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**YOUTH EMPLOYMENT IN ZARAFSHAN OASIS: HISTORICAL  
EXPERIENCE OF NAVOI REGION**

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**Annotation**

The article examines the historical experience of the Navoi region in the field of youth employment. The importance of laws and regulations of state and local authorities in the formation of employment of young people. Mechanisms for the implementation of state and local youth employment programs at the beginning of Uzbekistan's Independence. The problems of youth employment in the beginning of independence, as well as the actions of local authorities in recent years, have been identified. The ways of solving some problems regarding youth employment in the Zarafshan oasis are considered.

**Key words:** youth, employment, law, history, education, employment.

**RELEVANCE**

The historical experience of employment in the Navoi region of the Zarafshan oasis during the years of independence reveals significant problems regarding youth employment. In particular, it can be noted the employment of young graduates of higher and secondary specialized educational institutions of Uzbekistan. At the very beginning of independence, as in any developing state, there were certain problems of becoming a state. First of all, this is due to those changes and changes in society, where people of a particular state do not immediately adapt to large-scale developments in the country. The historical events that took place in Uzbekistan at the beginning of independence (1991-1995) showed their definite results. The abdication of the people of Uzbekistan from the stereotypes of the past Soviet regime took a certain historical period. In order to achieve the desired course of their development, the people of Uzbekistan had to change a lot for the prosperity of their society. In this regard, it should be noted that in the historical formation of the citizens of Uzbekistan, the role of the state's attitude to youth is quite high. Initially, the state objectively considers the problems and interests of young people on an ongoing basis.

**RESEARCH METHODS AND MATERIALS**

The theoretical and methodological basis of the article consists of a historical and systematic approach to the processes taking place within the framework of youth policy in the field of employment and employment of young people in the Zarafshan oasis [1]. The methods of logical and comparative analysis, the balance method were

used. The scientific works of foreign authors on employment "Modern problems of youth employment: regional and professional aspects" are considered [2].

## RESEARCH RESULTS

Youth employment is always an urgent task of any Government in developing countries. In Uzbekistan, the transition to market relations at the beginning of independence (1991-2000) in the conditions of the formation of the economy, led to the emergence of some unstable situations in social and labor relations. In turn, this situation directly affected the youth of Uzbekistan, including the youth of the Zarafshan oasis, who, due to their social, spiritual and psychological nature, were insufficiently prepared for the modern problems of the labor market. The creation of mechanisms for interaction of all participants in labor relations on the issue of stable employment of young people, helping them to adapt to the labor market during the years of independence is an urgent task of the society.

In the early 90s, there was a decrease in labor motivation, as there was an adaptation period from the Soviet system to independence. The problem was the lack of highly qualified young personnel, getting a decent education in the new state. In this regard, it is necessary to have a scientific and sound policy of regulating youth employment on an ongoing basis. A necessary link in creating a healthy atmosphere of youth employment is a high-quality educational system. In his speeches, the President of Uzbekistan Shavkat Mirziyoyev notes that - The great thinkers of the East said: "The greatest wealth is intelligence and science, the greatest inheritance is good upbringing, the greatest poverty is lack of knowledge" [3]. In confirmation of what the head of state said, there is an active participation of young people in the country in obtaining a decent education, taking into account the conditions created for higher educational institutions in Uzbekistan.

Using the example of the Navoi region, we can consider a number of action plans that have contributed to the development of stable youth employment. The action plans carried out systematically analyzed the number of young people in the Zarafshan oasis aged 17 to 30 years [4]. A survey was conducted on whether young people of this age have a specialty and employment problems. The deadlines for the implementation of the program on the basis of a government decree were approved on an ongoing basis. The first persons of the cities and districts of the region – khokims (heads of regions, cities and districts) were responsible. The creation of the Youth Union of Uzbekistan in 2017, youth labor exchanges, suburbs and districts of Navoi region, contributed to the effective coverage of youth employment [5].

Youth employment should also be considered at the international level, as this problem exists not only in Uzbekistan, but throughout the world. At the global level, various international organizations are dealing with the problem of youth employment. One of such organizations is the International Labour Organization - ILO. Based on the activities of the ILO, some studies have been conducted. In particular, at the International Labor Conference at the 101st session in 2012, various

situations related to the problem of employment of young people were considered. In this Conference, the problem of youth employment is considered in terms of the crisis. The youth employment crisis is a global problem, although its social and economic features are different. In terms of their scale and nature, depending on the country and region [6]. Based on the Regional distribution of the number of youth aged 15-24 in 2012, it accounted for 19% in East Asia out of the number of regions around the world. This, in turn, has shown in history the need to cover the employment of young people. In Uzbekistan, the state policy on the mechanism of solving the employment of the population, the basic principles, goals, objectives of which were in the early 90s of the last century, are no longer relevant and does not meet modern requirements. In that historical period, in the conditions of transition to market relations, the main goal of the state was to prevent mass unemployment, to provide employment for workers affected by reorganized, unprofitable and bankrupt enterprises in the country.

The bulk of the country's population has been employed in the economy over the past two decades, with a significant part of employment accounted for by employment in the informal sector of the economy of the State and external labor migration. To be more precise, after gaining independence in Uzbekistan, from the beginning of the 1990s of the last century to the present, employment and external labor migration is an urgent issue for the government of the country [7].

Since the end of 2016, the Government of Uzbekistan has begun to take strategic steps to reduce unemployment in the country. In this project, the most important direction of the development of the social sphere within the framework of the Action Strategy for the five priority areas of development of the Republic of Uzbekistan for 2017-2022 is to increase the level of employment by creating new stable jobs [8]. Of particular importance in this is the creation of sustainable jobs for special categories of the population - women and youth. In terms of the effective implementation of the tasks defined in the Action Strategy, the Ministry of Labor, by Decree of the President of the Republic of Uzbekistan, was transformed into the Ministry of Employment and Labor Relations [9].

Based on the Strategy, timely reform aimed at introducing new approaches to the implementation of state employment policy, improving the labor market, including on the basis of public-private partnership, implementing effective measures to employ the unemployed population, especially young people. The main goals and objectives of the newly formed Ministry were to develop new jobs. Also, the main tasks of the Ministry are to coordinate the employment of graduates of higher and secondary specialized, professional educational institutions. The decree is aimed at vocational training and retraining of the unemployed population, social protection of the unemployed, as well as monitoring the implementation, monitoring the timely payment of benefits and material assistance to low-income families.

The problems of the youth labor market is always an urgent issue of state policy. Accordingly, it is impossible to say with certainty about the sufficient level of their solution. As a result, the relevance and social side of the problem of youth employment

and its adaptation to the labor market in the modern conditions of the national economy of Uzbekistan make it necessary to improve the methods of regulating youth employment at all levels of state and public administration. In particular, especially at the regional and local level.

The solution to the problems of youth employment, in our opinion, lies in a fundamental change in approaches to education. The priority, of course, should be to understand and take into account the demands of the labor market, and the planning of training specialists in various professions should be carried out based on long- and medium-term forecasts of demand for highly qualified specialists.

## CONCLUSIONS

And so, based on the above, it is necessary to strengthen the work on creating conditions for youth employment. In this regard, it is necessary to unite state structures dealing with employment and social protection issues at the national and local levels, public associations, enterprises and organizations acting as employers. At the same time, the state structure should have its own priorities in solving the problems of youth employment. In accordance with regional resolutions, orders and employment promotion programs, it should be provided for the creation of real prerequisites that ensure the growth of the overall demand for qualified personnel and create favorable working conditions for them. The competence of government agencies and employment organizations at the regional level should include the development and implementation of vocational guidance, work adaptation, vocational training and retraining programs, the creation of data banks on the state of the labor market (including youth) in the region [10]. Local employment services should step up efforts to attract young people to public works on the terms of temporary and seasonal employment. The most important link in the implementation of youth employment should be the youth organizations of the state, which are directly related to the affairs of young people.

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