



SECURITY EFFECTIVE EMPLOYMENT HOW FACTOR FIGHT WITH POVERTY

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Annotation: *Poverty in the conditions of a transformational economy represents the economic relations between the individual and the state and the individual and the corporation regarding the uneven distribution of the country's social wealth, which are characterized by a dominant basis, which is based on high income differentiation due to the redistribution of property, the underdevelopment of the national labor market, disparities in the phases of social reproduction, abolition or reduction of a number of subsidies and subsidies, inflationary redistribution of income, movement of labor from the public sector to the private And etc. By opinion author, main reason poverty is accompanied transformation property And mechanism management formation capitalist farms, For whom poverty and unemployment are immanent signs. Relationship between provision of employment and poverty reduction is manifested primarily in the production stage. If the individual or other reason is not involved in the production process, then it is excluded from the number of recipients of primary income. It should be recognized that if a person's labor activity does not provide a minimum level of income at the expense of which he is able to sell his labor power, then this form of labor cannot be recognized as economic. Therefore, those workers whose incomes are below the subsistence level cannot be recognized as productive workers. Unemployment and poverty are closely interrelated. Economic growth does not always mean increased employment. Economic growth, employment and poverty reduction occur while ensuring effective employment, which means: for the employee - a guarantee acceptable level wages in long-term period; for the employer – growing dynamics productivity labor And efficiency production. The high level of competition between employers pushes the latter to increase efficiency production, attraction high-performance, hence, more expensive labor. All this ensures high quality of entrepreneurial activity.*

Key words: *fight against poverty, transformational economy of modern Uzbekistan, unemployment, effective employment.*

There is still no unified approach to the definition of poverty, especially in the conditions of modern Uzbek reality. Therefore, we clarified the category “poverty” [1–2].

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economic relations between the individual and the state and the individual and the corporation regarding the uneven distribution of the country's social wealth, which are characterized by a dominant basis, which is based on high income differentiation due to the redistribution of property, the underdevelopment of the national labor market, disparities in the phases of social reproduction, abolition or reduction of a number of subsidies and subsidies, inflationary redistribution of income, movement of labor from the public sector to the private sector And etc. By our opinion, main reason poverty is accompanied transformation property And mechanism management formation capitalist farms, For whom poverty And unemployment are immanent signs [3].

The relationship between employment provision and poverty reduction is manifested primarily in the stage production. If individual By that or other reason is not included in the production process, then it is excluded from the number of recipients of primary income. Such a person can live only through the redistribution of income within the framework of various social assistance programs, i.e., receiving secondary income.

Typically, a distinction is made between the employed and the unemployed population. Busy - these are the people who work for hire or for oneself on the principle of self-employment. Among the latter there are many creative workers and small entrepreneurs. In short, the employed include those who have income. If labor activity does not generate income, this form of employment cannot be recognized as economic. Students of educational institutions of all levels work, but this is not economic employment. The same form of employment is caring for minors or sick family members.

In the case when a person's labor activity does not provide a minimum level of income, through which he is able to reproduce his labor force, this form of labor is also not an economic activity. Despite full employment, as we have previously shown [4], millions our fellow citizens V As a primary income, they have wages at a level below the subsistence minimum, i.e. their work does not correspond to the characteristics of economic activity. Therefore, the fundamental requirement should be: minimum wage should not be below the subsistence level. Otherwise, it is impossible to overcome such an Uzbek phenomenon as "labor poverty" or the "working" poor. In addition, the country is not reducing the scale of the "shadow" economy, in which wages are in no way regulated by the state.

In the economies of developed countries, the main factor creating poverty is the lack of work. The very fact of having a job is recognized by banks as a sign of citizens' creditworthiness. Therefore, in the West, researchers in analyzing the manifestations of poverty focus on the unemployment factor.

Unemployment in Uzbekistan is a new phenomenon in the social and economic life of society, which arose simultaneously with mass poverty in the early



90s. XX century Families of the unemployed have become one of the main risk groups that have emerged in connection with the transition of Uzbekistan to a market type of economic development. This factor has greatly changed the poverty profile. In the conditions of Uzbekistan , similar to the West, the inability to get a job almost always means poverty. The impact of unemployment on poverty is evident when heads of households lose their jobs. Among those who are employed, the proportion of people living in poverty is significantly lower than among those who have lost their jobs.

Unemployment means a significant decline in family income. People who lose their jobs also lose their skills. And this in the future may create an even greater threat to stability and income levels. A significant decrease in income associated with professional instability or unemployment results in numerous everyday problems for many households: the inability to purchase housing, goods and services, and family discord.

Instability of employment and income, and unemployment increase the likelihood of breaking social ties. This can lead to the destruction of relationships with friends and relatives.

Research shows that men are more likely than women to become depressed. This process especially often affects people aged 35 to 50 years [5]. Negative perceptions associated with unemployment are more painful when they strike people in the middle of their active lives. This is reflected not only in the rupture of social ties and loss of qualifications, but also in the deterioration of motivation for life in general.

All this ultimately creates a threat to the social stability of society. Unemployment, incomplete And ineffective employment, When a person performs low-quality and unproductive work means significant costs for society - social and financial.

Unemployment and poverty change the reproductive behavior of the population. A significant part of young families postpone birth children before "better times" or even refuse to have a child, realizing that having one creates a risk of ending up among the poor.

Unemployment particularly affects those with low qualifications, as well as those groups of the population that already belong to the lower social classes. The risk of being unemployed is significantly higher for women than for men. Even in developed countries, the goal of equal employment opportunities for women has still not been achieved. Women's unemployment is very often regarded as the result of numerous discriminatory processes: narrowing access to certain areas of employment, discrimination in hiring to work, layoffs of female workers who are forced to combine work with caring for family. Discrimination against women in the labor market, in turn, often leads to wage inequality. Thus, according to available



data, in the USA the average family headed by a woman has an average annual income of 16 thousand dollars, and a family headed by a man – 28 thousand dollars. This is largely due to the fact that women are more constrained in choosing professions than men. For women, the choice is limited to 20 professions, while for men this figure exceeds 400 [6].

Another social group characterized by an increased risk of becoming unemployed is young people. Unemployment affects some graduates of educational institutions. Young specialists without work experience are not in demand in the labor market; in the new conditions, some universities and secondary specialized educational institutions have truly become “factories” of the unemployed.

Young people, being unemployed, do not have the opportunity to be integrated into the system of social relations. The high level of unemployment among young people leads to their isolation and alienation from society, and in some cases to increased crime and drug addiction.

It should also be noted that unemployment among young people is unevenly distributed. It is higher among young people from economically backward regions, people with poor school preparation and vocational training, and people from disadvantaged families. Thus, in many cases, youth unemployment is a factor in the transmission of poverty problems from one generation to another. The higher level of unemployment in production among some social groups is reproduced, transforming V unemployment. How long-term a phenomenon that makes it one of the main causes of poverty.

So, the impact of unemployment on poverty can be described as follows. Unemployment most threatens people with low levels of education and professional training, whose income is below the average income V society. At loss work. They receive a minimum level of benefits, which, in turn, are below the subsistence minimum.

In addition, unemployment benefits are granted only temporarily. As the period of unemployment increases, the level of benefits decreases. All this leads to the spread of poverty among this category of the population.

Distribution of households by average per capita cash income in the Republic of Uzbekistan depending on employment (20-23) , in%

Table 1

Category population	All households	Poor households	Secured households
All households	100	35.8	64.2



Households, V which unemployed population lives	100	68.3	31.7
Including: Registered Unemployed	100	66.7	33.3
Rest unoccupied	100	72.2	27.8

Data examinations budgets households show that the situation of unemployed families with children is especially difficult. In this case, all family members find themselves below the poverty line. The presence of hidden unemployment also aggravates the situation (*Table 1*) [7].

As can be seen, over 68.3% of unemployed households are low-income. It is also interesting to compare the differences in the standard of living of registered unemployed, receiving benefits on unemployment, and the rest of the unemployed. Benefit payments help reduce poverty among families unemployed V average by 1.6%. This confirms the insufficient level of such payments.

When analyzing the impact of employment on poverty indicators, four groups of households can be distinguished, differing in the nature of inclusion (exclusion) of its able-bodied members in the labor market (*Table 2*) [7].

Prevalence of factors associated with poverty in the gruda market in the Republic of Uzbekistan for the period 20 1 3–20 2 3.

Table 2

Groups households By strategies on market labor	Share households certain type V in general number households V%
Households where there are family members of working age who do not work, do not study, are not on vacation and are looking for work	4.1
Households where there are family members of working age who do not work, do not study, are not on vacation and are not looking for work	20.7
Households, Where There is workers, receiving salary fee below PM	16.3
Households, Not having problems on market labor	58.9

Among the causes of poverty under consideration, the undisputed leader is low wages. About 16.3% of households are affected by this poverty factor, but not



all of them actually become poor (*Table 2*). But from the point of view of the availability of the work itself, an interesting fact. Number households Where There is adults, those who are unemployed and not looking for it is 20.7% compared to the number of households in which there are unemployed members who are puzzled by the search for work (4.1%). Consequently, the lack of work among able-bodied people is not only a consequence of deformations in the labor market, but also the result of economic strategies. behavior population. Majority adults are not working and do not intend to work, so the creation of new jobs will not solve the income problem of this group of people.

Note, however, that unemployed adults may also be represented among households with high levels of income. In this case, the lack of work for one of the family members may be a consequence not of low competitiveness and other barriers to entry into the labor market, but of a rational intrafamily role distribution.

The number of those who do not work and are not looking for work decreases as the level of material security increases, but the highest levels are typical for the first three decile groups. Hence, poverty in many cases – this consequence of leaving able-bodied members households from the labor market.

Why aren't people looking for work? In 34% of cases this is due to retirement, in 18% - with housekeeping and childcare. If a significant part of the population cannot compete in the labor market for non-economic reasons, then programs to create new jobs in this case will also not be able to solve the problem of poverty.

In accordance with the Law of the Russian Federation “On Employment in the Republic of Uzbekistan” are recognized as unemployed able-bodied People, seekers work, ready to start it and registered in this capacity. The poorest segments of the population, who have no work for a long time and no prospects for employment, are eliminated over time from the number of registered unemployed.

The number of officially registered unemployed in the Republic of Uzbekistan currently ranges from 25 to 30 thousand people. If we take the indicator of general unemployment, it exceeds 200 thousand people in the republic. Therefore, unemployment as a factor in the formation of poverty is quite significant and permanent [7].

What needs to be done, what measures need to be taken to help this category of the population overcome the poverty line?

As studies show, neither strengthening social support measures nor the development of social insurance are capable of raising the standard of living of the unemployed to a normal level.

Only economic recovery and employment growth, driven by increased effective demand for labor on the part of employers, can significantly reduce unemployment. An active employment policy has a positive effect on the level of



employment of the population.

The following should be noted: economic growth itself By to myself Not identical reduction without a job. Moreover, under certain conditions, economic growth may be accompanied by an increase in unemployment due to the following reasons:

- faster growth of labor productivity compared to the dynamics of production volume and reduction in the number of employees;
- discrepancies in qualification requirements between newly created jobs and redundant workers;
- discrepancies between regions generating demand for labor and territories where its reserves are concentrated [8];
- opportunities for adaptation to work for persons who have lost their working skills as a result of long-term unemployment.

So way, influence economic employment growth is twofold. On the one hand, it is a condition for increasing employment, on the other hand, it does not mean an automatic reduction in unemployment.

In our opinion, the policy of economic growth, increasing employment and reducing poverty should be considered as aspects of a single process of implementing state policy in the field of economic and social progress.

Poverty reduction policy involves:

- economic stabilization, What means neutralization crisis factors;
- confession provision effective employment is a national problem;
- increased competition between employers in labor markets;
- security high quality state regulation of labor markets.

Efficient employment means:

- for the employee – ensuring an acceptable level of remuneration in the long term. The latter is important, since only under such a condition can a high level of remuneration be formed due to economic results;
- for the employer – growing dynamics of labor productivity and production efficiency.

The high level of competition between employers pushes the latter to increase production efficiency and attract highly qualified, and therefore more expensive, labor. All This provides more high level of quality of business activity.

Guaranteeing a high level of quality of state regulation of labor markets helps to increase the efficiency of employment services. This means a shift in emphasis from passive forms of work (registration, registration of the unemployed, payment of benefits) to active forms: help V increase qualifications workers , for the provision of information services and psychological assistance.

The ratio of average payments per unemployed person to the average wage suggests that benefits cannot provide them with a way out of poverty. There is only



one way out - the implementation of an effective employment policy in the country.

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