



Modern Innovative Approaches to Solve the Employment Problem of Women and Youth

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Annotation: In the article, it is acknowledged that the most significant economic and social challenge facing all nations is how to address the issues of youth, women, and girls, as well as employment in general. As an example of global experience, using contemporary information technology and artificial intelligence is an inventive way to handle this issue.

Keywords: women, employment, digitization, artificial intelligence, entrepreneurship, self-employment.

One of today's most pressing and difficult issues that needs to be resolved in every nation and around the globe is the issue of women, girls, and young people's employment. A matter of economic and societal relevance is finding a solution to this situation.

One of the top priorities for today is the development of small businesses and private entrepreneurship in our nation, which will help raise the average living standard, increase real income, and ensure that young people have jobs.

As a result, President of the Republic of Uzbekistan Sh. Mirziyoev is working hard to train women and young people, improve their financial literacy, secure their employment, and foster entrepreneurship.

Additionally, it is crucial to help the poor and unemployed develop modern professional and entrepreneurial competencies in order to engage them in work and entrepreneurial activities that will provide them with stable income. This will help our nation's poverty rate rise to that of the middle class. To achieve this, it is necessary to mentor the populace, particularly young people and women, to ensure self-employment, to entice them to freelance work, to be able to choose entrepreneurial forms, to identify the needs of the region and to formulate and implement an entrepreneurial idea in accordance with the needs, to teach them to formulate business plans, and to develop self-entrepreneurship activities. One of the urgent tasks facing the republic today is the creation of a single electronic database (online web portal), as it will take a long time to develop the professional and personal competencies required for management.

In the modern world, numerous efficient solutions to the issue of women's, young people's, and the population's lack of employment are being used, sought for, and studied in this respect. Utilizing the capabilities of suny intelligence is one such efficient strategy that is currently used widely as a cutting-edge technique around the globe. According to World Bank research, artificial intelligence (AI) can help with the issue of youth unemployment in three different ways. These are:

Firstly, creating a skills profile and connecting it to a relevant employment;



Secondly, to offer helpful advice on talent assessment;

Thirdly, giving timely updates on labor market developments

The three methods of employing AI to create jobs are presented below along with their global experiences.

Today, the practice of creating a qualification profile and matching it with training (a job) appropriate for the profile is commonly employed in European countries where a comprehensive system of qualifications and skills has been built and where competition on the labor market is highly fierce. These platforms use a multifaceted approach to data collection, accounting for the job seeker's aspirations and skills as well as their formal education through the use of AI. For instance, planning, resource management, and caring are typically necessary for household tasks or volunteer work, but these abilities and experiences are frequently absent from resumes. Especially young people with no formal experience, using this strategy might boost their confidence and help them better showcase their skills to possible jobs. Employers are also better able to match young prospects with positions and organizations as a result of having more knowledge about a job seeker's skills.

Youth, for instance, who frequently are unable to fully benefit from traditional job services due to a lack of formal certifications, linguistic hurdles, and information asymmetries, are among the most vulnerable population groups among migrants in Europe. The mobile app from Skillab is a profiling tool powered by AI that employs a "chatbot" method and speaks in many regional tongues. The chatbot's assessment engine asks potential employees a question about their skills, and based on their responses, it calculates their ability level. A person's "competence clusters" within the 13,000 skills listed by the European Skills, Qualifications and Occupations can be roughly identified using this program (ESCO)¹.

Additionally, AI assists in the analysis of youth data to pinpoint and offer personalized recommendations for skill improvement. In other words, AI is employed in order to make useful recommendations about the evaluation of young people's and women's existing skill sets.

Artificial intelligence is used by online learning systems like Coursera and Andela to assess user tests and test results and recommend skills. Revelo, a different online education and job platform in Brazil, uses data from several sources to suggest areas for improvement automatically.

Integrated psychometric testing is used to assist young people discover their hidden abilities and entrepreneurial potential. KnackApp² evaluates 2,500 "micro-behaviors" like active and passive decisions, emotions, or web searches using neural and behavioral games. Following that, the app links young people with pertinent training programs in a variety of industries, including trade, retail, construction, tourism, and data science.

Additionally, AI's expertise in providing quick updates on labor market trends is being effectively applied to guarantee employment. because predicting the abilities that will be required for jobs in the future is difficult. The time-consuming and frequently incomplete traditional methods of gauging labor demand include industry consultancies, surveys, and focus group interviews. It can sometimes take years for labor market systems to adjust to new information and trends, which causes nations to lag behind in progress.

¹ <https://www.s4ye.org/sites/default/files/2020>

02/Using%20Artificial%20Intelligence%20for%20Job%20Matching%20Platforms_S4YE%20Webinar_Feb20.pdf.

² https://knackapp-com.translate.google/?_x_tr_sl=en&_x_tr_tl=ru&_x_tr_hl=ru&_x_tr_pto=sc.



In order to forecast employment demand, AI-based software can swiftly scan unstructured job vacancy data from a variety of sources, including social networks and official websites. For instance, the Singapore government's job matching tool, MyCareersFuture, employs artificial intelligence to examine real-time online job market data from a variety of employment portals in order to forecast the demand for talents and jobs in the near future. The workforce development system can be made more effective overall by adjusting curricula to employers' demands, influencing government policies and investments, and providing future educational institutions with timely information on labor market developments. In Korea, a portal for labor market information has been developed (<https://www.jobs.go.kr/ko/index.do>). This platform connects to the nation's Civil Service system and is built on the most cutting-edge information technology available. By integrating SI in this way, employment assistance platforms will be more effective and accurate and jobseekers will benefit from receiving information that is specific to their requirements as well as training and support at work.

In our republic, safeguarding the employment of women and young people as well as encouraging their entrepreneurial endeavors are given top priority. The President of the Republic of Uzbekistan's decree PQ-5020, dated March 5, 2021, "On measures to support women and girls and further increase their active engagement in society," was adopted in particular. Increase the efficacy of "Women-Girls Entrepreneurship Centers" activities, enhance the educational standards of the centers in the development of women's entrepreneurial skills, and broaden their reach are all goals of the plan of measures outlined in this decision. Other goals include the organization of monthly programs to increase the financial and economic literacy of women in the neighborhoods, as well as tasks like developing an e-commerce platform to support women's entrepreneurship.³

The ability of women and girls in our republic to use digital technology is crucial for carrying out these obligations. Because a digital economy is developing in Uzbekistan and because by 2022, 65% of the global gross domestic product will be digital⁴. The COVID-19 pandemic sped up the digital transformation process in Uzbekistan and throughout the rest of the world. Economic, political, and social spheres of society have all been digitized. Entrepreneurs are also effectively utilizing the advantages of digital technology in their endeavors. The life of every person and business owner are being greatly improved by digital technologies. However, the UN claims that there are not enough women and girls adopting digital technology globally. Women's economic activities and expanding opportunities are negatively impacted when they are excluded from digitization procedures. This situation, in turn, demonstrates the gender gap in digitization and the detrimental effects it has on women's economic and social activity, as well as their security.⁵ This calls for further research into how IT, digitization, and other factors affect women's and young people's employment opportunities across the different regions of our republic. Based on these requirements, the novel project "Creation of a single electronic database (online web portal) aimed at increasing the entrepreneurial literacy of young people and women and ensuring self-employment" was researched, taking into account the national pedagogical and psychological characteristics of young people. A software product containing an electronic database is being

³ Ўзбекистон Республикаси Президентининг "Хотин қизларни қўллаб-қувватлаш, уларнинг жамият ҳаётидаги фаол иштирокини янада такомиллаштириш чора-тадбирлари тўғрисида"ги ПҚ-5020-сон қарори. 05.03.2021 й. <https://lex.uz/docs/5320582>.

⁴ Гендерное равенство в цифровизации. Программа развития ООН, 2021.

<https://www.undp.org/sites/g/files/zskgke326/files/migration/eurasia/UNDP-RBEC-Gender-Equality-Digitalization-Rus.pdf>.

⁵ Гендерное равенство в цифровизации. Программа развития ООН, 2021.

<https://www.undp.org/sites/g/files/zskgke326/files/migration/eurasia/UNDP-RBEC-Gender-Equality-Digitalization-Rus.pdf>.



created to improve the entrepreneurial literacy of young people and women. It is a hands-on, methodical training program with the goals of motivating young people and women to pursue careers in business and entrepreneurship, developing business plans and a business plan bank, systematizing business ideas, operating under a variety of conditions, and enhancing soft, hard, and self-management skills. Future Freelancer and Youth Entrepreneurship" are two electronic methodological manuals that are currently being created. Additionally, it is intended to offer courses on enhancing young people's and women's entrepreneurial knowledge, skills, and talents within the project's framework. We believe that encouraging entrepreneurship and self-employment among young people and women will benefit from such innovative ventures.

In conclusion, the availability of bathrooms for young people and girls is the subject of a thorough scientific analysis and a current issue that calls for practical solutions. This will be greatly aided by digitization and artificial intelligence. However, in order to take advantage of these opportunities, it is urgently necessary to increase young people's and women's digital literacy, foster their entrepreneurial skills, and take our nation's structures and the cooperation of scientists to a new level based on cutting-edge practical projects.

It should be noted that this problem is a very complicated, multifaceted process, so it's important to investigate the variables affecting it using a systematic methodology. Our nation's employment structures and the scientific community's collaboration on practical, innovative, and scientifically grounded projects, in our opinion, serve as a powerful tool for encouraging young people's and women's entrepreneurship, employment, and adoption of cutting-edge global innovations.

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