



Implementation of the Principles of Decent Work in the Field of Youth Employment

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Abstract: Solving large-scale tasks of innovative development of the economy involves more effective use of the labor and intellectual potential of young people, who are the main source of replenishment and renewal of labor resources, the carrier and "generator" of innovative ideas and professional knowledge. Taking this into account, it is necessary to recognize that improving the efficiency of youth employment is impossible without providing conditions for decent work.

Key words: innovative economy, labor economics, innovative idea, specialist, education, youth, employment, working conditions.

Sustainable economic development of the country is connected with the progress and effective functioning of the social and labor sphere based on the standards and principles of decent work. The concept of decent work. The conceptualization of decent work is reflected in the ILO documents, in the adopted interstate agreements, in the adopted national labor standards, etc. It was first announced at the 87th session of the International Labour Conference (1999). Somavia (Director-General of the ILO). The concept of decent work is implemented through the solution of 4 strategic objectives of the ILO: the creation of new jobs; universal guarantees of rights at work; the expansion of rights in the field of social protection; the promotion of effective social dialogue that can coordinate the interests of employees and owners of means of production in order to achieve a social compromise[1].

Uzbekistan, being a full member of the international community, carries out large-scale work on educating young people spiritually developed, physically healthy, selfless individuals, protecting their rights and interests, creating decent conditions for finding their place in life, providing them with all possible support, ensuring professional employment, stimulating initiatives.

A lot of government agencies, the relevant ministry and the employment service are engaged in solving the problem of employment in our country. Special attention is paid to young people who, after graduation, have difficulty finding a job. Youth has always been and remains at the center of attention of the state policy of Uzbekistan. Today, large-scale reforms are being carried out in every sphere in our country, work is underway to eliminate urgent problems in society, conditions are being created for the harmonious development and education of young people.

According to statistics, about 20% of unemployed youth have unique abilities to start their own business, but due to certain circumstances, only 5% decide to do so. To solve this problem, it is necessary to develop programs to support youth entrepreneurship. The development of youth entrepreneurship is a powerful tool for combating unemployment, providing ample opportunities for self-employment of the population and creating conditions for increasing jobs.

It can be stated that the development of the ideas of decent work took place within the framework of various areas of economics in general, theories of labor economics, management. The current stage of development of social and labor relations is characterized by the following features:

- the emergence of a new type of employee (with a conceptual type of thinking, more educated, polyvalent, flexible, responsible, proactive, mobile, focused on self-development in the labor process, with a new model of labor behavior and needs (a new balance of forces in the system "employee-employer", "work - personal life");
- increasing the impact of globalization processes in the economy on labor markets in developed and developing countries, increasing inequality, generating risks of precarization of employment, the growth of the informal segment of the labor market, unemployment, reducing the duration of employment contracts, the growth of non-standard employment, the network nature of labor relations, etc.;
- transformation of the "man-production" system under the influence of NTR, increasing inequality in the quality of employment of workers with different levels of education, knowledge, skills. The "dualism" of the labor market is increasing, the imbalance between the sector of high-quality jobs with decent working conditions and unprotected employment;
- the development of new types of activities, new forms of employment, the emergence of new professional risks. With the increasing diversification of forms of employment and the organization of jobs, the expansion of only one employment without proper consideration of the quality of jobs and ensuring decent income is not able to provide sustainable support for aggregate demand. In conditions of high heterogeneity of workers (by type of employment) and employers (by location in value chains), their social cohesion becomes more complicated [2];
- the need to ensure the innovative orientation of development. Without creating conditions for decent work, it is impossible to effectively adapt employees to the changing production environment, generate and implement new ideas. The experience of a number of countries shows the existence of successful practices in achieving a balance of high productivity, technological innovation and decent work;
- significant influence of demographic and socio-economic factors on the sphere of work in general [3], macroeconomic policy.

The leading developers of the theoretical basis of the Concept of decent work were such foreign researchers as R.Anker, G.Fields, I.Chernyshev, D.Guy, F.Egger, F.Bonnet, A.Chatenier, G.Standing, D.Ford, etc. In the Commonwealth of Independent States, the problem of decent work and its individual aspects are covered by G.R. Baymurzina, V.N. Bobkov, B.G. Zbyshko, S.G. Zemlyanukhina, E.D. Katulsky, R.P. Kolosova, L.A. Kostin, I.A. Kulkova, Yu.G. Odegov, T.O. Razumova, V.D. Roik, G.G.Rudenko, L.V. Sankova, E.K. Samrailova, T.V. Smirnova, A.A. Fedchenko, N.Z. Shaimardanov, etc. In the modern labor economy, a range of interpretations of decent work is presented, its aspects are considered.

The analysis of the scientific literature allows us to state the existence of close positions regarding both the concept of "decent work" and the interrelationships of its various sides. Exploring the concept of decent work, let us turn to the meaning of the term "decent work" in English, which is used in the primary sources of the ILO. This term literally translates into Uzbek as "suitable, decent work".

Conceptualization of decent work taking into account the realities of the modern economy (globalization, increasing complexity of economic processes and the emergence of new rules of the game in the system of labor relations, the growth of uncertainty and turbulence, the expansion of new approaches to labor management and productivity in organizations, etc.) involves the use of a systematic approach. Within the framework of this approach, decent work is considered from the standpoint of systemic principles, as a set of interrelated elements, the interaction of which generates a synergistic effect [4].

In the modern economy, employment and the labor market are undergoing significant changes, which, first of all, affect the employment of young people. The leading trends are: informatization, virtualization, globalization; individualization of labor relations, increased flexibility of employment, the emergence of new forms of coordination of interests of subjects of employment. We are witnessing the formation of an innovative type of employment, involving high adaptability, flexibility, new forms and types of employment, constant innovations in various aspects of social and labor relations, the possibility of obtaining effects by all their subjects.

As international experience shows, collective agreements are the most important element in ensuring decent work for young people, which ensures the implementation of principles in the field of remuneration and working conditions, education.

Thus, the analysis of foreign experience in the field of ensuring decent work standards for young people allows us to identify the following important areas:

1. Inclusion of measures to ensure decent work in more general framework programs, agreements in the field of youth policy in general.
2. The comprehensive nature of programs and measures in the field of youth employment.
3. Emphasis on the "knowledge", the intellectual component of the employment of young workers (the formation of competencies demanded by the labor market).
4. Special attention to the guarantees of youth employment in times of crisis.
5. Development of international cooperation in the field of promotion of youth employment and education programs.
6. Priority of the institutional component in the aspect of ensuring job security and decent work for young people.

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