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FOREIGN EXPERIENCE IN INCREASING EMPLOYMENT AND REDUCING YOUTH UNEMPLOYMENT

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Abstract: The article is devoted to the topic of youth employment in the world. The youth unemployment rate is twice that of the world as a whole. The worsening situation with youth unemployment forces countries to look for new ways and mechanisms. A number of foreign countries have already developed strategies and launched programs to increase employment opportunities for young people. The article analyzes the best regional and national practices for youth employment, including legislative, organizational and financial initiatives implemented in recent years. In the course of the analysis, special attention was paid to specific mechanisms and programs, the effectiveness of the implementation of programs and their impact on youth employment in the short and long term, quantitative and qualitative indicators expected by countries from investments in youth employment programs.

Keywords: Youth, unemployment, employment, youth policy, national priorities, unemployment rate.

Introduction

Due to the growing severity of the problem of youth unemployment in a number of foreign countries, strategies have already been developed and programs have been launched to expand employment opportunities for young people. The development of a set of measures and mechanisms to improve the integration of young people into the labor market in the short and long term is an urgent and relevant task at the national and regional levels.

Youth unemployment rate is approximately three times bigger than the adult one, 4 out of every 10 unemployed persons globally are young people. Lack of sustainable decent work makes young person unprotected. According to the United Nations definition, youth are people of the age group between 15 and 24 years old who has not worked for a specific period of time but has willingness to work and are actively searching for job.
The United Nations classifies young people from 15 to 24 years of age as young people. At the same time, the UN recognizes that the meaning of the term "youth" varies in different countries of the world, and the definition of "youth" has constantly changed depending on changing political, economic and socio-cultural conditions. The World Health Organization and UNICEF use the term "adolescents" for those aged 10 to 19, "youth" for those aged 15 to 24, and "young people" for those aged 10 to 24. The broad definition used by these specialized agencies, which covers the ages of ten to 24, indicates that policies aimed at young people often need to produce results before the age of 15.

**Materials and methods**

In 2015, according to the ILO report "World Employment and Social Outlook: Trends 2015", the number of unemployed was expected to increase by 3 million people, and by another 8 million people in the next four years. Since the beginning of the financial crisis, the number of jobs lost so far has been 61 million. To address unemployment, an additional 280 million jobs must be created by 2019 to close the global employment gap caused by the crisis. North Africa, sub-Saharan Africa and the Middle East continue to have high unemployment rates, in some cases as high as 30%. Southern European countries have not yet seen a significant drop in the unemployment rate, despite the creation of new jobs in recent months. In Asian countries — particularly in South-East Asia and the Asia — Pacific region — unemployment remains relatively low, but mainly due to high rates of informal employment, which in some countries reaches almost 85% of the total number of employees. Among the developed world, unemployment rates in the United Kingdom and the United States have fallen significantly. In other European Union countries, the unemployment rate is decreasing. In Latin America and the Caribbean, unemployment is rising in a number of countries, and the slowdown in the global economy is affecting the decline in previously high rates of job creation.[1]

**Table 1**

<table>
<thead>
<tr>
<th>Country</th>
<th>Data</th>
<th>Measurement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australia</td>
<td>12.13%</td>
<td>-0.08%</td>
</tr>
<tr>
<td>Saudi Arabia</td>
<td>15.55%</td>
<td>-0.23%</td>
</tr>
<tr>
<td>China</td>
<td>10.33%</td>
<td>-0.26%</td>
</tr>
<tr>
<td>Russia</td>
<td>14.79%</td>
<td>-0.49%</td>
</tr>
</tbody>
</table>

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The deterioration of youth unemployment is common to all regions of the world and occurs despite the increase in the level of education in general, and thus fuels discontent in society. "This unprecedented situation," says the ILO's Youth Employment in Eastern Europe: A Crisis within a Crisis, "raises questions about the risk of a 'lost generation': in other words, a cohort of unclaimed and hopeless young people forced to live a marginal existence in the labour market. As recent events in the Arab countries and in North Africa have shown, the large number of people forced to live without work, without hope and in conditions of weak employment opportunities is a threat to socio-economic stability."

**Analysis and results**

The experience of industrialized countries shows that the central link in the system of regulating processes in the labor market is the state employment service. It is a structure of special bodies created for the continuous purposeful regulation of professional training and the use of labor. Depending on the characteristics of market relations in many countries, the functions and degree of activity of the public service are determined. For example, in Sweden, Canada, Germany, Japan and a number of other countries, this service is assigned the role of the main tool for the development and implementation of employment policy, the regulator between the supply and demand of labor.[2]
At the same time, in the United Kingdom, Australia and the United States, the role of the state employment service is less active: here it is allowed to have private paid employment offices, while the responsibility for finding a job falls directly on the unemployed themselves.

The main functions of the employment service, enshrined in law in many countries, are:

- provision of intermediary services in employment;
- orientation in choosing a profession;
- training and retraining for employment purposes;
- consultations on the problems of production placement;
- international exchange of interns;
- information service;
- specialized services for persons with disabilities.[3]

In order to somehow reduce the level of social tension and defuse the explosive situation, the governments of most Western countries are developing special social programs aimed at young professionals. The employment program for young professionals is inextricably linked to vocational training programs. Many industrialized countries have measures in place to facilitate the transition of young people from school to working life, in particular:

- subsidies to entrepreneurs in industry and trade, which provide young people with the opportunity to complete a six-month internship at the end of school, while receiving the minimum wage (Australia);

- tax benefits for social insurance companies offering contracts for industrial training, contracts for part-time work with limited duration and in parallel-a course of professional training directly at the enterprise without entering into an employment contract (Italy);

- vocational training programme for all young people under the age of 18 who have left school at 16 and 17 and are unemployed (UK).[4]

In France, internships are offered at the expense of enterprises for young people aged 16 to 21 who have dropped out of school in order to compensate for educational deficiencies. In addition to the opportunity to participate in various vocational training programs, young people have a preferential right to enter subsidized jobs.

For example, in France, the state encourages companies that employ young people without a specialty or qualification, taking on the costs of their insurance
against unemployment and illness for up to 1 year, which reduces labor costs by 20-25%. Similarly, in Spain, entrepreneurs who hire or train young people pay reduced social security contributions.

**Conclusion**

Foreign experience shows that the management of training and employment of young people in a market economy is carried out within the framework of systematic management of the employment market. That is, a set of interrelated measures is being implemented to improve: forecasting the needs for specialists of various professional qualification levels; education, training and retraining of specialists, state incentives for cooperation between universities and science and production; social insurance systems; systems of national, regional and local employment services.[5]

In general, analyzing the foreign experience of solving the problem of youth employment, we can conclude that a lot of practical experience has been accumulated abroad in solving the problems of youth employment. The possibility of its application in Uzbekistan is possible only in the presence of specially trained and trained personnel who are able to adapt foreign experience.

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3. Youth employment in the countries of Eastern Europe: crisis within the crisis: background report to the informal meeting of ministers of labour and social security during the 100th session of the international labour conference, geneva, 15 June 2011 // ilo.


