

**EXPERIENCES IN THE STUDY AND ANALYSIS OF POPULATION EMPLOYMENT
IN FOREIGN COUNTRIES**

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Abstract: It is appropriate to use international experiences to improve the state employment regulation system. Regulation of the forms and methods of regulation of this field, using the world experience effectively, will help the development of villages. When studying international experiences, it is appropriate to pay special attention to the activities of the International Labor Organization aimed at full employment, guarantee of employment, preservation and development of jobs. This article provides information about the experience of studying and analyzing employment of the population in foreign countries.

Key words: Population employment, unemployment, labor market, employment programs, employment regulation models, foreign experience.

Today, the problem of ensuring the employment of the population is one of the most important macroeconomic features of the socio-economic development of the society and is of particular importance in the economy. Also, in the Strategy of Actions on the five priority areas of the development of the Republic of Uzbekistan in 2017-2021, adopted at the initiative of the President of our country Sh.M. Mirziyoyev, "in order to increase the employment of the population, to increase the real money income and purchasing power of the population, the underprivileged further reducing the number of families and the level of differences in income, creating new jobs, ensuring the balance of the labor market and the development of infrastructure, reducing the unemployment rate" is defined as the main task. The urgency of researching the problems of ensuring employment of the population in the process of structural changes in the economy, first of all, requires the research of evolutionary views and conceptual approaches of this concept. The content of socio-economic relations of this concept is expressed through various forms. Leading employment policies of developed countries are based on the concept of labor market flexibility. It includes the regional and professional mobility of the labor force, indicators of flexibility of the labor force in terms of hiring, dismissal, inter-enterprise employee mobility, working time management. For example, in Sweden, if the state has a large role in the development of programs for the distribution and redistribution of national income based on taxes and public expenditures, and for maintaining the employment situation (organization of collective work, creation of jobs, etc.) , the influence of the government on the control of population employment in the USA has been reduced to a minimum level.

Among the population employment models in the world experience, American, Swedish (Scandinavian), European, Japanese and Chinese models are shown separately. Of these, the American model is aimed at creating jobs with low productivity and low self-income for a large part of the working population. Carrying out such a policy will keep unemployment at a low level and prevent financial and economic opposition from the government. The main directions in the modern employment policy of the USA are: increasing the quality of jobs in terms of increasing the salary level, ensuring professional growth in the future, maintaining jobs and increasing them. The policy of the United States is primarily aimed at stimulating employment growth and increasing jobs, training and retraining workers, and supporting the temporary labor force. The Swedish (Scandinavian) model is aimed at establishing average (satisfactory) working and income conditions in the public sector for all groups of the workforce. The shortcoming of

this policy is the dependence on government financial instruments, which will inevitably lead to a reduction or restriction of production and a sharp reduction in jobs.

Youth policy, as an important factor in the development of society and social changes, requires the development of various mechanisms, methods and strategies and their consistent implementation. It depends on the creation of sufficient conditions for support and opportunities. In this regard, the Law "On State Policy Regarding Youth" adopted in 2016 defines the main principles of our country in this direction and comprehensively supports the young generation. It plays an important role in educating them, bringing out their talents and supporting them. Today, President Sh. Mirziyoyev spoke about our country's youth policy and said, "The most important thing is to maintain constant communication with young people, ensure their employment, find their place in life, become worthy members of society, work and the task of improving living conditions is becoming the criterion of our daily activities. Today, in the era of rapidly developing globalization processes, it is necessary to implement youth policy in all areas, develop new views, develop a system of relations and use advanced technologies of foreign countries in the field of working with them. After all, it is possible to achieve positive results by analyzing these experiences and learning ways to effectively use them in the practice of our country. In most foreign countries, great attention is paid to the development of a legal document that reflects the main principles and tasks of the state in the field of youth policy. For example, in countries such as Azerbaijan, Belarus, Finland, Kazakhstan, Kyrgyzstan, Latvia, Lithuania, and South Korea, laws on state policy regarding youth have been adopted.

Also, in Japan, we aim to use employees for a long time, to carry out their professional training and qualification improvement at the level of the internal company, taking into account the composition of jobs, the types of products produced, to assume the professional mobility of the employee within the company from the beginning, to work in employees, creates an opportunity to cultivate a positive approach to achieving a high level of work quality. The Chinese model of providing employment to the population is aimed at increasing the efficiency of the economy. In developed countries, they are divided into the following groups according to the level of strictness of the norms aimed at protecting employment: Countries with a liberal management model, according to which employers implement the policy of hiring employees based on economic objectives. In countries where labor relations are based on the preserved model, employers are faced with significant restrictions on the use of the required number of workers. All other countries can be included in the representatives of the middle group, because in them some area of legislation aimed at protecting employment with strict restrictive measures is in proportion to liberal legislation in other areas.

Systematic work is being done by the Legislature to regulate relations in the field of employment, to further improve the state policy in the field of employment, and to develop legal bases for the protection of labor rights of the population. Today, a separate Committee on Labor and Social Issues is functioning in the Legislative Chamber. The committee is carrying out a number of activities related to the legal regulation of employment, improvement of legislation in this regard, and effective parliamentary control over compliance with legislation in the field of employment and labor protection. In particular, at the "Government Hour" held on May 11, 2023, the Minister of Poverty Alleviation and Employment answered the questions of the deputies regarding the work being done to ensure the employment of the population in the regions and create new jobs. In the past period, the committee conducted more than 20 control-analysis activities to study the effectiveness of the work on creating new jobs in the regions. According to the results of control and analysis activities, the committee regularly makes recommendations to the relevant state institutions, which serves to eliminate existing shortcomings and improve the state of

affairs. Once upon a time, not enough attention was paid to the needy stratum of the population, precisely in providing them with work. Now in our country, every sector and direction, the fate of every citizen is in the attention of our state. Families are examined from house to house, they have problems, unemployed citizens are provided with permanent and seasonal work. They are trained in the profession and closely supported to start their own business.

Six or seven years ago, most of our young people, even our women, went abroad saying that they will work, earn good money, get a house, and have a wedding. But there, due to his lack of knowledge of the language, he could not find a fixed job and faced various difficulties, and he experienced hard times. It is sad that many of our young people, who worked hard and earned money with the skin of their foreheads, were wandering without getting their earned wages. Since 2016, the situation in Uzbekistan has changed radically. In the past short period, great work was done aimed at raising the field of foreign labor migration to a new level, expanding the scope of privileges and guarantees introduced for labor migrants and their families, and providing legal, material and social support to labor migrants abroad. A special fund was established to protect the rights of our compatriots abroad and to improve their conditions. Training was organized based on the recommendations of the world-recognized international association "World Skills International" at the "Ishga Merhamat" moncenter opened in Tashkent. Vocational and foreign (Russian, Korean, English and other) language training for citizens wishing to work abroad has been launched. It is noteworthy that in our country, the attention to the issues of external migration has been strengthened, and low-rate loans of up to 10 million soums are allocated to labor migrants for the expenses of travel, patent and insurance. In order to fully ensure the legal protection of citizens abroad, an online platform and a "col-center" have been established, as well as a service of qualified lawyers. The amount of one-time financial assistance paid to citizens in a difficult financial situation in foreign countries has been increased from one to two times the amount of the base calculation. The ongoing systemic reforms made it possible to eliminate many problems in the sector and create the necessary amenities for citizens.

Conclusions and suggestions In our opinion, the state policy in the field of creating jobs in our country reducing unemployment and increasing employment of the population with socially necessary work should be developed on the basis of specific methods like foreign countries. For this, we think it is necessary to take into account the following measures:- stimulation of investments made by the state in the economy, this and it is the main condition for creating new jobs; - to entrepreneurs and small business enterprises when new workplaces are established providing tax benefits;- to encourage self-employment with socially necessary work; - in the public sector - education, medical services, utilities, public creation of jobs in the construction of buildings and structures; - target audience organization of work and so on. Employment of the population in the context of deepening economic reforms the experience of foreign practices on socio-economic mechanisms of increase scientific research and analysis of the advanced experience of these countries for our republic the level of employment of the population using the favorable aspects identification and implementation of effective, promising directions of improvement allows.

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