

Labor Resources in the Republic of Karakalpakstan and Measures for their Proper Management (In the case of Kungirat district)

Yuldashova Dilnaza Kidirbayevna

Nukus State Pedagogical Institute named after Ajinyoz

Abstract: *The article provides detailed information about the labor market and employment in the Republic of Karakalpakstan. The research study, which examined the case of vacancies in the remote regions of the republic, the Kun'irat district, provides information about attracting young people to work. The information in the article was developed based on the information of the Kun'irat district employment support center as of March 19, 2025.*

Keywords: *Employment, population, labor market, youth movement, business idea, entrepreneurship, career choice.*

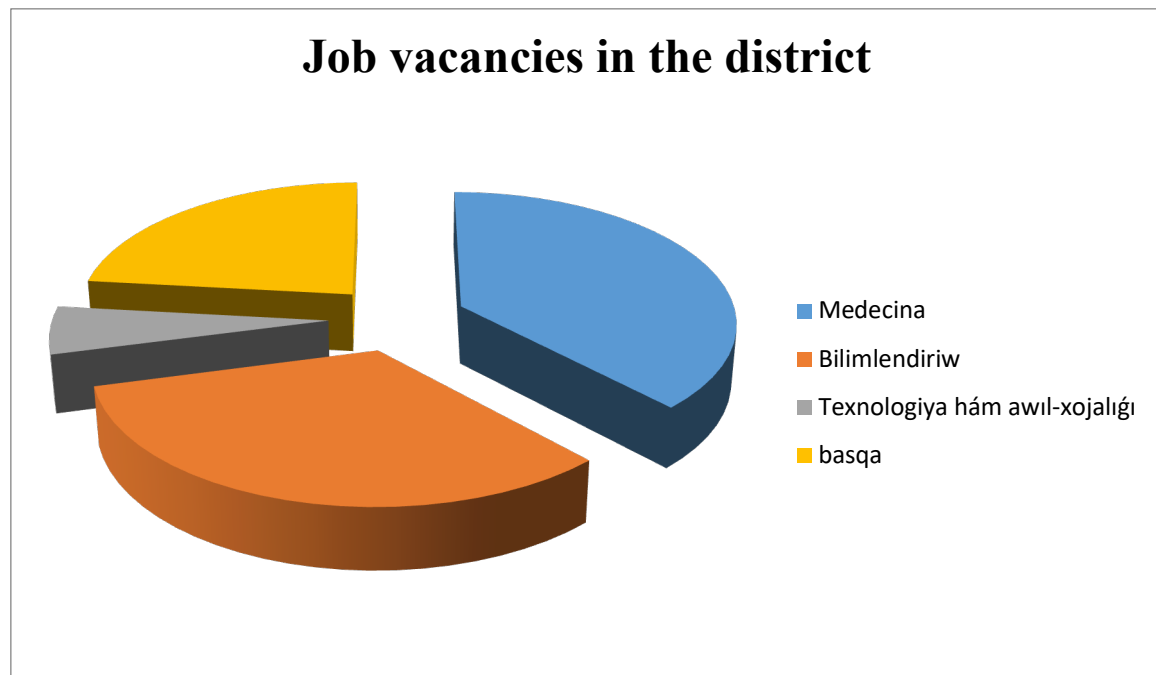
A number of measures are being taken in our country to ensure employment and improve living conditions. It is gratifying that, at the initiative of the Head of State, positive work is being carried out today to improve the living conditions of the population, as well as to properly direct young people to education and professions. A number of reforms are being consistently implemented to create additional amenities for the effective use of resources in the labor market in public services, ensure transparency through digitalization of this sector, improve labor legislation, support the unemployed and train them in a profession, and reduce poverty by ensuring employment of the population.

In a market economy, the state pursues an active socio-economic policy to provide employment to the population, eliminate unemployment, and regulate the labor market. After all, increasing the efficiency of labor potential is an important source of national economic development, raising the standard of living of the population, and joining the ranks of highly developed countries.

Due to the diversity of factors affecting the labor market and the socially significant importance of its effective implementation, it requires optimal state management and regulation. Creating such a regulatory system in the employment sector is one of the main social tasks of the reforms being implemented in Uzbekistan.

Several events in this area have also been organized in the Kungirat district of the Republic of Karakalpakstan. In our scientific article, based on the vacancy bulletin of the Kungirat district Poverty Reduction and Employment Promotion Department dated March 19, 2025, we analyze the shortage of personnel in the district and how to provide them with labor resources [3].

Based on the data of the District Poverty Reduction and Employment Assistance Department, there are 169.86 vacancies in 258 institutions in the district. This means that there is an opportunity to employ 258 people. 192 of the vacancies require higher education. The remaining 66 vacancies are vacancies that can be filled with secondary specialized education. If we look at the sectors, it was found that there is a shortage of personnel in 98 in the medical sector, 85 in the education sector, 3 in the arts sector, and 15 in the technical, economic and agricultural sectors. We can clearly see the level of division of these vacancies in the following diagram.



To fill these gaps in the labor market, the head of our state is taking various measures. In particular, the allocation of special quotas for the youth of the district in the medical field to higher educational institutions was a joyous event for all Kungir residents.

Starting from the 2017/2018 academic year, based on the orders of the Council of Ministers of the Republic of Karakalpakstan, regional and Tashkent city khokimiyats, a proposal was adopted to allocate quotas for targeted admission to regions with a high need for highly qualified medical personnel within the framework of the generally established parameters for the training of specialists in the bachelor's degree program based on state grants to higher medical educational institutions of the Republic of Uzbekistan [2].

Also, the opening of evening courses in higher education institutions to fill the shortage of qualified personnel in the labor market has opened up wide opportunities for young people. This is good news for the youth of Uzbekistan.

The state policy in the field of employment is based on the following principles.

- to ensure equal opportunities for all citizens in exercising the right to work and freely choose their job, regardless of gender, age, race, nationality, language, social origin, property status and professional status, religious affiliation, beliefs, membership in public associations, as well as other circumstances that do not depend on the performance of employees and the results of their work;
- support and encouragement of people's labor and entrepreneurial initiatives, assistance in the development of productive and creative labor skills that ensure decent working and living conditions;
- voluntariness of labor;
- provision of social guarantees in the field of employment and protection of the population from unemployment;
- encouraging employers who are preserving existing jobs and creating new jobs for citizens who are in dire need of social protection and have difficulty finding work;
- coordination of measures in the field of employment with other areas of economic and social policy;

- cooperation between state bodies, trade unions, authorized bodies of employees and employers in the development, implementation and monitoring of measures to provide employment to the population;
- interstate cooperation in solving problems of providing employment to the population.

Today, there is a surplus of labor in almost all regions of Uzbekistan, and the supply in the labor market exceeds demand. Therefore, the state provides a number of guarantees to citizens so that those who want to work can move freely in the labor market and find independent employment. That is, the state:

1. freedom to choose the type of employment, including work with different working regimes;
2. protection against unlawful termination of employment and unlawful termination of an employment contract;
3. free assistance in choosing a suitable job and finding a job;
4. equal opportunities for everyone in access to a profession and work, in working and employment conditions, in remuneration for work, and in promotion;
5. free training in a new profession (specialty), advanced training in local labor authorities or other educational institutions with a scholarship;
6. compensation in accordance with the legislation for material expenses incurred when accepting a job elsewhere;
7. guarantees the possibility of concluding fixed-term employment contracts for participation in paid public works [1.85-86].

Lack of labor resources leads to deterioration of the health of the population. If the population is not fully employed, various problems will certainly arise. As they say, there are two sides to a coin, and the second side of these thoughts is also encountered in our country, leading to disappointment. Unemployment is causing great problems among the people, it is difficult to provide 100% employment to all graduates of higher education institutions, because jobs are not immediately available for all graduates. It would be appropriate to have a special department in the district Poverty Reduction and Employment Promotion Department to distribute labor resources from this perspective.

First of all, if young cadres come to district employment support institutions, they should try to work directly with district offices, and if necessary, contact each of them to identify vacancies. If there are pensioners working in the area, it would be appropriate to integrate the newly arrived cadre into their part-time unit and establish a work-study program, that is, the "teacher-student" tradition. This method is clearly effective in ensuring employment in the institution.

In conclusion, today there is a need to fully ensure the development of measures to transfer employees working in the underground economy to official work. There are several achievements in our country in this area, namely, private entrepreneurs who produce products or provide services that are not prohibited by law informally make payments to the pension fund from their own taxes and record their work in work books. In order to transfer the activities of hired workers working informally, based on an oral agreement, to official work, it is necessary to further improve the written agreement between the employer and the hired worker with the participation of employees of labor institutions.

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