

Improvement Of Vocational Orientation Systems And Preparation Of Unemployed Youth In Rural Areas

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ABSTRACT

This article explores the problems of improving vocational guidance systems and preparing unemployed youth in rural areas. Moreover, on the basis of improving vocational guidance systems and training, unemployed youth in rural areas, the socio-economic importance of the significance of providing rural youth with jobs, reducing unemployment, creating new jobs and increasing the competitiveness of unemployed youth in the labor market have been revealed.

Key words: rural youth, providing jobs, vocational guidance, preparing for the profession, retraining, unemployment, employment, labor resources, the labor market, competitiveness, entrepreneurship.

INTRODUCTION

High unemployment rates among young people are becoming a factor in socio-economic instability in many countries. According to the International Labor Organization, 20 percent of the world's youth have lost their jobs as a result of the pandemic that has been raging since December 2019. As a result of the coronavirus pandemic, one in five young people in the world has lost their job and the employment of those who work has decreased by 23 percent [1].

Since the end of February 2020, youth unemployment has witnessed a haphazard run-up. At the same time, girls experienced more unemployment in contrast to boys. Due to the pandemic, not only youth has become unemployed, but their educational process and vocational training have been disrupted making it especially arduous for those starting a new job or moving from one job to another. In this context, vocational guidance and training, retraining and advanced training of unemployed youth is one of the most important factors contributing to full

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and effective employment which is considered a type of social protection of the population of Uzbekistan where more than 30% corresponds to youth.

Unemployment leads to huge economic, financial, social and sometimes psychological costs. Economic expenditures are reflected in GDP due to the fact that not all economically active population is employed. According to Article 23 of the Law of the Republic of Uzbekistan “On Employment, vocational guidance, training and retraining of persons registered with the labor authorities and recognized as unemployed, including youth”:

- it is not possible for an unemployed person to choose a suitable job due to lack of necessary professional skills;
- it is necessary to change the profession (specialty, type of training) of the unemployed person due to the lack of a job that corresponds to his/her professional skills;
- if the unemployed person has lost the ability to work in the previous profession [2].

Young people registered as job seekers in the district (city) Employment Assistance Centers (EAC) have the right to free information on counseling, training and retraining as well as on the place of work, positions, work schedule. Therefore, the service “Registration as a job seeker” is available in the Interactive Services section of the official website of the Ministry of Employment and Labor Relations [3].

LITERATURE REVIEW

The active elaboration of the system of vocational guidance and vocational training of unemployed youth is considered as an important factor in increasing the competitiveness of unemployed youth. In this regard, in view of the concept of “competitiveness of unemployed youth” which has entered our lives steadily, we believe that it needs to be further clarified, since opinions on this issue are bound to vary exponentially. In particular, L.G. Shatokhin said that “In a broad sense, it is the level of usefulness (attractiveness) of the qualities of employees in the labor market for a potential buyer, i.e an employer who is employed, in the narrow sense, it is the acquisition of a profession (specialization) that gives an employee an advantage in the struggle for a vacancy”[4]. Authors of the work “Competition at the micro, meso and macro levels” (M. Gelvanovsky, V. Zhukovskaya, I. Trofimova) as well as the textbook “Labor Economics and Socio-Labor Relations” (GG Melikyan, RP Kolosova) while arguing with A.G. Shatokhin sees from their point of view that the first is the opportunity to win competitiveness in a broader sense than competition in the economic sphere - an opportunity to gain advantages for economic competition subjects [5] and the second is the ability to find competitiveness in the modern labor market [6]. In doing so, he connects competitiveness not with the distinctive qualities and characteristics of the workforce, but with its attractiveness.

I.V.Virina's views on the professional competitiveness of young professionals are much closer to the views of AG Shatokhin. He understood competitiveness to be “not only the sum of the characteristics of an unemployed’s ability to create an advantage over its competitors, but also his or her ability to meet the specific needs of the labor force buyer”[7].

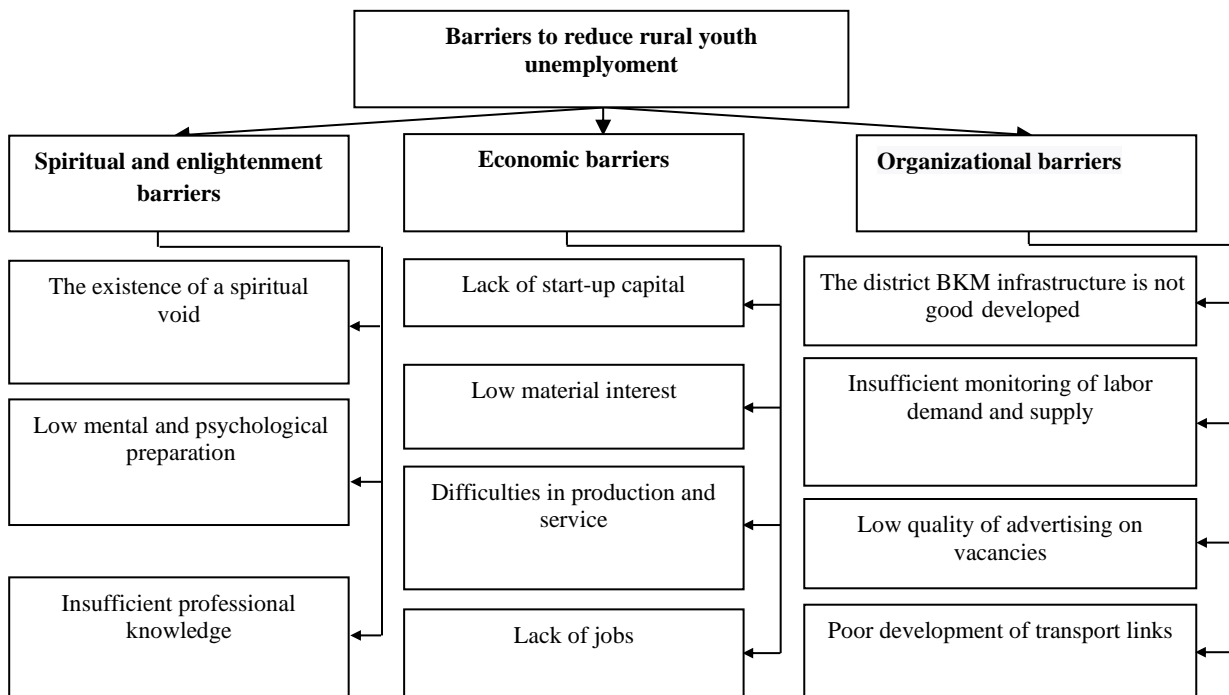
MATERIAL AND METHODS

The study used induction, deduction, systematic and comparative analysis, grouping, experimentation, adaptive methods, innovative and integrative approaches, analysis and approbation of international experience in reducing youth unemployment.

RESULTS

Today, the population of Uzbekistan is boosting to some extent in contrast to the CIS countries, such as Belarus, Russia and Kazakhstan where the population has decreased significantly. This, in turn, is characterized by a steady proliferation in the birth rate of Uzbekistan. According to Uzbek state statistics, the average annual population growth rate over the past five years has set to become 1.2%.

Table 1. Barriers to reduce rural youth unemployment



Such population growth requires the solution of burning problems in the country, such as the rapid creation of new jobs and the reduction of youth unemployment. Yet, there are serious spiritual-educational, economic and organizational barriers in this regard (Table 1). In fact, unemployment leads to huge economic, financial, social and sometimes psychological costs. Economic expenditures are reflected in GDP due to the fact that not all economically active population is employed. Financial expenditures include, firstly, expenditures on social assistance to the unemployed (pensions and other types of financial assistance, implementation of the employment program), and secondly, expenditures calculated through the amount of taxes not received by the state budget. In order to effectively organize the retraining of unemployed rural youth and to create appropriate conditions for them to acquire new professions and specialties that are in high demand in the labor market, a number of legal acts have been adopted.

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Furthermore, the structure of the system of vocational training and retraining of rural unemployed youth in the Republic of Uzbekistan includes:

- structural subdivisions of the Ministry of Employment and Labor Relations dealing with issues of vocational training and retraining of the unemployed, their professional development;
- technical schools, colleges and vocational schools;
- educational departments of enterprises, institutions, organizations;
- local training centers of regional labor departments which organize vocational training in all types and forms of vocational training and retraining of the unemployed;
- technical schools, colleges and vocational schools;
- educational departments of enterprises, institutions, organizations;
- educational institutions of higher and secondary special educational institutions (academic lyceums) of the system of advanced training and retraining;
- commercial and economic organizations, associations with permission to organize education;
- schools of Entrepreneurial Folk Masters, members of the Craftsmen's Association, which have the opportunity to train students in the profession[9].

The vocational training center launched in September 2016 in Samarkand within the project “Development of vocational training opportunities in Uzbekistan” in cooperation with the Ministry of Labor of the Republic of Uzbekistan and the South Korean International Cooperation Agency (KOICA) and rural youth are being retrained for the profession. The KOICA training center, which was also established in Shakhrisabz, was launched in September 2018 and retrains 240 unemployed urban and rural youth in 4 areas that are in high demand in the labor market. A similar training center in Urgench and Kokand has been agreed with the Korean International Cooperation Agency(KOICA) in 2019, and in Bukhara and Termez in 2020.

The main tasks of vocational training centers for unemployed people in rural areas are:

- free retraining and advanced training of unemployed youth and temporarily unemployed population for a period not exceeding 1 year;
- organization of short-term paid training of job seekers who are not registered as unemployed in the labor authorities on professions that are in high demand in the rural labor market[10].

According to the Ministry of Employment and Labor Relations, the number of unemployed in the country is increasing while the number of unemployed sent for vocational training is decreasing (Table 1).

Table 2. Unemployment and vocational training in the Republic of Uzbekistan change in the number of unemployed sent ²

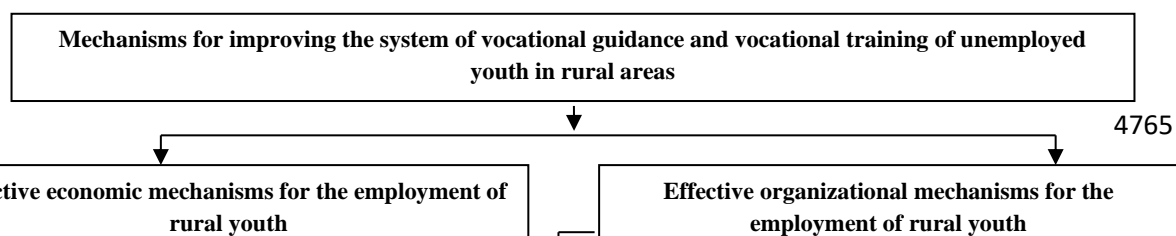
Regions	2010		2019		Change in 2019 compared to 2010, in %	
	Number of unemployed, thousand	sent for vocational training,	Number of unemployed, thousand	sent for vocational training,	Number of unemployed, thousand	sent for vocational training,

Source: The table was calculated by authors on the basis of data from the Ministry of Employment and Labor Relations of the Republic of Uzbekistan.

		man		man		man
Republic of Uzbekistan	658,2	26239	724,0	12047	110,0	45,9
Republic of Karakalpakstan	46,6	972	36,4	346	78,1	35,6
Andijan	68,2	2735	77,2	231	113,2	8,4
Bukhara	41,9	1707	47,0	146	112,2	8,6
Jizzakh	23,0	840	26,0	463	113,0	55,1
Kashkadarya	59,3	1385	66,0	564	111,3	40,7
Navoi	21,1	982	22,3	356	105,7	36,3
Namangan	50,7	802	56,4	156	111,2	19,5
Samarkand	78,4	1072	90,6	273	115,6	25,5
Surkhandarya	48,3	1966	56,7	711	117,4	36,2
Syrdarya	15,1	721	16,1	435	106,6	60,3
Tashkent province	49,7	2218	55,3	1341	111,3	60,5
Fergana	80,8	3126	88,3	5944	109,3	190,1
Khorezm	35,3	1273	41,6	245	117,8	19,2
Tashkent	39,8	6440	43,8	836	110,1	13,0

Table 2 illustrates that during 2010-2019, the number of unemployed in the country increased by 10%. Within this period, the number of unemployed in the Republic of Karakalpakstan decreased by 21.9% whilst this proportion boosted sharply in all other regions. Pursuant to the analysis, despite the surge in the number of unemployed, not much attention is paid to their vocational training.

Table 3. Mechanisms for improving the system of vocational guidance and vocational training of unemployed youth in rural areas.



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Table 3 illustrates the mechanisms for improving the system of vocational guidance and vocational training of unemployed youth in rural areas [11].

Based on the analysis of data from the employment and labor agencies of the country, the following shortcomings of the system of vocational training of rural unemployed youth in the country were identified:

- non-fulfillment of planned indicators of vocational training and retraining of rural unemployed youth;

- insufficient attention is paid to the organization of vocational training in local basic vocational colleges, etc.

In our opinion, special emphasis should be put to the following measures to address the above shortcomings:

- identification of the need for specialists in existing enterprises and farms in rural areas;
- ensuring employment of citizens preparing for the profession in enterprises and farms of rural areas;
- paying special attention to vocational training of rural unemployed youth in basic vocational colleges;
- organizing vocational training of young people in new professions in high demand in the labor market (florist, internet designer, advertising manager, web site specialist).

CONCLUSION AND RECOMMENDATIONS

In conclusion, it is advisable to take the following measures to elaborate the system of vocational guidance and vocational training of unemployed youth in rural areas:

- 1) assistance in general education and vocational training of rural unemployed youth;
- 2) increasing the number and quality of short-term vocational training courses for rural unemployed youth in occupations and specialties that are in high demand in the labor market.
- 3) implementation of structural changes in the education system.
- 4) creation of preferential conditions for the development of entrepreneurial activity, especially in connection with innovative developments.
- 5) changing the procedure for hiring young professionals.
- 6) establishment of small enterprises at higher education institutions. It is assumed that such organizations should consist mainly of high-level students and graduates of higher education institutions.
- 7) setting goals to increase youth competitiveness in the development of measures to support rural unemployed youth.

These measures are complementary and only if they are combined in a common institutional environment conditions can be created to surge the level of competitiveness of unemployed youth in the labor market in rural areas and abate their unemployment.

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