

**IMPROVING THE SYSTEM OF INCREASING YOUTH COMPETITIVENESS IN THE
LABOR MARKET IN REDUCING POVERTY***Chorshanbayev Umurzak**Lecturer at Gulistan State University**Muratjanova Lobar**Student of Gulistan State University*

Annotation. *In this article, Scientists' views, hypotheses, problems related to the field were studied in the field of statistical analysis in order to reduce poverty in our country, promote their employment in the labor market in order to socio-economic support of young people, create a healthy competitive environment among young people, increase their employment in business, production, service and other areas.*

Key words: *poverty, youth, labor market, employment, economic activity, standard of living, population, welfare, entrepreneurship, business, human capital, income, salary, unemployed, budget, project.*

Enter. Poverty is one of the biggest problems in the world, the causes and consequences of which are not limited to the solution of one country. Efforts to improve the standard of living and stabilize the life of the population groups suffering from poverty and its consequences, and to provide them with the necessary conditions, are one of the urgent issues in the focus of the world community.

Today, in our republic, first of all, creation of new jobs and active support of entrepreneurial initiatives consistent efforts are being made to increase the welfare and employment of the population, especially the youth. Widely used in world experience the following 3 tools are used, such as creating a permanent source of income for poor families, improving the quality of human capital, and providing direct support [1]:

The first tool: creating a permanent source of income for the poor population;

The second tool: improving the quality of human capital;

The third tool: providing direct material and non-material support to poor families.

At the same time, solving the tasks in this field, taking into account the needs of the labor market, creates the need to create an effective system of training highly qualified working specialists. It is important to define the position of young professionals and youth and increase their competitiveness with the youth of other countries.

In the labor market, especially in 2018-2022, a number of positive activities were carried out in order to increase the activity of young people and ensure their employment. In particular, with the initiative of the head of our state, the "Youth is our future" fund was established in order to ensure the employment of young people, to direct them to professional and entrepreneurial activities. Through the establishment of this fund, measures are being taken to increase the number and quality of short-term courses for the provision of preferential loans and leasing services to young people, as well as providing guarantees for loans from commercial banks, professional training of unemployed and underemployed youth in professions and specialties that are in high demand in the labor market done.

Today, 732,000 of the unemployed in our republic are young people [2]. Training young people in business, developing and financing innovative projects based on new ideas in "Project Factory", creating a new system that works continuously and is convenient and interesting for young people, as well as helping our young people from abroad to work, organize their own business, and help them find housing. 100 in addition to the budget million dollars was allocated [3]. New business schools for training young people in entrepreneurship are being established in Tashkent in cooperation with the National Bank, the Youth Affairs Agency, the Chamber of Commerce and Industry, and prestigious foreign universities.

Such young personnel in every way. Continuing our policy aimed at support and training, regional, district and city councils annually approve at least 2 young candidates for the leadership of the governor, minister, office and bank. Starting this year, such talented young people will be able to undergo internships abroad at the expense of the "Hope of El-Yurt" fund. In addition, a procedure for paying additional fees to young professionals who have graduated from universities and have done scientific work abroad has been developed.

Analysis of literature on the topic. A number of scientists expressed their views on ensuring the competitiveness of young people and increasing their level of employment, among them E.N. Ajani, R.N. Mgbenka, O. Onah, they emphasized the need to ensure employment in rural areas, among the main problems faced by young people in agriculture is rural poverty as a result of hardships in agriculture, lack of interest in farming, lack of a competitive market for agricultural products, lack of start-up capital, insufficient labor-saving technologies to facilitate operations, insufficient finance/credit facilities, etc. As a result, they are serious, leading to extreme poverty and vulnerability are facing economic problems. It also forces the youth to seek employment in other sectors of the economy for economic empowerment, resulting in rural-

urban migration and leaving the bulk of agricultural production in the hands of older people who often produce at a subsistence level[4].

According to Aryn Baxter, David W. Chapman, entrepreneurship education and training are common components of government and non-government efforts to address the interrelated challenges of reducing youth unemployment and poverty. Improving the lifestyle of young people, educational opportunities that prepare effective personnel designing and developing programs and putting them into practice is a step forward in this regard [5].

Kate Cooney, Trina R. Williams Shanks argues that the landscape of social policy and practice is empowering youth in the fight against poverty, requires personnel who can work with new approaches that use business and market mechanisms. That's why young people it is necessary to teach together with practice in a business environment [6].

A. Razumov noted that there are factors associated with the risk of becoming poor for working youth: low level of education and qualifications, insufficient work experience, low labor productivity, improper performance of official duties. In order to solve these problems, it is necessary to integrate education with production in educational institutions [7].

O. Kozlova, M. Makarova stated that the poverty reduction policy should have a clearly defined territorial description. The poor population is more common in rural areas and less common in small and medium-sized cities with a single industrial structure of the economy. In this case, it is necessary to develop a regional and municipal policy on the formation of employment clusters based on the self-development of the region, the creation of jobs in small businesses, the development of labor-intensive sectors of the domestic market and mass consumer-oriented economy [8].

Research methodology. In the course of scientific research, static analysis, comparative analysis of data, ways of reducing poverty by ensuring youth employment, processes of supporting youth employment were analytically analyzed. In our research work, we tried to study the problem in depth in the direction of analytical analysis and statistical analysis. The problems were revealed, and conclusions and suggestions, main directions were given as a solution in the appropriate order. As an object of research, the employment of the youth of Uzbekistan was taken as an example.

Analysis and results. Currently, there are about 1.4 million officially unemployed women and young people in Uzbekistan. Unemployment rate is 13% among women and 15% among young people [9]. This indicator is especially high in Fergana, Samarkand, Andijan, Kashkadarya and Tashkent regions. At the same time, 104,000 specialists in construction,

71,000 in the utility sector, 68,000 in the service sector, and 46,000 in light industry. It is necessary to develop measures in these areas, taking into account the needs of unemployed youth.

At this point, it is worth saying that another important direction in ensuring youth employment and reducing poverty is agriculture. Today, in 21 districts of the republic, 2,000 to 4,500 people have been allocated land for farming.

Young entrepreneurs living in the regions on the allocated plots of land, based on their promising projects, are achieving high results by implementing the method of low water consumption, cultivation of new varieties, cross-breeding, grafting and grafting. This, in turn, is the impetus for the creation of promising farming projects.

At the same time, in order to support the population, subsidies of up to 2 million soums for the purchase of seeds and seedlings are being implemented for those who entered the "Youth register" [10].

Today, in 2021-2030, a poverty reduction strategy has been developed in Uzbekistan, and it is determined that this strategy will be implemented in two stages - short and medium (2021-2025) and long (2026-2030) periods [11]. Within the framework of the issues provided for in these stages, it is determined to achieve the following target indicators:

- to achieve full employment of the poor population, by gradually implementing quota of jobs for more than 100,000 needy young people and citizens who cannot compete on equal terms in the labor market;

- registration of youth and 50,000 people from the poor population who want to be self-employed, start their activities, purchase work tools and allocation of subsidies for other purposes;

- 50,000 poor people with the help of training the poor population in vocational, foreign language and entrepreneurship skills and starting their activities by allocating microcredits in their chosen direction ensuring employment of the population;

- organization of retraining or training courses for new professions in order to protect young professionals entering the labor market.

The youth group in our country is expanding year by year. The issue of youth that needs to be resolved before our country the problem of employment is still relevant (Table 1).

Table 1**Permanent population aged 20-29 [15] (people)**

Areas	2018 й.	2019 й.	2020 й.	2021 й.	2022 й.	2023 й.
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Uzbekistan Republic	6 280 785	6 188 473	6 103 243	5 977 059	5 801 928	5 661 709
Karakalpakstan Republic	348 620	339 634	335 285	330 736	319 538	312 097
Andijan	572 551	568 744	561 585	545 651	527 290	511 448
Bukhara	350 719	342 941	335 099	324 243	313 714	304 726
Jizzakh	272 847	269 676	265 976	259 698	252 365	244 996
Kashkadarya	637 982	630 225	624 702	614 196	595 801	581 144
Navoi	184 169	180 873	176 367	172 444	165 668	160 033
Namangan	539 263	530 993	523 560	507 968	490 291	476 037
Samarkand	742 329	729 435	721 009	705 256	684 981	667 443
Surhondaryo	516 832	513 575	507 796	498 165	482 991	473 871
Syr Darya	165 605	161 894	157 376	153 450	148 464	145 217
Tashkent	531 372	519 027	503 947	486 917	456 177	444 396
Ferghana	700 402	690 608	680 734	663 835	639 451	618 076
Khorezm	339 799	335 177	334 463	329 698	322 002	314 911
Tashkent sh.	378 295	375 671	375 344	384 802	403 195	407 314

Based on the data of Table 1, it can be seen that the group of young people who live permanently is decreasing year by year, because our young people are looking for work and leaving as migrants to other countries. On the one hand, this situation is positive - they ensure their employment, send money for family members, which helps the economic growth of the family. Second on the other hand, our country is losing ready young personnel. Therefore, encouraging the employment of young people, their issues of ensuring employment in the country are urgent.

In 2022, 285,000 young people applied to the Ministry of Poverty Alleviation and Employment for work. Of these, 144,700 people were placed in permanent jobs. 44,000 people were involved in public works, 72,700 people were trained to become professionals and supported in their employment, 21,100 people were taken into social protection and unemployment benefits were assigned to them [10].

Today there are 293 in the republic There are more than a thousand vacancies. For example, There are vacancies in education, agriculture or healthcare. Our ministry has established the position of assistant mayors in each neighborhood. Subsidies are provided by assistant governors for self-employment of citizens. In addition, it is necessary for people to build greenhouses in their homesteads and do household chores in order to keep them busy at home equipment is being bought [12].

Creating conditions for working youth to get out of poverty on their own includes the following aspects:

1. Improving the quality of human resources:

- increasing the competitiveness of labor resources and forming a labor market based on competition between employers;

- the wages of men and women that exist in all countries and cannot be explained by work experience or education the difference between, that is, opening the economy to foreign trade and investment, which helps to reduce the gender gap;

- to modernize the vocational education system and create an in-depth study of the conditions of demand organization;

- admission quotas based on industry and regional requirements for the training of specialists in higher education institutions forming;

- allocating 70% of family business program funds to small and medium-sized business projects aimed at creating jobs for low-income segments of the population;

- bank loans to enterprises providing employment for low-income population to give;

- creation of interactive mobile applications, "business navigators" that answer all questions and are understandable for those who want to engage in self-employment:

2. Elimination of regional imbalances in the development of labor resources, labor market and youth employment:

- encouraging the establishment of small businesses (cooperatives, private farms) in rural areas;

- introduction of principles of small mechanization in agricultural production;

- intensive types that meet the requirements of agricultural reform livelihood of rural residents by providing permanent employment of labor resources level formation;

- organization of centralized procurement of agricultural products from small production units (cooperatives, private auxiliary farms);

3. Development of the labor market and promotion of effective youth employment [13].

- reduction of hidden unemployment by improving production and labor organization;
- legalization of hidden economy and wages, informal employment of young people to end its practice, including in the consumer market, education and medical fields development and implementation of measures;
- elimination of structural unemployment, development of long-term assistance programs for the unemployed: unemployment insurance;
- development of additional employment, creation of additional jobs for disabled people;
- effective solution of existing problems in the prevention of poverty, of the population stimulating the activities of local state authorities actively participating in increasing the incomes of low-income groups, attracting them to entrepreneurship or other work activities;
- social protection of young people from unemployment. Organization of continuing education graduates training for targeted (in-demand educational specialties) professions.

Conclusions and suggestions. Based on the above, a few suggestions and recommendations was developed.

First: organizing mobile seminars. It is desirable to ensure that the training covers topics: Entrepreneurship, Banking, Money and Credit, Tax and Financial Literacy, Marketing, Management, Innovation and Creative Thinking.

Secondly: it is necessary to post (update) messages about industry news (privileges and opportunities) in the community building and social network, prepare and distribute booklets and other materials. It is necessary to post short videos and information on the establishment of youth entrepreneurship on social networks.

Thirdly: taking into account that the majority of young people are engaged in seasonal work, local executive bodies and other interested organizations in order to prevent them from being unemployed in the autumn-winter season together with, it is necessary to take measures to develop and support types of business activities aimed at ensuring the employment of young people in the winter season.

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