

The Main Problems of Youth Employment in Uzbekistan and Their Solution

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Annotation - This article describes the main problems of youth employment in Uzbekistan and their solutions. In addition, the problems of unemployment among young people as a whole are analyzed.

Index Terms- the urban population, employment, the rural population, working age, Youth Policy, the reform, development, priority areas, unemployment, promotion.

I. INTRODUCTION

Recognizing the problems of employment, the Government of Uzbekistan attaches high priority to the creation of decent jobs and the promotion of employment. Thus, increasing the level of employment by creating new sustainable jobs is one of the most important areas of social development in the framework of the Action Strategy for the five priority areas of development of the Republic of Uzbekistan for 2017-2021. At the same time, the creation of sustainable and decent jobs for such categories of the population as women and youth is of particular importance.

As to April 1, 2018, the number of the resident population of the Republic of Uzbekistan, according to preliminary data, amounted to 32,763.7 thousand people and increased from the beginning of the current year by 107.0 thousand people, or 0.3%. At the same time, the urban population amounted to 16,583.0 thousand people (50.6% of the total population), and the rural population - 16,180.7 thousand people (49.4%).

In 1991-2017 Also observed significant changes in the age structure of the population of the republic.

For example, in 1991 the population under working age (0–15 years old) made up 43.1 percent of the total population of the republic; people of working age (men aged 16–59 years, women 16–54 years old) - 49.1 percent older than working age. (men aged 60 years and older, women 55 years and older) - 7.8 percent.

On January 1, 2017 this indicator was equal to 30.1 percent, 60.5 percent and 9.4 percent respectively. (Table . 1)

Table. 1 Information on the age structure of the permanent population of the Republic of Uzbekistan (thousand people).

	1991y .		2011 y.		2017 y.	
	number	specific gravity, %	number	specific gravity, %	number	specific gravity, %
Total population	20607,7	100,0	29123,4	100,0	32120,5	100,0
including:						
younger than working age	8883,7	43,1	9099,3	31,3	9665,7	30,1
at working age	10122,5	49,1	17804,7	61,1	19440,8	60,5
older than working age	1601,5	7,8	2219,4	7,6	3014,0	9,4

Source: The state committee of the Republic of Uzbekistan on statistics

In Uzbekistan, young people have a special place in the process of forming a legal democratic state and civil society. It is well known that the majority of the population of Uzbekistan are young people under the age of 30 years. Recognizing that the youth is a decisive force in the modernization of society, the state pays special attention to the education and support of the young generation.

This is reflected in the Law of the Republic of Uzbekistan “On State Youth Policy”, in fulfillment of which about half of the state budget of the country is spent on social protection of young people, on the education and upbringing of the young generation, creating conditions for a healthy lifestyle. In Uzbekistan, special attention is paid to the development of sports, culture, art and other spheres of spiritual life, with the goal of educating physically strong and morally rich young people.

In addition, such an organization, the Union of Youth of Uzbekistan, has been created in Uzbekistan. This is a youth organization that is engaged in consistent and effective implementation of the state youth policy, full support for young

people, fundamental reform of the system of protection of their rights and legitimate interests, taking into account the opinions and suggestions of the general public, especially young people. The Union of Youth of Uzbekistan is entrusted with a number of important new tasks to increase the activity of young people in the reform process, carried out within the framework of the Actions Strategy of the Republic of Uzbekistan in 2017-2021.

In Uzbekistan, young people are the most dynamic part of the labor force. This age category has increased mobility, potential abilities for fast learning, non-standard thinking. However, in accordance with the data of the International Labor Organization, the unemployment rate in the republic in 2016 exceeded 7%, and the unemployment rate among young people aged 15-24 years was more than 16%. Thus, on average, the youth unemployment rate exceeded the unemployment rate among adults (25 years and above) by almost 2.5 times.

The causes of youth unemployment are: high demographic pressure on the labor market; insufficient supply of new jobs in the labor market of Uzbekistan; insufficient level of cognitive and non-cognitive skills of young people, received in colleges and lyceums and which are important for the formation of skills to make rational decisions in problem situations; low youth productivity due to lack of work experience; insufficient level of competence among young persons who have graduated from vocational schools.

Further employment of the population, especially young people, can be achieved in the following main areas:

- the study of the state, problems, their causes and consequences in the field of youth employment;
- development of practical recommendations for solving problems of reducing youth unemployment;
- reduction of informal employment through the accelerated creation of sustainable and high-performance jobs;
- increasing the level of employment in existing workplaces due to advanced training and reprofiling in accordance with the requirements of enterprises-employers;
- improving the competitiveness of the population in the global labor market by increasing knowledge and skills. It is necessary to introduce the practice of distributing university students studying on a budgetary basis, improving the activities of marketing departments;
- In vocational colleges, to ensure a closer link between their specialization and placement with the directions and parameters of transformations that provide for the accelerated development of new sectors of the economy;
- to create in all areas specialized vocational colleges for the preparation of production managers in the sphere of small and medium business, etc.;
- to introduce into the practice of personnel activities of enterprises the timely formation of orders for the training of specialists of relevant professions in vocational colleges.

The implementation of the recommendations will allow to successfully solve the problems of the development of the labor market of Uzbekistan.

Providing youth employment remains a priority for the government. According to statistics, in 2017, 438.5 thousand out of 477.7 thousand college graduates or 91.8% were employed. But how correct are these numbers? "If we have employed all college graduates, where do unemployed young people come from?"

The Ministry of Employment and Labor Relations, the Ministry of Finance, the Ministry of Economy and the Association of Craftsmen were instructed to create the necessary conditions for young entrepreneurs, especially girls, in the field of handicraft.

From January 1, 2018, income tax for graduates of academic lyceums, vocational colleges and universities, graduated from educational institutions no later than three years ago and first applying for jobs, will be reduced by 50% in the first year, and by 25% in the second and third years.

The Youth Union will partially (35–40%) cover the cost of contracts in universities to its most active members, whose performance is 85% or more.

Annually, 140 active employees who have worked in the Youth Union system for at least three years and expressed a desire to purchase housing in a mortgage will be paid 25-30% down payment.

Proposals for the construction of affordable housing for young families will now be prepared by the heads of the district departments of the Youth Union.

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