field of labor relations.

In a market economy, the behavior of the owners of the labor force in relation to jobs takes place through the labor market. The labor market, which includes the aggregate demand for labor and the aggregate supply of labor, ensures the location of the economically active population in relation to jobs in the sectoral, regional, occupational sectors.

The Action Strategy for the five priority areas of development of the Republic of Uzbekistan identifies employment in the country as one of the priorities of socio-economic development, an important condition for improving the living standards and quality of life.

Level of study of the topic. Theoretical and practical aspects of household development as a separate research area from foreign economists Becker G., Gelbright Dj., Gramkov H., Keynes Dj. M., North D., McConnell K.R., Brew S., Ricardo D., Smith A., et al.

Problems of increasing the economic activity of households CIS scientists Achapovskaya

M., Batrakova AG, Dovbenko M. V., Osik Yu.I., Dubrovin, I.A., Kotov V., Novak A.E., Tolkacheva S.A. and studied in the scientific studies of others.

Among the economists of our country are Abulkasimov HP, Vahobov AV, Akhmedov TM, Abdullaev BS, Akramova Sh.G., Akhmedov F., Akhmedov UK, Badalov Dj.Sh., Berkinov B.B., Djuraev T.T., Salimov B.T., Khasanov R.R., Shodieva G.M., Olmasov A., Vahobov A.V., Goyibnazarov B.K., Yuldashev D.T. and others have explored theoretical aspects of the efficient use of household potential in the process of reproduction.

However, to date, scientific research has not studied the issues of improving the theoretical basis for increasing the economic activity of households in the process of reproduction, diversification of sources of income and expenditure on farms.

Research methodology

Scientific abstraction, analysis and observation were used effectively throughout the research. In particular, the research of scientists working in this area in the study of the labor market was studied and analyzed using the method of scientific abstraction. In Uzbekistan, the methods of analysis and synthesis were effectively used in the analysis of the activities of the Ministry of Mahalla and Family Support, women's employment and making recommendations.

Analysis and results

Resolution of the President of the Republic of Uzbekistan dated June 11, 2018 No PP-3782 "On organizational measures to encourage employment of vulnerable groups" and the President of the Republic of Uzbekistan dated July 14, 2018 "On measures to improve and increase the efficiency of employment" Resolution PQ-3856 developed a number of measures to address the problem of employment in households in the country. According to this decree, from September 1, 2018, together with the State Statistics Committee of the Republic of Uzbekistan will introduce the registration of citizens working in private farms on the basis of confirmation of socio-economic development sectors, heads of citizens' self-government bodies and applications of citizens [4].

Changes in the socio-demographic situation of the population of the country have led to changes in the structure of households in terms of the number of children. During the period under review, the share of households with 3-4 or more children gradually decreased to 23% by 2018, and vice versa, the share of households with one and two children increased from 47.2% in 2005 to 50.8% in 2018. did.

Violation of the optimal birth interval between children has a negative impact on the health of mother and child. As a result, there is a sharp increase in spending on child rearing in the family budget. This situation has led to a sharp increase in the load on the education, health and targeted social protection system across the country over a period of time, negatively affecting its performance. This indicates that the Republic does not pay enough attention to demographic factors, in particular, the age structure of the population, the improvement of the mechanism of regulation of demographic processes (Table 1).

Table 1.

Composition of households in the Republic of Uzbekistan according to the number of members (2018) [5]

	2005 y.	2010 y.	2015 y.	2018 y.
Total number of households	100,0	100,0	100,0	100,0
including:				
Those who did not have children under 16 years of age	24,4	25,9	26,5	26,2
Those with children under 16 years of age	75,6	74,1	73,5	73,8
Depending on the number of household members:				
1 member	4,3	2,9	2,2	2,4
2 members	7,5	5,8	5,5	5,4
3 members	10,1	9,4	9,9	10,1
4 members	17,6	18,3	19,1	19,9
5 and more members	60,5	63,3	63,3	62,2

In short, the study of socio-demographic activity of the population will play an important role in determining the lifestyle and socio-economic and demographic prospects of the population of this society in the future.

Due to the demographic situation in Uzbekistan during the years of independence, the dynamics of the labor force has a positive trend. The number of labor resources increased from 12,594.0 thousand people in 2005 to 18,835.6 thousand people in 2018, or 149.5%. The employment rate in Uzbekistan decreased from 72.3% in 2005 to 70.4% in 2018.

Today, the main problem in the labor market of the Republic of Uzbekistan is to ensure the full effective inclusive employment of existing labor resources. During this period, the level of economic activity of the population increased from 72.3% to 77.7%. The economic inactivity of the population decreased from 27.7% to 22.3% and the unemployment rate increased from 5.4% to 9.3% (Table 2).

2-table.

Labor market in the Republic of Uzbekistan

key indicators (annual average)

Indexes	2005y.	2010y.	2015y.	2018y.	The change compared to 2005 is in%
Labor resources, thousand people	594.0	16504,2	17663,1	18835,6	149,6
Economically active population number, thousand people	196	12286,6	12850,1	14641,7	143,6
	72,3	70,7	70,0	77,7	5,4%
The economy of the population activity level, in%	8983,0	11628,4	12223,8	13273,1	147,8
	72,0	66,9	66,6	70,4	-1,6
In the economy average of items	658,2	658,2	626,3	1368,6	207,9
	5,4	5,4	4,9	9,3	3,9

annual number, thousand people	75,6	4439,4	4714,2	4193,9	117,3
Employment rate, in%	,7	25,5	25,7	22,3	-5,4

The regional analysis of employment in the national economy shows that its share in some regions ranged from 2.7% (Syrdarya region) to 11.4% (Fergana region), ie the difference between the lowest and highest employment rates was 4.2 times. more equal. The difference in the share of Syrdarya and Fergana regions in GDP (1.6 and 6.8%, respectively) is 4.2 times higher than in the occupied ones. Relatively large differences in the share of employment in the regions of the country are determined by factors such as the level of development of their economy, specialization, network structure and the share of industry and processing industries.

An important regional aspect of employment in the country is that about 60% of it is concentrated in 6 regional entities (Andijan, Samarkand, Tashkent, Fergana, Kashkadarya regions and the city of Tashkent). The remaining 8 regional entities account for 40% of the employed. Fergana (11.4%) and Syrdarya (2.7%) have the highest share. Of the 11 regional entities in the country, the share was more than 5.0%, and only 3 (Navoi, Jizzakh and Syrdarya) had a lower share. At the same time, the scale of the gap between the regions with the highest and lowest share of employment remained stable in 2005-2018.

The Action Strategy for the five priority areas of development of the Republic of Uzbekistan identifies the improvement of social protection and health care, increasing the socio-political activity of women as one of the priorities. "It is unfortunate that despite the practical measures taken this year, there are still more than 13,000 unemployed women living in difficult living conditions" [6]. "According to a survey conducted in 142 countries, 29% of women are in paid work, 41% do not want to care for and employ family members, and only 27% of women do not want to be employed" [7]. Reasons such as the lack of jobs in rural areas compared to urban areas, the lack of pre-school education institutions, and the low competitiveness and mobilization of women lead to the complication of their employment.

Family business is one of the important opportunities in the economic regulation of women's employment in the country. To do this, it is necessary to develop regulations on economic support for women's entrepreneurship, the allocation of soft loans from commercial banks, the creation of jobs and benefits for women in the processing industry and services, and a system of their support. "The advantage of" family business "over its other forms is that it unites family members around a common goal and creates the basis for high efficiency of all entities, and therefore the life of such enterprises will be longer." [8] The development of family business is not only a solution to employment problems, but also a source of additional income for family members. Through family business, conditions are created for the employment of family members who have lost their jobs and are temporarily unemployed, women who are engaged in child-rearing, and the elderly. According to some studies, it has been proven that when family members and spouses work together, their family returns on human capital increase.

Today in the labor market of the Republic of Uzbekistan there are differences in the employment of women and men and their remuneration. Until recently, the word "gender" was not mentioned or studied in the press in our country. In many cases, Uzbek families do not want their daughters to study away from home. In the 2017-2018 academic year, there were 297,689 students in higher education, of which 119,180, or 40% were girls [9].

In the analysis of the composition of the labor force consisting of women in the country, it can be seen that there are sharp differences between men in higher education, in the choice of professions working in innovative fields, industries. As a result, today the participation of women in government and local elections in the country is 17.1%, which does not even reach the "critical level" of 35-40%. The share of women in the top local executive bodies is extremely unsatisfactory at 24%. Thus, in our country, women represent "not yet fully used" labor resources.

Today, women make a worthy contribution to the development of our national economy. Women make up 48% of those employed in various sectors of our economy. Their highest share is 71.3% in public education and 62.1% in health care [10]. The Republican Women's Council, together with the Mahalla Foundation, is developing measures to enhance the status of women in households, increase medical culture, and eliminate factors that negatively affect the health of mothers and children. The number of NGOs representing the interests of women is growing in the country.

The presence of an element of unpaid work in the household, including child rearing, indicates that the content of the concept of employment is not fully defined. It should be noted that this type of employment certainly has an impact on the creation of GDP. Therefore, in a number of countries today the issue of remuneration of women engaged in housekeeping and child rearing is on the agenda.

A household represents a uniquely effective model of managing the labor of its members and the relationships associated with it. Within the household, the work of its members is planned, organized, encouraged and supervised. Planning the behavior of household members in relation to labor relations is done by influencing a person's choice of profession and place of work according to our national traditions. The main methods of influence are persuasion, guidance, advice, and the continuation of traditions.

Unstable employment and unemployment are considered in world practice as a process inherent in a market economy. Today, Uzbekistan pays great attention to ensuring inclusive employment in order to achieve social stability.

An effective description of employment involves engaging in socially useful activities that generate income and the economic and social viability of jobs. According to Bell's "three-sector" theory, the employment rate in the third sector in developed countries is much higher than in others: 79.5% in the United States, 78% in the United Kingdom and 76.6% in Sweden. For example, in the United States, more than 80% of all workers and 87% of high-end personnel are concentrated in mental labor in the service sector. This sector accounts for 80% of U.S. GDP [11] (Table 2).

The main structural changes in the occupational employment of the population in economically developed and developed countries are determined by the directions of innovative technologies - information and telecommunications technologies, as well as medical and health, environmental technologies.

The economies of the world's leading countries have long been on the path of innovative development, and the study of this experience will be the basis for determining the main directions of change in the structure of employment in Uzbekistan. During this period, Uzbekistan faces a more difficult task than developed countries - the formation of an effective employment structure that leads to innovative shifts in economic development. "On the basis of increasing the productivity of social labor, employment is effective for each member of society, which provides a decent income, health, personal development, education and professional development" [13]. The formation of an effective employment

structure in Uzbekistan, ie the creation of "smart jobs" is associated with the deep structural changes and diversification processes taking place in the national economy. This is reflected in the increase in employment in innovative industries with high added value in the economy. Analysis of the structure of economic sectors shows that the share of those employed in industry increased by 13.7% in 2018, while the share of those employed in agriculture, forestry and fisheries decreased by 14.6%.

3.Table.

The structure of the number of jobs in the economy of Uzbekistan and some foreign countries, relative to the total (in% in 2017) [12]

Countries	Economic field			
	Total employment	From this:		
		I sector	II sector	III sector
According to the ILO methodology	100	3-5	30-35	60-65
United Kingdom	100	1,9	20,1	78,0
Germany	100	2,5	28,5	69,0
United States	100	2,1	18,4	79,5
France	100	3,2	22,2	74,6
Sweden	100	2,4	21,0	76,6
Russia	100	10,5	22,3	67,2
Uzbekistan	100	27,3	13,5	59,2

The share of those engaged in construction and transportation and storage, trade increased. The share of employment in education and health in the total number of people employed in the economy tended to decline during the analysis period.

Today in the Republic of Uzbekistan there is a problem of creating sustainable and effective "smart jobs" in the provision of inclusive employment [15]. Because in developed countries there are high requirements for the creation of new jobs. These include: guaranteed employment, social protection, normal working conditions and the minimum wage. This type of cost is going up to 1800 euros per job in some developed countries. There are no such requirements for job creation in developing countries, especially in Uzbekistan. For example, it is possible to add a large horned cattle to the rural population in accordance with the requirements of the state, or to make it a member of an artisan association. As a result, the State Statistics Committee represents unstable jobs that do not provide a certain level of income and disappear in the short term.

According to the results of a sociological survey conducted by the Republican Scientific Center for Employment and Labor Protection under the Ministry of Employment and Labor Relations of the Republic of Uzbekistan in 2018 to study "labor migration issues", the main objectives of migrant workers abroad are: Absence - 55.9%, for weddings, to earn money to buy a house or car - 45.4%, to raise funds to start a business - 8.9% and due to family problems - 13.5 [16] .

The Agency for External Labor Migration pays special attention to issues of international cooperation in the field of external labor migration. In particular, the agency has established active

cooperation with the Russian Federation, Poland, South Korea and Japan in the field of external labor migration. Extensive work is also underway to establish cooperation with Kazakhstan, Turkey, the United Arab Emirates and many other countries. International experience in the field of external labor migration is being studied. In addition, special attention is paid to creating the necessary conditions in our country for citizens who intend to work abroad.

In this regard, the Resolution of the President of the Republic of Uzbekistan dated July 5, 2018 No PP-3839 "On additional measures to further improve the system of external labor migration of the Republic of Uzbekistan" plays an important role [17]. According to the decree, the Fund for Support of Persons Working Abroad and Protection of Their Rights and Interests was established under the Ministry of Employment and Labor Relations of the Republic of Uzbekistan. A number of procedures for issuing permits to citizens traveling abroad to work under private employment contracts have been abolished. According to the permits issued by the agency, citizens have the right to travel abroad under individual employment contracts. Today, about 3% of the labor force in the country is employed abroad. Today in the Russian Federation there are 2.5 mln. More than 7 billion Uzbek migrants work there, and on average, 7 billion Uzbeks come to our country every year. sending more than \$. Today, the world oil market is experiencing a sharp decline in oil prices. Analysts say the situation is unlikely to change for the better in the coming months. This situation has a negative impact on the remittances of migrant workers to the country. It is known that the situation in the labor market of the country is somewhat balanced due to labor migrants. If the situation does not improve in the long run, it is likely that labor migrants will return en masse and cause serious problems in the labor market.

Conclusions and suggestions

In order to ensure effective employment and increase the economic activity of households in Uzbekistan, to improve the working conditions of those who go abroad, it is expedient to conclude international agreements with neighboring countries and adopt a law "On Migration." The law covers the main directions of state policy in the field of labor migration, mechanisms and forms of employment of citizens abroad, the main activities of diplomatic missions in the field of work with migrant workers, ensuring personal safety and social protection of Uzbek citizens abroad.

In our opinion, it is expedient to implement the following proposals and recommendations to improve the state regulation of external labor migration in the Republic of Uzbekistan:

□ Gathering complete information about jobs in the foreign labor market, employers, and when an external labor migration agency or private agency concludes a contract with a foreign employer, requires the employer to provide full information about him, prepare and send a short video, instructions on jobs available to employers must do;

□ In the territory of the republic, a migrant preparing for external migration through the regional branch of the foreign labor agency in his / her place of residence should provide services in Uzbekistan "obtaining a work permit (patent)", "concluding an employment contract with the employer" in Uzbekistan. ;

□ Provide prompt and comprehensive information on the demand for foreign employers, labor force on a regular basis in the telegram channels available on the social network for migrants by the territorial divisions of the foreign labor agency;

□ To create a base of those who have improved their professional skills working abroad, to

effectively use the potential of talented or experienced migrants who are currently working in specialties relevant to the country, to organize training courses and seminars under their leadership, to provide them with loans, to form their own businesses they must be supported;

□ The majority of returning migrants spend the money they collect on large events, weddings and housing. It is necessary to provide knowledge about entrepreneurship, business ideas and plans in order to attract citizens to entrepreneurship and private business, so that they do not fall into a more difficult situation after spending their savings.

"Studies show that reducing the administrative barriers to entrepreneurship in society by 5% or improving the quality of education by 5% and improving lending to the private sector to such an extent will increase the elasticity value of poverty in the country by 1.85, 0.72 and 0.12, respectively" [18].

In our opinion, it is expedient to implement the following system of measures to create and improve employment and productive jobs in the Republic of Uzbekistan:

□ organization of short-term training courses for current professions (welders, electricians, specialists in the operation of various machines, specialists in the field of services, etc.), taking into account the high demand for qualified personnel in manufacturing enterprises;

□ Activation of information and consulting centers and other consulting services of the Chamber of Commerce and Industry in the development of well-designed business plans for young people planning to start a business;

□ Territorial redistribution of labor resources, taking into account the implementation of major investment projects, high youth

active involvement in employment in high-tech industrial enterprises, large companies and enterprises in rural areas

establishment of subsidiaries;

□ Pay attention to the quality of jobs created in the transition to a digital and innovative economy (high-tech industries) and

development of additional targeted measures to expand official exports of labor;

□ On improving the system of organized migration: organization of training seminars for migrant workers at the district level, their

acquaintance with the legislation on migration; providing practical assistance to labor migrants in obtaining a patent;

□ organization of training courses for young people in various professions in the system of social contracts.

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