



Improving Women's Employment in the Effective Use of Human Resources in the Labor Market

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Abstract:

The research investigated the socio-economic implications of employment organization within the *mahalla* system, particularly focusing on the systematic resolution of women's issues and the unique aspects of their social support. Additionally, it examined the novel mechanisms for jointly addressing critical issues aimed at enhancing living standards. A thorough analysis of the organizational status of the mahalla system was conducted, along with an evaluation of its effectiveness. Specific attention was devoted to assessing the employment situation of unemployed women in the Yunusabad district through the *mahalla* system. The study provided insights into the current status and challenges faced by unemployed women in accessing employment opportunities within the *mahalla* system, offering recommendations for improvement.

Keywords: labor market, human resources, human capital, Russia, globalization, labor relations, underemployment, employment status, inactive population, active population

1. Introduction

As a result of reforms carried out in all areas of systemic solutions to women's problems and their social support, today the leaders of state and public organizations establish a constant dialogue with ordinary people and immediately eliminate the issues and problems that plague them, thereby ensuring that people live satisfied with their current lives, systematic work is being carried out in this direction. The most important thing is that the issue of improving the level and quality of life of our people, including women, has become one of the priorities of Uzbekistan's state policy [1].

The New Development Strategy, adopted on January 28, 2022, "creates new jobs in the country, increases the income of the population and thereby reduces poverty by at least 2 times by the end of 2026." Development and implementation of government programs to reduce poverty. 2.5 million citizens work informally, helping to legalize their employment and create the opportunity for them to fully enjoy social guarantees and benefits. Reducing the unemployment rate among women by 2 times, training more than 700 thousand unemployed women in professions at the expense of the state. Implementation of comprehensive measures to attract unemployed women to entrepreneurship and self-employment"[2,3,4,5].

1.1. Thematic literature analysis

Russian economists such as Yu.G. Odegov & G.G. Rudenko [6], G.P. Zhuravlev [7], A.I. Rofe [8], A.Ya. Kibanov [9], V.V. Adamchuk [10], N.A. Volgin [11] and Uzbekistani economists such as K.X. Abdurahmonov [12], B.X. Umurzokov [13], R. Rozmetov [14] and A.B. Khaitov [15], among others have extensively analyzed it in their textbooks and manuals as well as research activities. Academician Q. Abdurahmanov stated that

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"...at least four social aspects of employment should be taken into account, employment is closely related to the most important human right defined in the Constitution - the right to work, and work is necessary in the formation of living standards and decent living conditions. employment with plays a decisive role. It is employment that increases labor activity, the most important guarantee of raising the standard of living of able-bodied citizens and their families, the formation of a new factor of highly productive labor that is the basis of the well-being of everyone and society in general, it is labor that changes a person, opens up and increases his professional opportunities. stimulates the development of the individual" [12].

Employment and unemployment of the population are two opposite, mutually exclusive concepts, the higher the level of employment of the population, the less unemployment and vice versa. Full employment of the population does not mean that unemployment does not exist at all, because it is almost impossible to completely eliminate unemployment. According to the English scientist J. Keynes (1883-1946), the author of the scientific work "General theory of employment, interest and money" and a number of other developments, the full employment of the population implies an unemployment rate of about 3 percent. In this case, unemployment does not have a negative impact on the level and pace of economic development. In fact, today there are other views, and we believe that unemployment at the level of 5-6 percent corresponds to the optimal employment in the economy. Moreover, the existence of a certain "natural" level of unemployment in society is considered not only normal, but also tolerable.

In our opinion, the history of the emergence and disappearance of unemployment in Uzbekistan proves the correctness of Keynes' views. It is well known that increased employment rates lead to lower unemployment rates.

There are different approaches to the concept of employment, including the Russian economist A.I. Rofe expressed his reaction to this concept, "Employment is the availability of jobs for people in the economically active part of the country's population, that is, with profitable occupation that does not conflict with the current legislation is to be busy" [16] - he defined.

Also, veteran economists I.M. Aliev, N.A. Gorelov, L.O. Ilina defined this concept as: "Employment as a socio-economic phenomenon is related to the satisfaction of personal and social needs of citizens and brings income (salary) from labor can be manifested as socially useful work" [17]. In contrast to these definitions, in our opinion, the employment relationship is a socio-economic indicator that shows how many and to what extent able-bodied people participate in socially useful work.

Employment of the population serves to increase labor productivity and, in turn, increase national wealth, while the negative consequences of unemployment are that it can lead not only to a decrease in production, but also to the beginning of poverty.

It is not for nothing that the employment of the population starts with the neighborhood system. It is the most effective and traditional mechanism of working directly with the population. At the time of the rise of the country's development, the neighborhood-based and citizen-based working methods promoted by the President of the Republic of Uzbekistan are currently proving to be the most effective way for all areas of our society in solving many problems of the population and society.

A social condition for increasing competitiveness with developed countries is the identification of pain points in the initial stages and the organization of collective approaches to their elimination.

On the European continent, Finland is one of the countries of the Scandinavian Peninsula. In the next two decades, the level of socialization of women in the society

increased as a result of the attention to women and girls in the country of Finland, as a result of the created conditions, gender equality between women and men. "Based on information from community organizations, it demanded a more detailed report from the Finnish government on what is being done in terms of gender equality. In recent years, the slow progress in equalizing the wage gap between women and men, as well as the insufficient intervention on violence against women, have received particular criticism. 2017 can be considered as the year of opportunities created for women in the country. Nevertheless, women's employment in the country remains one of the issues of guaranteed wages, family legislation, and fertility [12].

2. Method

The article employs a variety of research methodologies, including scientific abstraction, empirical analysis, descriptive statistics, grouping techniques, comparison studies, and dynamic analysis. These methods were utilized to investigate and analyze the effectiveness of utilizing human resources in the labor market to enhance women's employment opportunities.

In addition to the aforementioned research methodologies, the study also incorporates qualitative interviews and surveys to gather insights into the challenges and opportunities faced by women in the labor market. Furthermore, the research employs case studies to explore successful strategies and interventions aimed at improving women's employment outcomes. By combining both quantitative and qualitative approaches, the study aims to provide a comprehensive understanding of the factors influencing women's employment and identify effective measures to enhance their participation in the labor force. Additionally, the research examines existing policies and programs designed to support women's employment and evaluates their impact on workforce participation and economic empowerment. Through these multifaceted research methods, the study seeks to contribute to the development of evidence-based strategies for promoting gender equality and inclusive economic growth.

3. Results and Discussion

Effective use of human resources, in turn, not only creates an opportunity for effective use of other resources available in the country, but also serves for effective investment in human capital in the future. Increasing the activity of social, legal, organizational, financial and economic mechanisms, increasing the effectiveness of private, state and non-governmental non-profit organizations and measures to implement international experiences based on national interests is of great importance.

Table 1. Population distribution by age – Female [16]

Indicators	2019	2020	2021	2022	2023
Total	16 544 961	16 859 954	17 180 478	17 527 137	17 896 369
15-19	1 246 550	1 246 436	1 250 460	1 272 272	1 311 861
20-24	1 458 301	1 411 642	1 346 265	1 291 424	1 259 476
25-29	1 574 430	1 577 807	1 579 860	1 545 279	1 506 561
30-34	1 482 564	1 504 692	1 521 367	1 545 522	1 558 448
35-39	1 196 682	1 243 874	1 307 739	1 370 420	1 429 837
40-44	1 021 883	1 052 571	1 078 351	1 104 319	1 144 518
45-49	920 069	945 260	961 346	978 991	990 451
50-54	828 886	826 815	838 744	860 344	888 692

55-59	773 940	790 524	799 969	802 319	798 551
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Analyzing the distribution of women by age, our table covering the composition from 15 to 55 years old shows the total number of women from 2019 to 2023. We can see that in 2019 it was 16.544961 and in 2023 it increased to 17.896369. If we look at the 5-year interval, the total has increased by 8%. The number of young women and girls between the ages of 15 and 30 was 1,246,550 in 2019, and 1,311,861 in 2023. If we look at the 5-year interval, the total has increased by 5%. The number of middle-aged women from the age of 35 to the retirement age, that is, up to the age of 55 (35 years old), reached 1.196682 in 2019 and 1.429837 in 2023. The total increased by 9%. The number of middle-aged women (55 years old) increased to 773,940 in 2019 and 798,551 in 2023. The total increased by 3%.

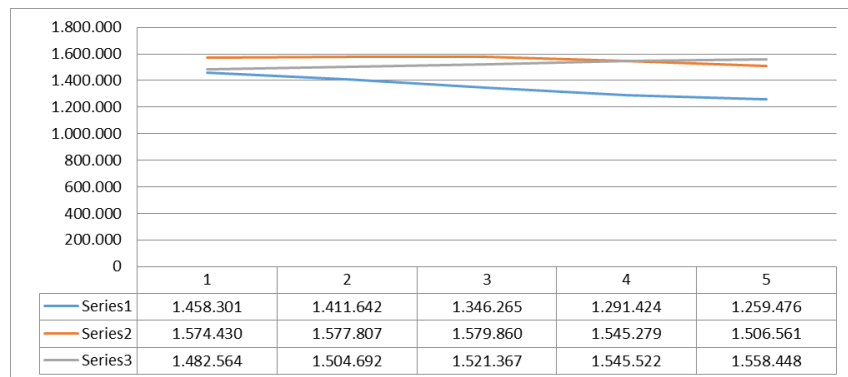


Figure 1. Population distribution by age – Female [17]

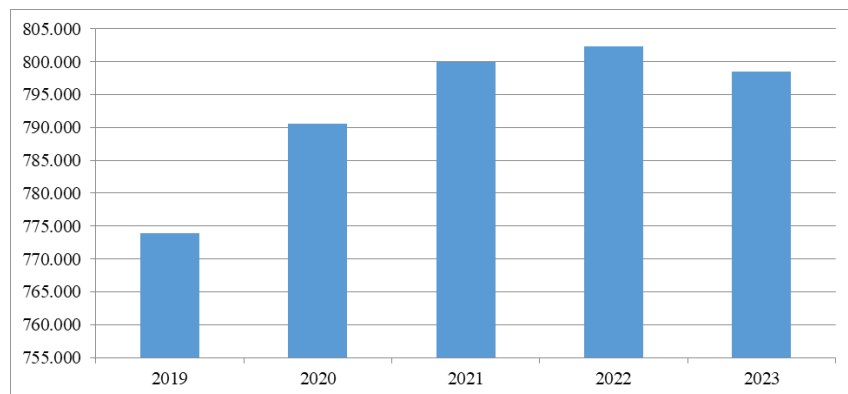


Figure 2. Population distribution by age – Female [18]

Analyzing the distribution of women by age, women of retirement age ranged from 770,000 to 775,000 in 2019, and will peak by 2022, increasing to 802,000. By 2023, we can see that the number of women of retirement age has decreased by 798,000.

Job-seeking citizens hand over the following documents to the employee of the labor department: passport or other document that replaces it and confirms the identity; A work book or other document confirming the length of service (except if you have not worked before); an original copy of the information document or a duly certified copy, a document confirming the existence of a profession or qualification, its original copy or a duly certified extract for citizens who have a profession;

Certificate of salary (income from work, income from other types of activity) for the last 12 months from the place or tax authorities (for persons who received income from entrepreneurial activity without being a legal entity), including for persons who have been released from prisons determined by a court sentence it will be possible to provide

regular seasonal jobs or similar jobs in the district about creating current jobs and retraining them for the profession.

At the new stage of the country's economic development, special attention is being paid to the reduction of poverty by increasing their incomes through comprehensive socio-economic development of the regions, development of entrepreneurship of the population.

President of the Republic of Uzbekistan Sh.M. Mirziyoev noted that "economic complex agencies should organize work at the level of neighborhoods, commercial banks should implement highly effective projects in the localities, and give a wide path, especially to young entrepreneurs."

Based on the above invitation, it was considered important to form and implement projects that serve the population's income, taking into account the opportunities of the neighborhoods. Also, focusing on reducing poverty at the expense of ensuring employment of the population and developing entrepreneurship in the neighborhoods, in which the "neighborhood" work system is being introduced, which serves to systematically study the problems in the life of the population based on the principle of "neighborhood-family-citizen" and to solve them in a timely manner.

4. Conclusion

Based on the results of the above study, we can summarize the following:

- 1) specific aspects of the social and economic importance of organizing the employment of the population through the neighborhood system are revealed;
- 2) systematic solution of women's problems, based on the level of their social support;
- 3) the composition of the new mechanism for jointly solving important issues of raising the standard of living of the population is shown;
- 4) the stages of directing unemployed women to entrepreneurship through the neighborhood system are scientifically based;
- 5) ways to improve the organization of employment of unemployed women through the neighborhood system are shown;
- 6) active directions of employment support for unemployed women are recommended.

Effective use of human resources in the country has a positive effect on labor efficiency. Effective use of human resources in the labor market Before talking about the effectiveness of personnel policy, it is appropriate to analyze the human resources themselves.

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