



## THE IMPORTANCE OF THE STATE IN REDUCING UNEMPLOYMENT AND SOCIAL PROTECTION OF THE POPULATION

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**Abstract:** This article presents negative and positive conclusions as a result of analyzing data obtained from sociological research, which aims to achieve the main goal of the policy of regulating the market, which is an integral part of economic policy in society, and provides detailed proposals for strengthening the directions of state policy in the labor market in order to ensure the effectiveness of employment of the population.

**Keywords:** Employment, unemployed, improvement, employment assistance, labor force, migration

It is no secret that the deep socio-economic changes and reforms being carried out in our country today are having a visible positive effect in every region of our country. However, it should also be said that ensuring employment of the population in the country and creating social stability are the main issues on this path. Also, the formation of market relations is taking place in tandem with the transformation of private property into a decisive force in the economy. This, in turn, has led to the emergence of private enterprises and has created its regulatory framework. The policy of market management, that is, regulation, which is a component of economic policy, envisages achieving 3 main goals: - stimulating structural restructuring and accelerating the process of redistribution of vacated employees; - rapidly attracting the unemployed to working life; providing employment to each of those looking for work.

Measures of the state employment policy are classified in the following areas:



- by the object of influence (general and specialized measures) - by sources of funding;

The following can be included in the methods of influencing employment; - direct (administrative) methods; regulation by law;

- labor legislation, collective agreements;

- indirect (economic) methods; financial, monetary, fiscal (treasury) policy.

One of the important ways to activate the personal-human factor of social production, to ensure rational employment of the population is the formation of the labor market and the macroeconomic regulation of the population's employment.

Macroeconomic regulation of its employment, which is one of the important conditions for social protection of the population, requires the active participation of the state in the labor market. The social function of the labor market being formed in the republic is manifested in the fact that, in line with the growth of the personal abilities, professional qualifications, and skills of employees, the offer of higher-paid, more complex jobs increases. Important levers of the labor market are the labor exchange and state systems for training and retraining of personnel, and advanced training.

The state actively or passively influences the level of employment of the able-bodied population and the labor market. Measures of weak influence include various unemployment benefits and payments. The main measures for implementing an active labor market policy include the following:

- provision of services for job seekers;

- training and retraining of the employed and unemployed for retraining; direct job creation;

subsidizing permanent employment; entrepreneurship, including economic restructuring. support for the unemployed who want to start their own enterprises and business activities; public [7].

In order to implement these generally accepted tasks, the purpose of this Law on Employment, adopted by the Legislative Chamber on April 28, 2020 and approved by the Senate on August 7, 2020, is to regulate relations in the field of employment, and the main concepts specified in Article 3 thereof are as follows[3]:

socially needy categories of the population

— persons in need of social protection and having difficulty finding a job and unable to compete on equal terms in the labor market; unemployed population (unemployed persons)

— persons who do not have paid work or occupations that bring in wages (labor



income);

“Employment Service” information system

— an electronic information system designed to record services provided to individuals and legal entities who have applied to the labor authorities of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan;

National database of vacancies — an information database of information on vacancies included in the interdepartmental software and hardware complex “Single National Labor System” of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan;

unemployment — the presence of a skilled workforce that is not in demand in the labor market;

unemployment benefit - a type of state-guaranteed monetary support for unemployed persons, job reserve - the allocation of jobs by an organization (employer) for the employment of socially vulnerable categories of the population [4] is indicated.

The introduction of the Resolution of the Republic of Uzbekistan, such a steady increase in the share of those employed through labor departments in our country, indicates that their activities are improving and perfecting from year to year. At the same time, an analysis of changes in the share of those employed among the population, in the total number of those applying for jobs, from the point of view of their socio-demographic composition shows a higher level of employment for men. These data, in our opinion, allow us to observe the following trends in the labor market:

journal - a higher level of employment for rural residents and men. The slight decrease in the chances of women finding a job compared to men is explained by the fact that employers prefer to use the labor force of men;

- the high growth rate of employment of people with higher and secondary specialized education indicates that certain positive changes are taking place in increasing the level of technical equipment of the economy. The system of higher and secondary specialized education has several trends in training personnel in line with market requirements. This indicates that low-skilled, manual labor is still the priority in production. Also, due to reforms in the economic management system, the demand for specialists and employees is low. This situation also requires the need to take measures to train personnel based on a deep study of market requirements in the higher education system. It is worth noting that when creating new jobs, it is necessary to ensure that they are higher than the population growth rate and that they are high-income and provide for the preservation of people's health and labor protection.

Our analysis shows that the number of newly created jobs is not much different from the number of citizens applying to labor departments, but it is much higher than



the number of people employed. The share of small businesses and private entrepreneurship in the creation of new jobs is growing. Based on the analytical data obtained, the determination of the minimum wage, tariff categories and coefficients on the basis of the wage and income policy implemented in Uzbekistan will allow a sharp decrease in the demand for labor and prevent the growth of unemployment. Now the policy in this regard should ensure that the minimum wage increases in line with the increase in social labor productivity and sustainable economic development. It is also important to create a competitive environment in the labor market and form motivation for highly qualified and productive labor activity.

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