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SECTION 30. Philosophy.

PROFESSIONAL TRAINING OF WOMEN IN UZBEKISTAN

Abstract: To question of professional training of women it is given particular attention in Uzbekistan from the state. The analysis has allowed revealing a connection between education and employment of women: in various establishments works more than 40 % of women with the higher and vocational education.

Key words: professional training, system of education, higher education, employment, deployment, women, modernization, democracy, labour.

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Introduction

In conditions of modernization of economy of public relations, the need in workers of various levels of qualification and of different skill levels is necessarily increase. This process influences the dynamics of reproduction of the qualified labour. In terms of economic growth the essential role in realization of strategy of modernization of economy, all-round increase of its efficiency belongs to secondary special secondary special and vocational education. One of the reasons for the increasing role of this educational level is that the impact of quality

Higher education acts as a finishing link in the system of public education. Education is one of the major and most important spheres of the wheels of life of society and one of the leading factors and institutions of human socialization. In Uzbekistan the education system is recognized as a priority trend in the field of social policy pursued by the state. Now, proceeding from and based on the international standards, educational reform in the Republic continues to be a transition to professional training in higher educational establishments in accordance with a two-level system: Bachelor and Master's degree programs. It allows training in short terms the qualified specialists of the top echelon, including those of women.

Development of higher education among young women in the territorial level is determined mainly by three groups of factors:

– deployment of industrial potential production capacity, according to which qualified specialists,

manpower on science and technology and social progress is steadily growing.

There are constant changes in training of qualified and skilled workers. Of particular importance is training for industry and agriculture. Additionally, there are recurrent and capital expenditures in order to create a material base for expansion or opening of training qualified specialists in new specialties under orders of companies and enterprises.

Materials and Methods

first and foremost, are prepared for industry, agriculture and other branches of industry;

– distribution of the female population by territories of the republic and taking into account demands for higher education on the basis of which preparation is carried out of workers engaged in art, trade, public catering, doctors, teachers and other professionals directly involved with service delivery to the population;

– the existing developed network of higher educational institutions, the state of their training facilities and material resources, as well as availability in staff and provision of teaching personnel of high qualification.

The republic has conducted and continues to conduct certain work on guaranteed employment; job security, and creation of new workplaces, especially for young women. It should be noted that in establishments of secondary specialized and vocational education the share of girls makes up 52.4



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%, 2nd among students of higher educational institutions - about 40 % [4].

According to the state program, for today of 940 thousand new workplaces, in small-scale business sphere there has been created 390 thousand workplaces, including those in the public services sector - more than 270 thousand workplaces, and for development cottage industry job - about 130 thousand workplaces [1].

Our analysis has allowed revealing close interrelation between education and utilization of employer's resources of women. During the years of independence, not but that the prestige of education among women has fallen, on the contrary, it increases from year to year. This is evidenced by the fact that every second woman in Uzbekistan has a higher, secondary special vocational or professional education, what is a quality indicator high enough even for European states. If a woman obtained good education, she is capable to participate actively in socio-economic and socio-political processes in the country.

Our survey has shown that a share of female students enrolled in educational institutions of various types is disproportionate. For example, in professional colleges, there is observed a slight predominance of a share of women, and among students of high schools, their share makes up 37.9 %. Considerable prevalence of quantity of women in secondary educational institutions is only observed in two groups of disciplines: in education where they account for 85.3 % of the total number of students, and in the sector of health care and public health services, where their share makes up 87.2 %. In the sphere of higher education, this prevalence is observed only in the group of specialties in the field of public health services, and the magnitude of this prevalence is insignificant (51.1 %) [2-3].

The analysis of labour movement by sector, by branches of economy of the Republic for the period between 2000 and 2010 has shown that the number of drop-out departures, including women, exceeded the number of hired in the periods before 1998 and from 2002. It created additional tension on the labour market, in the result; the manpower cross-flow between branches commenced, the latent employment increased, and a "grey" labour market emerged. A principal cause of women's leaving the enterprises and organizations is unsolicited dismissal.

In 2010, leaving on the reason of personnel downsizing or staff reduction made up 4.4 thousand individuals, what is by 27.7 % more than in 2000. The main part of the reduced women previously worked at the enterprises of housing and communal services, industry, building, agriculture, trade and public catering. The ensuing imbalance takes not only quantitative but also qualitative nature.

The aspiration of employers to raise a production efficiency and competitiveness of

production at the expense of decrease in expenses for wages prevents the development of production and employment. Therefore, in forming the price of work and providing its essential growth, strengthening of a regulatory role of the state is necessary. Besides, the processes occurring in the national economy now form new specific requirements to quality of the female workforce defining its competitiveness on the labour market, which are as follows:

From the position of women workers, the level of their competitiveness is an indicator of stability of their position at the enterprise. Workers with low competitiveness can be fired in the first place. High competitiveness provides an alternative: either to change the workplace to more prestigious within the enterprise, or go to another employee, a better paying job.

From the standpoint of the enterprise-employer, information on competitiveness level of workers-women is needed to assess the prospects for successful and sustainable enterprise activity, the extant and direction of investment in the workforce.

From the standpoint of the state - the function of social protection of women workers of low competitiveness. For that purpose it is necessary to carry out diagnostics, marketing and other studies, rigidly segmented female labour market in one or more variables in order to render more targeted support for women workers, to promote their occupational retraining, advancement and promotion and stimulating employment

The carried out research made it possible to develop a package of measures which, from the point of view of the system approach, can be viewed as a process of transition from the initial condition (level of female employment) to the final (effective management) in the presence of some restrictions (financial, standard-legal, time, environment, indirect effects) and mechanisms (people, knowledge and experience, technical equipment, cooperation of public service of employment and nongovernmental employment agencies with public municipality, employers) in the context of each subject of women's labour market

The developed set of recommendations for efficient management of female employment includes:

Recommendations for unemployed women to their successful employment:

- the Employment Service and the urban centres of social and business courses run social and psychological adaptation and obtain professional advice in finding the best employment options;
- to ensure professional training, retraining, improvement of professional skills, start their own business both through employment service, and independently;

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– to take part in paid public works and the temporary jobs organized jointly by the employment service with employers;

– to carry out an active, independent search for work through the existing non-state employment available in a city;

– to work actively among female college students, lycums and institutes of the qualified and and competitive specialists.

Recommendations to the State Employment Service on the growth of women's employment:

– to give priority to budget funds to active forms of employment to increase labour participation of women;

– to carry out regularly mass events (fairs of vacancies, job fairs, employer days, and employment services, etc.) attracting wide media to promote information exchange experiences of female youth participants in the urban labour market:

– to create conditions for improving women's access to active employment assistance programs by involving employers and local budgets, to introduce technology profiling women in need of employment to reduce the search time of their work:

– to provide timely decision-making employment quotas for employment of women in need of social protection;

– to carry out training in demand occupations and professions, in a city labour market on the specific request of employers, organized cooperation of employment services, employers and educational institutions for vocational training of women.

Conclusion

Recommendations to professional educational institutions of all levels both to participants of the educational market, are reduced, first, to carrying out of research works in the market sphere to assess the needs of potential applicants, employers, intentions

and a kind of work of graduates, macro spheres of a city and competitors: secondly, to development of marketing strategies of universities, taking into account the strategies of segmentation of entrants and educational institution positioning: thirdly, to formation of city offers of educational services taking into account the identified demand for specialties ~~of a potential applicants~~, employers, especially female students.

Tasks in view dictate the need for reform of vocational education, the integration of its various levels, concentration of forces and means to ensure quality vocational training of women cadres.

As is known, supply and demand in the labour market are determined by the influence of a system of socio-economic factors. A special place is taken by indicators providing reproductive function and stimulating work. Of manpower (cadres) policy problems, the personnel problem and the problem of training in modern conditions inextricably linked with the labour market shaping, development of which depends on the components of a single national market (investments, housing, etc.), determining the degree of freedom of labour movement, including its mobility between industries, spheres of employment and territories.

Labour supply or availability of labour (economic activity of the population) also depends on demographic factors (including migration), the price of labour, educational level, vocational training, orientation and work motivation of citizens. At the same time, it is very important that enterprises and organizations of various forms of ownership invested in education, predicted demand for skilled workers, made orders for their preparation.

All this will promote growth of demand and participation in the production of mobile professional skilled female workforce.

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