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## **SOCIAL MECHANISMS IN INCREASING EMPLOYMENT**

***Abstract:** The article explores the social mechanisms influence enhancement of women's employment. The social aspects of rural women's employment have been explored through accurate sociological research.*

***Keywords:** Social mechanisms, effective employment of women, sociological research, gender equality, respondents.*

**1. Introduction.** An effective social mechanism for enhancement women's employment is a set of elements that form the demand and supply of female labor force. This mechanism develops new factors of high-performance labor including social factors that have a certain effect on the supply and demand of the female workforce. Woman is a mother, a worker, an employee and a housewife, the women need a comprehensive support to combine this double burden. It is necessary to examine this process at the level of gender equality and facilitate not only employment in social production but also family problems and child rearing (see Rjanitsyna LS.2000). Women's employment differs men's employment in two major ways. First of all, women generally earn less than men. Second of all, in many societies women are paid less than men, but they are often employed in unpaid family work. The social perceptions of the gender characteristics of women's labor and specificity in the distributions of labors are also influenced by regional factors.

The country has developed radical reform plans to improve the role of women in society and implement the necessary measures to ensure their employment. The President of the Republic of Uzbekistan noted that "there are

many issues need to be solved in this area and it is necessary to strengthen the state social support for women and youth. It is sad that there are more than 13,000 women who are still living in difficult conditions and they have not been employed yet despite the practical measures taken this year”.

**2. Material and Methods.** The main barriers of women's employment are divided into socio-psychological, economic, financial, organizational, demographic types and it addresses a number of issues that cause as a result of family affairs, child rearing, poor professional skills, the development of social infrastructure and demographic specificity and their solutions directly relate to comprehensive reforming of the labor market, management, organizational and material incentives.

There are many social problems among working-age women, such as family, housework and child-rearing, poor rural infrastructure, lack of pre-school facilities, seasonal workplaces, poor housing, and low efficiency of public utilities in rural areas.

During the research, dialectic and systematic approach to the study of social systems and ratios determine women's employment status, unemployment, employment measures in the labor market, comprehensive assessment, accurate sociological research, comparative and comparative analysis, statistical and dynamic approaches and grouping methods.

The employment of women varies with its specific priority which is a complex socio-economic phenomenon that requires specific research. For researching general employment laws and principles are desirable to study, take into account and to rely on these principles. The research of effective employment of women also reveals the main objectives of this concept:

-Establishment of the volume, structure and proportion of demand and supply of women workforce is based on the real demands of the economy and the labor market;

-Regulating the supply and demand of women labor through labor relations, ensuring the development of balanced labor market and infrastructure, reducing the level of unemployment among women;

-Establishment of conditions for full realization of labor and entrepreneurial activity among able-bodied people, strengthening of public awareness about benefits and innovations created by the government.

It is worth to note that the investigations of women's employment provide not only with logical and functional disclosure but also the full disclosure of the regional features of the social mechanisms especially in rural areas. Reforms of the market economy of the Republic of Uzbekistan have affected the social status of women and created various difficulties, for ex, declining incomes, inadequate competition in the labor market, and insufficient level of qualification.

These differences particularly affected single-mothers, single-parent families and women with older family members. Women unemployment rates are higher than men. According to the Ministry of Labor and Employment, on average, the unemployment rate is 9.3% of the total economical active population in Uzbekistan. The women's unemployment rate is 13 % which means there are about 1 million unemployed women in Uzbekistan.

Despite the fact of all social and legal conditions for women's employment created in the country, the current situation in this area does not meet the requirements of modern economic development. In order to improve this situation, it is necessary to go beyond gender issues, most them cause general problems of formation and development of the labor market, market transformations and these issues are particularly affect to the women's employment rate.

Therefore, the laws of the Republic of Uzbekistan "On protection of women against pressure and violence" of September 2, 2019, "On guarantees of rights and opportunities for women and men" serve as the basis for the

development of government programs and strategies as an important normative document in the regulation of women's labor. The Law "On Guarantees of Rights and Opportunities for Women and Men" introduces gender-based social practices in all spheres of public life and activities, including politics, economics, law, ideology and culture, education and science. (See Collection of Laws of the Republic of Uzbekistan №36 2019. September 9, p. 23-24)The study of these mechanisms also highlights the following specific issues for women living in rural areas as well as in UN Convention on “Elimination of All Forms of Discrimination Against Women”.

**3. Results and Discussions.** Accurate sociological studies based on the sociological assessment of social mechanisms conducted a research to explore the problems of effective social employment of rural women in Kashkadarya region, Kitab, Shahrisabz, Samarkand, Pastrodrom, Urgut, Beruniy, Ellikkala, Karakalpakstan, Pakhtakor and Zarbdor districts of Jizzakh region. The objectives of these studies are: To find out the exact situations (age, education, marital status) of unemployed women in rural areas, the causes of unemployment, the main conditions of their employment, the main sources of income, the main factors of preventing employment and entrepreneurship, and measures to reduce women's unemployment and to gather recommendations on the use of the most appropriate and optimal social mechanisms. All of the selected respondents were women, with 19.5% of those aged 16-17, 28.2% of those aged 18-30, 25.5% of those aged 31-49, 16.2% of those 50-60 years and 9% - 8% of those were over 60 years old.

Those who participated in the questionnaire: What kind of labor do you do? are following: 37.4% of those answered to use unskilled labor, 32.5% of those answered to use manual labor and mechanized labor, 24.2% are mainly employed by mechanisms of skilled labor, 3.2% of those with fully mechanized labor, 2.4% of those acknowledged to work in different places.

**4. Conclusions.** Thus, based on the results of a specific sociological study, we need to implement the following measures to increase the employment of rural women:

- Expanding the network of rural services for the most active employed women;
- Development of textile enterprises (sewing of carpets, etc.);
- Processing the establishment of agricultural service enterprises;

Implementation of these measures will undoubtedly improve the employment of rural women and will allow their work arise to the qualitative new level.

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