

Unemployment Problems Arising In The Conditions Covid-19

Pandemic In Uzbekistan

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Annotation: This article explores the problems of unemployment arising from a pandemic.

Key words: unemployment, unemployed, unemployment rate, new jobs.

Unemployment is a socio-economic phenomenon in which part of the able-bodied population who is capable and willing to work for hire, but cannot find work. In Uzbekistan, able-bodied citizens who are looking for work, registered at the labor exchange and not getting jobs that correspond to their labor skills, education and needs are considered unemployed.

Unemployment entails serious problems that affect the entire state. This leads to a significant reduction in the potential gross product and national income of the country, and the state's productive expenses for the payment of unemployment benefits, retraining of the unemployed and their employment increase significantly. In Uzbekistan, it is difficult to fully control the unemployment rate, as the scope of informal employment is expanding. It employed about 8 million Uzbeks who were hired for temporary and seasonal work. Before the pandemic in Uzbekistan, the unemployment rate for 2019 was 9%. Obviously, with a high percentage of unemployment, the economic situation in the country is deteriorating, as a result, the standard of living of the population is falling. Thus, with low incomes of the society, the

financial situation of families of unemployed is sharply worsening, which leads to an increase in morbidity and crime, exacerbating social tension.

Unemployment is one of the key indicators for determining the general state of the economy, for assessing its effectiveness.

The government is facing an important question: how and in which direction to reorient current economic policy, labor market policy and social policy in order to more efficiently stimulate employment growth and reduce the consistently high unemployment rates that have arisen in the current conditions due to coronavirus infection. Some ideas for a possible policy reorientation are given below.

Firstly, it is extremely important to put the goals of employment at the forefront of economic and social policies and make full, productive and freely chosen employment the main task of national macroeconomic strategies and programs. Undoubtedly, economic growth is a prerequisite for accelerating the process of creating new jobs and raising the level of wages and incomes, but by itself it is by no means sufficient. Macroeconomic policies should stimulate economic growth that leads to the creation of a sufficient number of jobs for all those who wish to work. These jobs should be of high quality, safe for health and provide sustainable livelihoods for workers and their families; in short, decent work is one of the most important items on the ILO Global Employment Agenda. As investments are the main engine of economic growth, governments should help create an attractive environment for private investment, ensuring transparency and sufficient stability of regulatory frameworks and market mechanisms, as well as protecting property rights. Along with these, governments should invest directly in social and technical infrastructures that contribute most to productivity growth, increase returns on private investment, and thereby attract new investors, both domestic and foreign.

New jobs today are created mainly on the basis of foreign direct investment as a result of the privatization of existing enterprises or the creation of new firms (independent or branches of foreign companies). Domestic investors complain of discrimination compared to foreign investors. The government needs to review its strategies in this area. A more balanced policy should be based on ensuring reliable legal, economic and social conditions for investments and a fair approach to all investors. It is necessary to make optimal use of the comparative advantages of these countries, which are primarily the availability of skilled and still inexpensive labor. In the light of the need to revive the regions affected by the depression facing all countries with market economies, the effectiveness of applying such preferential strategies to attract external investors depends on public investment in improving the technical infrastructure and advanced training of workers in such regions.

The second important source of creating new jobs is small businesses. Many small firms and self-employed persons are closed in the sphere of low-productive activity, because the lack of qualifications and capital does not allow them to use new technologies or expand their scale. In addition, small entrepreneurs are more likely than large firms to suffer from red tape and high taxes. New strategies designed to stimulate the development of small enterprises should take into account the need to eliminate these obstacles. In addition to creating an enabling environment for entrepreneurship in general, governments should simplify tax and administrative rules affecting small firms. They should expand the access of small entrepreneurs to capital, facilitate the development of new technologies and provide support in improving the managerial and technical skills of entrepreneurs and their employees. Strengthening ties between large firms, especially those owned by foreign owners, and domestic suppliers should be encouraged and, if necessary, assisted in improving production efficiency. The development and

implementation of economic, employment and social policies cannot be regarded as the exclusive prerogative of governments. Success requires the close cooperation of all stakeholders, including social partners, in order to ensure a harmonious mix of interests and an equitable sharing of benefits.

The need to master technological changes and establish production of new products requires manufacturers to promptly make appropriate adjustments that would allow them to maintain or expand their market positions in the face of intense competition, which is becoming increasingly global. The adjustments concern both tangible assets and human capital - in terms of the number of labor, its skills, productivity and costs.

Employers require labor flexibility, mobility and productivity; Workers need a reasonable guarantee of employment and motivation in order to accept changes and respond to them. Here, governments have a key function - to reform the education and training system for both youth and adults, which should meet the needs of the labor market and allow workers to maintain and expand employment opportunities through lifelong learning. It should be ensured that enterprises invest in the education and training of their personnel and rely not on the numerical, but on the functional flexibility of the workforce. Adaptation of the business sector to technological and other changes leads to accelerated labor flow between different jobs, as well as between sectors of employment, unemployment and economic inactivity. Labor market policy serves as a means of ensuring a smooth and guaranteed movement of workers in this market. This is a tool that, if properly selected, should help increase employment, reduce frictional unemployment and limiting long-term structural unemployment or forced inactivity. The goal is to achieve an exact balance between the adjustment needs facing entrepreneurs and the needs of employees who need to be sure of their job security or transfer to another workplace and at the same time are interested in constantly improving

their skills, flexibility and productivity. Those who lose their jobs should gain access to new jobs, relying, if necessary, on assistance from the state. In this process, the public employment service is the institution that requires additional strengthening in all countries with economies in transition. It is designed to accurately analyze the needs of the labor market and help the unemployed return to the ranks of workers as soon as possible through the provision of intermediary services. between the employee and the employer, advising on the choice of vocational guidance, providing training and implementing other active programs in the labor market. Particular attention should be paid to the least competitive social groups in order to eliminate discrimination and help them overcome the disadvantages and get jobs.

Effective material support for the unemployed should suggest that people who have lost their jobs and their families will not be in poverty; at the same time, it should push them to look for work, participate (if necessary) in active programs implemented in the labor market, and stimulate early employment, thereby contributing to increased labor mobility.

National social security systems should be designed in such a way that they stimulate the employment of the working population and at the same time provide adequate financial support for permanently or temporarily disabled. It goes without saying that in order to achieve long-term progress, strategies must also have a sound financial basis.

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