



 **Research Article**

## CRAFTSMANSHIP - AN IMPORTANT FACTOR OF EMPLOYMENT IN THE PERIOD OF MARKET RELATIONS

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### ABSTRACT

This article examines the development of home-based work in the employment policy of the unemployed during the transition to market relations in connection with the issues of women's employment.

### KEYWORDS

Country, development, market economy, politics, society, population, women, employment, home-based work, economy.

### INTRODUCTION

Increasing women's economic activity and employment, in turn, envisages equal opportunities for women and men to participate in labor activities and to facilitate women's return to the labor market after childbirth breaks. The concentration of women in the informal sector is a particular problem. Policies in this

area should be aimed primarily at ensuring that people with family responsibilities work together and manage the household. It is also important to promote women's employment opportunities as part of an active employment policy.



## THE MAIN RESULTS AND FINDINGS

It is proposed to provide opportunities for people with family responsibilities to work together with household chores:

- Expanding the use of home-based labor through the implementation of programs to strengthen partnerships between businesses and women working at home. To this end, it is expedient to include in the development programs of home-based work an indicator of the involvement of women in this cooperation;
- It is expedient to deduct the costs from the tax base for the organization and provision of home-based jobs, to consider the possibility of benefits for employers.

The adoption of the Law of the Republic of Uzbekistan "On Family Business" and the creation of favorable conditions for the development of family business allowed to attract women with young children and other women who can not compete in the labor market. Encouraging women to take advantage of this opportunity is important in ensuring their employment. Explaining the procedures for registration, maintenance and use of employment records and pension records to women who have started working in home-based, family business and other forms of domestic work is extremely important in ensuring their rights to labor protection and pensions.

The Resolution of the President of the Republic of Uzbekistan "On measures to create favorable conditions for further development of home-based work" signed on May 24, 2017 pays special attention to increasing family income by further developing home-based work and expanding access to financial resources for modern equipment, raw materials and

supplies. While this decree directly contributed to the wider development of the home-based work movement, it also opened up a number of new opportunities for home-based workers. The provision of soft loans to family businesses engaged in national handicrafts, the restoration of some forgotten services, incentives and innovations aimed at the development of home-based work also serve to ensure the employment of women.

However, the analysis shows that women are provided with jobs on a home-based basis only in name. In other words, the work on attracting women to handicrafts on the basis of the system "Teacher-Apprentice" and employment on a home-based basis is not in demand. There is no answer to the question of how the employment of women on a home-based basis benefits them and whether they are paid on time. Insufficient orders are not given to home-based women by employers, resulting in underpayments or underpayments. It is obvious that only women are employed on a home-based basis. The employment of women in the local sewing and knitting enterprises is provided, which is good, of course. But finding markets for products made by women, mostly girls, does not meet today's demand at all. As a result, the products are left without buyers, which leads to a deterioration of the economic situation of the enterprise, which has a negative impact on wages. As a result, it is causing unemployment again.

Employment programs in a sense contribute to the growth of women's employment. This may be due in part to the development of home-based work (about 23% of the jobs created in 2011). However, the creation of new jobs does not guarantee that the problem of providing jobs for the unemployed will be solved. The programs involve monitoring and analyzing information on the process of ensuring the



sustainability of jobs created, favorable working conditions and rewards for employees. The employment program should also include training and retraining programs in the development and implementation of employment programs.

In 2018 alone, 245,000 unemployed women, identified by door-to-door visits by women's committees and employment centers, were placed in jobs created on the basis of employment programs.

The implementation of state policy in the field of labor and employment should take into account the specifics, ethics and capabilities of both sexes. The integration of the integrated gender approach into the strategic decision-making process is a necessary condition for the realization of the right of all citizens to decent work. Inadequate use of the existing labor potential of women means an obstacle to economic growth, the efficiency of the labor market and the decline of the country's economy as a whole.

In order to successfully introduce a comprehensive gender approach to employment policy, it is necessary to:

- Developing and approving a strategy to achieve gender equality for the medium and long term. This strategy not only reflects the stages, measures and goals, but also includes indicators related to employment and the labor market, the need to formulate general principles, goals and objectives of state gender policy, gender equality in economic policy, gender approach to social policy planning, information policy also addresses issues of gender equality in gender requirements, science, culture and education, etc.;
- Conducting regular training seminars with civil servants aimed at increasing gender awareness, assimilating the skills of strategic analysis

developed and adopted based on the method of gender analysis and gender mainstreaming;

- Regular monitoring of the implementation of programs in terms of compliance with the principles of gender approach and assessment of their effectiveness in promoting equal opportunities for women and men in the labor market and employment;
- In the process of strategic planning and forecasting, it is necessary to use systematic indicators of quality of life, which record the level of gender equality;
- Regular discussions and roundtables on gender issues with the participation of NGOs, business and the scientific community;
- Applying gender budgeting practices in public spending planning.

The development of a gender budget involves identifying and taking into account the interests of both gender groups in all programs, primarily in the context of regulating employment, education, health, retirement and social protection.

## CONCLUSION

Effective Employment Policy: Realization of Women's Employment Opportunities Achieving gender equality to realize labor potential requires an understanding of gender issues, their causes, consequences, and ways to address them by the government, society and individual citizens. Therefore, trainings on gender advocacy, coverage of relevant programs in the media, research on gender issues and publication of their results, increase through the organization of events to discuss gender issues, and other similar activities are aimed at raising public awareness of gender. they should help increase their awareness of their rights and opportunities. Thus, policies to increase women's



economic activity and employment, as well as effective and efficient measures to reduce gender disparities in the labor market, are based on greater use of the country's labor potential, economic growth and development, and so on.

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