

PROBLEMS OF EMPLOYMENT AND UNEMPLOYMENT

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Abstract: This article examines the current state of employment and unemployment issues, their socio-economic causes, and their impact on economic development. The study analyzes the labor market dynamics, factors influencing unemployment rates, and the effectiveness of government policies aimed at reducing unemployment. Special attention is given to structural changes in the economy, demographic trends, and the role of education and professional skills in ensuring sustainable employment. Based on the analysis, practical recommendations are proposed to improve employment opportunities and reduce unemployment levels. The findings highlight the importance of comprehensive and innovative approaches in addressing labor market challenges.

Keywords: employment, unemployment, labor market, economic development, workforce, job creation, human capital, labor policy, economic reforms, social stability

Introduction

Employment and unemployment are among the most significant indicators of a country's economic and social development. A stable labor market not only ensures economic growth but also contributes to social stability and the overall well-being of the population. In contrast, high levels of unemployment can lead to serious socio-economic problems, including poverty, inequality, and reduced living standards. In recent years, the global economy has undergone significant transformations driven by technological advancements, globalization, and structural changes in production processes. These factors have reshaped labor markets, creating new opportunities while simultaneously increasing the complexity of employment issues. As a result, addressing unemployment has become a key priority for both developed and developing countries. In Uzbekistan, ensuring employment and reducing unemployment have been identified as important directions of state policy. Various reforms aimed at supporting job creation, improving labor market infrastructure, and enhancing workforce skills have been implemented. However, despite these efforts, certain challenges remain, including regional disparities, skill mismatches, and limited access to quality employment. The main objective of this article is to analyze the

problems of employment and unemployment, identify their key determinants, and propose effective measures to improve labor market conditions and ensure sustainable employment.

Materials and Methods

This study is based on a comprehensive methodological approach that combines both qualitative and quantitative research methods. In order to analyze employment and unemployment issues, statistical data analysis, comparative analysis, and economic-logical methods were applied. The research relies on official data sources, including national statistical reports, labor market indicators, and relevant legislative documents related to employment policy. In addition, the study incorporates theoretical frameworks developed by both domestic and international scholars in the field of labor economics. A systematic approach was used to examine the interrelations between various factors affecting employment, such as demographic changes, education levels, and economic reforms. Furthermore, trend analysis and forecasting methods were employed to identify future developments in the labor market. The research methodology also includes the evaluation of employment policies and programs aimed at reducing unemployment. This allows for a deeper understanding of their effectiveness and impact on different segments of the population.

Results

The findings of the study indicate that employment plays a crucial role in ensuring sustainable economic growth and social stability. In recent years, there has been a gradual improvement in employment rates, largely due to ongoing economic reforms and government initiatives aimed at supporting job creation. However, the analysis reveals that unemployment remains a significant challenge, particularly among young people and in rural areas. One of the key issues identified is the mismatch between the skills possessed by the workforce and the requirements of the labor market. This skills gap limits employment opportunities and reduces overall labor productivity. Additionally, the results show that informal employment continues to occupy a considerable share of the labor market. While it provides income opportunities for many individuals, it often lacks social protection and job security. The study also highlights regional disparities in employment levels, indicating uneven economic development across different areas.

Discussion

The results of this study emphasize the complexity of employment and unemployment issues in the context of modern economic development. The persistence of unemployment, despite positive economic changes, suggests that structural factors play

a significant role in shaping labor market outcomes. Comparative analysis with international experience demonstrates that successful employment policies require an integrated approach, combining education reform, vocational training, and active labor market programs. In this regard, improving the quality of education and aligning it with labor market demands is essential for reducing unemployment. Moreover, the expansion of digital technologies and the development of the digital economy create new opportunities for employment, but also require new skills and competencies. Therefore, continuous professional development and lifelong learning become increasingly important. The discussion also highlights the need to strengthen institutional frameworks, reduce administrative barriers, and support entrepreneurship as key drivers of job creation. Addressing regional inequalities and promoting inclusive economic growth are also critical for achieving sustainable employment. Overall, effective solutions to employment and unemployment problems require coordinated efforts from the government, private sector, and educational institutions, as well as the implementation of innovative and flexible policy measures.

Conclusion

In conclusion, employment and unemployment remain critical issues that significantly influence the socio-economic development of a country. The findings of this study demonstrate that while notable progress has been achieved in improving employment levels through economic reforms and policy measures, unemployment continues to pose serious challenges, particularly among youth and in less developed regions. The research highlights that structural factors such as skill mismatches, regional disparities, and the prevalence of informal employment hinder the efficient functioning of the labor market. Therefore, addressing these challenges requires a comprehensive and systematic approach that integrates education, labor market policies, and economic development strategies. Furthermore, the study emphasizes the importance of enhancing human capital, promoting entrepreneurship, and supporting innovation as key drivers of job creation. The expansion of digital technologies and the transition to a knowledge-based economy also necessitate continuous skill development and adaptation to changing labor market demands. To ensure sustainable employment and reduce unemployment, it is essential to strengthen institutional frameworks, improve access to quality education and vocational training, and create a favorable business environment. Overall, coordinated efforts and forward-looking policies will play a decisive role in achieving long-term stability and inclusive economic growth.

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