
Ways and Methods of Providing Youth with Work

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Abstract: In this article Ways to improve new forms and methods of ensuring employment of young people by the employment assistance bodies were researched.

Keywords: labor market, employment, youth labor market, unemployment, labor process, intensity, labor force quality.

When young people enter the labor market, they face social, economic and legal problems related to finding a suitable job, workplace, conditions, profession, reputation, intensity and duration of the labor process. The ability of today's youth to find their place in the society in the conditions of the market economy, and their readiness to meet the demands of the labor market, has its own characteristics.

The globalization of the information environment, the rapid and wide spread of high standard of living standards, make the social and economic problems related to the youth more acute due to the limited opportunities to meet the vital needs of the youth.

Scientists Yu.G. Volkov and V.I. Dobrenkov, analyzing the perceptions of young people about their careers, found that most of them tend to work for themselves in the private sector of the economy, foreign firms or joint ventures. show that the majority [1].

are distinguished by their willingness to retrain for high-paying service tasks, master computer skills, learn foreign languages, and drive a car.

It should also be shown that in the process of attracting young people to work, the prestige of some professions and specialties has decreased, while others, on the contrary, have risen much higher. Here it is not a question of a decrease in the prestige of qualified labor in general, but rather a change of priorities within the specializations requiring high qualifications.

The beginning of work activity of young people causes changes in their life related to getting used to the profession. First of all, this is influenced by the environment in the labor team, socio-professional values, a fundamentally new type of professional activity, characteristics of industrial relations and other factors.

Among young people, the demand for the future job, working conditions and content, especially the amount of salary, will be extremely high. This creates a conflict between the employer's evaluation of young people as labor force and the young people's self-evaluation. It is one of the most serious problems in ensuring the employment of these young people.

Their education is of great importance in providing employment to young people. Today, when science is developing rapidly, and the most modern technologies are being introduced into production, the education and skills of the workforce are of crucial importance.

In the current economic conditions, high demands are placed on the quality of the labor force and its level of professional qualification. The personnel training system is considered to be

the main factor in the development of production, production of competitive products and effective employment of the population. Vocational education system, which is the main link of personnel training system, should be focused on the labor market situation and the demands and needs of employers.

The employment of young people in the labor market largely depends on the level of education and the general level of the young people living here. Studies show that highly qualified personnel have a higher chance in the labor market. At the same time, based on statistical data, it can be said that the main part of the unemployed is the labor force with a low level of qualification and knowledge.

In solving the problems of youth employment, activities such as quota of jobs for young citizens in active forms of employment, city and district job fairs play an important role.

The selection of enterprises is based on the following indicators:

- availability of vacancies;
- the possibility of creating jobs for students;
- the availability of the opportunity to train for a specialty that is competitive and in high demand in the labor market;
- availability of permanent employment;
- availability of conditions for vocational education and training.

Territorial labor and employment bodies conclude an agreement on the creation of temporary jobs with enterprises that have agreed to accept unemployed young people for temporary youth jobs.

In the contract, based on the following conditions, i.e. the number of unemployed people to be engaged in temporary work, the list of professions (specialties) that the unemployed should be trained in, based on the model program of personnel training in production, an individual training plan is developed for each unemployed person. output and the obligation to provide young people with professional qualifications, knowledge and skills is reflected.

Business referrals are mainly given to people aged 16-29 who are long-term unemployed. In this case, the decision to employ an unemployed citizen is made by the employer. A fixed-term employment contract (6 months) is concluded with the worker, according to which the worker's profession, specialty, and functional obligations are determined and recorded in the labor book.

It is an opportunity for employers to choose young professionals, through which they provide both financial and psychological support to young people. Many young people, after the end of the contract period, are accepted to the main jobs in the same enterprise, and the rest, having the necessary qualifications, look for jobs that suit them. Provision of temporary jobs for minors is financed by the republican budget.

Employment measures are implemented by city, district regional employment assistance centers.

In our opinion, the following activities should be carried out by the youth employment department:

- annual analysis of professional composition;
- formation of a database of vacancies for graduates and young professionals;
- monitoring the number of unemployed graduates and their employment;

- to support and establish cooperation in the organization of the employment fund at educational institutions in connection with the employment of graduates;
- prospecting the demand for young professionals in economic sectors and fields;
- to give a conclusion to newly opened specialties.

The small number of non-governmental organizations supporting employment and the small scale of services they offer are unable to influence youth employment. Taking into account the above, it is proposed to implement the following measures to increase the employment of young people in the region:

- long -term needed specialties and implementation of professional guidance in these directions.
- It is necessary to ensure that young people can freely receive information about the situation in the labor market. Sending young people to practice by concluding a contract with enterprises and thereby influencing the labor supply;
- The training of highly educated specialists requires a lot of money, both from the state and from the student's family. It is necessary to train specialists in such specialties so that there is a demand for the work of these specialists in the labor market.

We believe that it is appropriate to further increase the number of students who come to study on the basis of targeted contracts through the referral of enterprises.

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