

The Problem of Women's Employment and Its Solutions

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ANNOTATION

At the initiative of the President of the Republic of Uzbekistan on October 8, 2020 in a video conference to discuss measures to increase the role of women and youth in society and employment, a new system of work on women's issues - each neighborhood, The "Women's Book" was introduced at the district, city and regional levels. The effectiveness of this system on the ground and the issues of women's employment have been further improved in the framework of 5 important initiatives put forward by the President to raise the morale of young people, meaningful organization of their leisure time.

Key words: women, social protection, profession, "Women's notebook", family, professional skills, "social contract", labor resources.

Introduction:

Women make up 49.7% of the population and 45% of the labor force. In recent years, the issue of social protection of women, their vocational training and employment has risen to the level of state policy, and a vertical system has been created to address this issue at the mahalla level. In each mahalla a separate deputy chairman for women's issues, in the district deputy head of the mahalla and family department and 2 specialists, and in the region up to 8 staff units were provided.

- "Women's Notebook" has been established as a unique mechanism for targeted work with each woman, based on completely new and systemic tasks. We used to talk about women's employment, but we didn't have a complete answer to the question of how many women need social protection, how many are unemployed, how many want to learn a profession. In the process of forming the "Women's Book", working groups consisting of officials of relevant ministries and departments studied the problems of women in each district (city), neighborhood, household, and provided practical assistance, dividing them into appropriate areas. rsatyapti.

This year alone, 253.2 thousand women are in need of social protection, including 131.2 thousand for employment and 36.4 thousand for vocational training, 69.9 thousand for loans, 15.7 thousand for women. the need for home-based work and gardening was identified and included in the "Women's Book". The 8 most important areas of the labor market have been identified, and to date, 77.8 thousand of them have been provided with employment services. Of these, 21.2 thousand women were employed, 16.2 thousand were involved in public works, and the rest were trained in professions and entrepreneurship. Among them, 4.8 thousand women were assigned and paid unemployment benefits. The goal of this system is not only to provide material and moral support to women, but also to provide them with a permanent source of income through employment, reducing poverty.

According to the definition of the United Nations Economic and Social Council, poverty is the link between basic human needs, including food, clean drinking water, sanitation, health, housing, and educational services. It is a condition of not being able to fully meet the needs of the people. This includes not only income, but also access to social services. That is, we can say that the poor are unemployed, seriously ill, who do not have enough income to meet the minimum needs for subsistence.

Therefore, the three most widely used tools in the world today to reduce poverty in our country - the creation of a stable source of income for poor families, improving the quality of human capital and direct support. -charging is used. The Women's Notebook covers these three aspects.

- You spoke about creating a permanent source of income for needy families and improving the quality of human capital. Let's take a closer look at these two aspects and look at the work being done in this regard.

- In the case of women, the creation of a permanent source of income, of course, means their employment. In this regard, we have established active cooperation with the Ministry of Mahalla and Family Support, and over the past period, a total of about 170,000 jobs have been created for women in the country. In 2020, 234.8 thousand women were provided with employment services, 54.8 thousand of them were employed, and by the same period of this year another 76 198 women were employed.

At present, a total of 432.7 thousand women are included in the list of "Women's Book" in the country, and the task is to promote the employment of 167.6 thousand of them through the labor authorities. In the process, based on the wishes of women, 50,000 people will be placed in existing vacancies and reserved jobs in enterprises, 45.4 thousand people will be involved in paid public works, and 8.4 thousand women will be provided with subsidies. - Employment assistance will be provided through self-employment and training of 36.4 thousand people in professional and entrepreneurial skills.

Another important aspect is the rapid construction of sewing enterprises from sandwiches and other cheap and convenient materials in order to strengthen the professional skills of women in our country, to give them a worthy place in life, to provide them with permanent employment. To date, about 200 such enterprises have been established, which employ more than 4,100 women. In addition, 111 sewing and knitting enterprises were established in 75 districts, which provided employment for a total of 35,000 young women. These enterprises are in great demand, especially in Namangan, Fergana, Andijan and Tashkent regions.

The next direction mentioned above is the provision of soft loans and direct financial assistance to support the poor in improving the quality of human capital, the formation of entrepreneurial skills and the profession. emphasis is placed on mechanisms such as training. At the same time, it is important to establish monocenters in vocational training in all regions, to stimulate the revival and expansion of the tradition of teachers and students, the implementation of "World skills" standards, the involvement of non-governmental and non-profit organizations and the private sector. attention is being paid. One of the areas of growing interest among women is the organization of short-term training courses on business and entrepreneurship skills.

Method

Today, there are 15 mono-centers "Ishga Marxamat" in the country, 30 vocational training centers in cities and districts, training facilities in each bar of 136 MFY. In 2016, there were only 2 training centers in the system of the Ministry of Employment and Labor Relations, but now their number has reached 181. The training courses are open to unemployed citizens between the ages of 16 and retirement age. They are involved in training courses on the basis of a referral, in the prescribed manner, if they are looking for a job in the employment offices or are registered as unemployed, and there is no suitable job in their specialty.

These educational institutions provide training in 40 professions and specialties. The study period lasts from 1 to 6 months. To the graduates of mono-centers "Ishga Marhamat" and vocational training centers In accordance with the decision "On additional measures", a document confirming the completion of training and a "Skills passport" equivalent to the level of secondary special, vocational education diploma. While this "passport" gives course participants the right to apply the knowledge they have acquired in their work activities, it is the basis for further further education. The certificate of completion of the training course entitles the employee to work in all employers and organizations in the country.

A number of benefits are provided in the training of women in need, and stipends are provided during the period of study, if necessary. In addition, employment assistance centers provide practical assistance to graduates in obtaining subsidies for employment, entrepreneurship or self-employment in their specialty. Today, 61,260 people are involved in vocational training, including 17,303 in training centers under the Ministry, 30,504 in other public educational institutions, 5,162 in non-governmental educational institutions, masters. According to the student tradition, 8,291 unemployed citizens are being trained in professions and entrepreneurship. 39,000 of them are women.

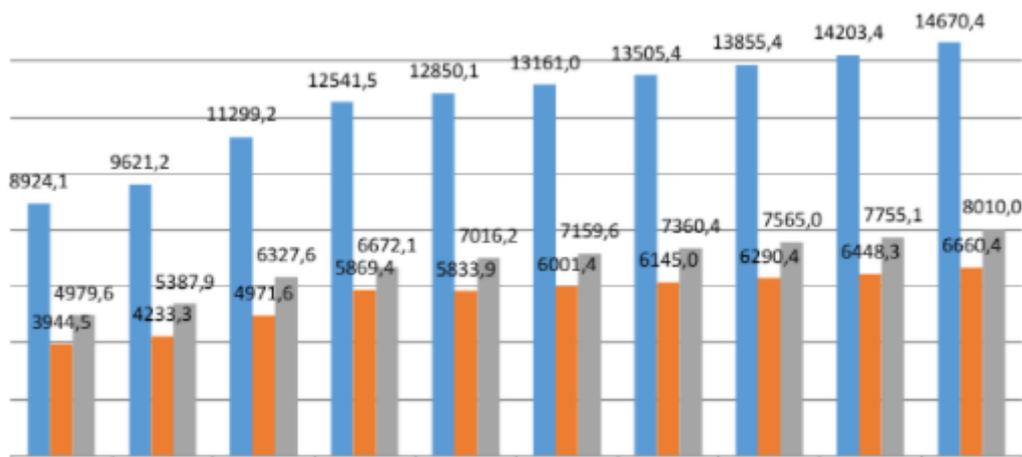
Another innovation is the widespread use by the President of the practice of "social contract", in which, first of all, the state provides financial and social support for training, employment and self-employment. assignments were given. In order to ensure the implementation of this task, the Cabinet of Ministers of April 20, 2021 "On measures to ensure the targeted and effective use of subsidies, grants, pensions and other payments to the unemployed at the expense of public funds." The decision was made. According to her, from May 1 this year in 28 selected districts (cities) on a trial basis will be allocated subsidies, grants, pensions and other payments from the state, unemployed citizens, "Iron Book", "Women's Book" and the targeted use of funds allocated between the unemployed and local labor authorities, which are included in the Youth Book, and the practice of concluding a social contract that defines the social responsibility of the

parties in this regard. In these districts (cities) it is planned to spend a total of 26.9 billion soums of the State Fund for Employment for subsidies, grants and benefits.

- Indeed, as noted by the President, the classifier of professions and positions did not meet the requirements of modern times and the labor market. Over the past period, 2,484, or 70% of employees, required higher education. In particular, specialties such as database specialist, web designer are also required. However, these professions can be studied well in IT centers for half a year.

In practice, on average, 7% of young people and women in need of employment in our country have higher education, 45.9% have secondary special education and 47.1% have secondary education. These aspects have necessitated the reduction of specialties and positions that require higher education.

First of all, let's talk about the concept of a classifier of occupations and positions. This unfamiliar word is a factor in the correctness of positions in the process of concluding employment contracts between employers and employees, as well as in the definition and stratification of the category of workers. At the same time, on the basis of the classifier, the directions of vocational training and the level of qualification in educational institutions are determined.



Total economically active population, (thousand people) of which women, total (thousand people) including men, total (thousand people)

Figure 1. Proportion of women in the economically active population (1999-2020)

Conclusion:

For the first time in our country in 2010 the classifier of the main positions of employees and occupations of workers was introduced. At that time, it had more than 8,000 positions and professions. Over the next 10 years, the classifier was repeatedly supplemented with new occupations and positions.

In accordance with the Decree of the President of the Republic of Uzbekistan dated December 31, 2020 "On measures to radically improve the system of skills assessment and provide the labor market with qualified personnel", the Ministry of Employment and Labor Relations A classifier of key positions and occupations of employees has been developed and registered with the Uzstandard Agency. Unlike the previous one, the new classification abolished the requirements for the level of education and instead set the requirements for the levels of the national qualification frameworks. In particular, the position of "web designer" includes 2 additional positions - 6 qualified "web designers" with higher education and 4 qualified "web designers" with a diploma of a professional college.

Also, when hiring for key positions in the classifier, the level of education of the candidate in IT specialty is determined by the employer, and graduates of professional colleges have the opportunity to be admitted to this position. According to the classifier, there are currently 8,332 occupations where it is possible to work without higher education and 294 occupations that do not require education. In addition, the decision abolished the requirement for the new classifier by type of education and set the level of education based on professional requirements. Accordingly, 29% of professions and positions requiring higher education, 70% of secondary and special secondary education, and 1% of those without qualifications are required. These changes and updates are serving to provide more people with vocational training and employment.

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