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Importance of Uzbekistan NGOs on solution of unemployment problem.

Uzbekistan is on the way of transition to the market economy, and much has already done to make the economic and social reforms to work towards creation of a welfare society. It is necessary to note the fact, that the construction of market economy with strong social protection is a priority of all reforms. Therefore, one of the Uzbekistan transition period principles is that the state is the main reformer. It is hard to overestimate state's domination role as the strong authority should be characterized first of all by execution the state laws on places. At the same time it is necessary to determine key tools to be used in state reforms, both in economic and social fields. The government has powerful tools of influence on economy, they are Central Bank, and Ministries with their various departments and officers on places…. Certainly great reforms can not do without accompanying problems arising in a society, even for the reason that one should think in a new way, necessary to solve the problems earlier not encountered. One of the problems arising on transition to the market economy is a problem of population employment followed with all other relevant problems. The international experience can serve as a good example in solution of the arising tasks provided that we shall take into account local peculiarities. The technology, key moments are acceptable, but not a pattern. "Indicators", which would react to occurring changes in a society, are necessary for this purpose. The society

consists of the different people with different sights and different aspirations and that makes it is so wonderful!

Employment problem in the transitive period is a public problem, in solution of which all society, together with the representatives of its various population layers, shall participate. In the given aspect the importance of NGO is very powerful, as every NGO represents the certain group of a society. The third sector plays a considerable role in the solution an employment problem: it is a source of jobs, also it carries out professional training, personnel retraining, creates and provides employment to the citizens (recruitment NGOs), attracts volunteers. All of this is directed towards resolution of an unemployment problem.

NGO is such an area of human activity, which is built on the organized people's initiatives. The unsatisfied economic and social needs of the people have caused an increase in number of NGOs worldwide, variety of the forms and directions of their activities. The governments of the various world countries, changing their own role in economy and society, using the new approaches and public structures for the resolution of essential economic, social, ecological and other problems, first of all, rely on non-state, non-governmental, noncommercial organizations. This is quite natural since they have already proved that necessity convincingly enough. In the states with market and transitive economies NGOs render services and produce public values, which are not profitable or do not bring sufficient profit to commercial structures on one hand and can not be managed by bulky machine of the state bureaucracy on the other hand. Besides that the NGO services do not require such serious expenses from the state budget since they attract monies from private commercial structures and international charitable organizations while state structures perform the same social programs using state budget monies. All of this witnesses the significant contribution of NGOs to national economy.

In transition economy a number of newly created jobs increase much slower than dismissal from overcrowded fields. The situation in the employment market of work varies slowly the number of the unemployed grows. In this situation the great support for the state is the activity of non-state, non-governmental organizations, which are actively engaged in staff preparation and retraining, help to employ youth, women, disables, needy, conducting computer literacy training, assisting the beginning businessmen to open their own business, thus stimulating creation of jobs. The inspection has shown that NGOs in Uzbekistan play a considerable and growing role in maintenance of employment. On one hand starting to function NGOs create jobs for their own employees, on the other hand, within their own activities they find employment the other people, thus increasing employment of the population. As the recently conducted polls have shown, the overwhelming majority of NGO perceive the problem of employment and personnel training very seriously and this allows us to consider them as the partners to the state on maintenance of employment. Just small number of the respondents have given the negative answer to the question of creating jobs but also they actually also are engaged in employment of the population, creating jobs both inside themselves and by development of their branches or representations in regions. The greatest amount of jobs was created by female movement, professional associations, children's and youth organizations.

Female NGOs actively function in all areas of republic, are an example and sample of the most serious and active partnership with state structures. They decide the most various problems: motherhood and childhood support; creation of conditions promoting formation of healthy generation; protection of women interests and their economic status, female business etc.

Female NGOs take part in realization the state programs on employment of the population, in development and discussion of the laws, educational and research programs and training methods.

Unlike state organizations, NGO has the large maneuverability and flexibility in its activities and can learn changes in needs of a society. NGO studies a situation with employment of certain area revealing unprofitable or low profitable enterprises, can at any moment reduce jobs, scale of real both potential dismissal of the workers and employment opportunities. Besides that NGO finds out what the dismissed workers need, including in terms of education continuation or training for a new profession. As a result the educational centers are formed, the required resources for the solution of the established tasks are defined and the personnel retraining programs are developed.

Personnel retraining efficiency are expressed in the program cost and a number of the employed after retraining. As a rule, a part of the retrained personnel find a job at once. A vivid example is the work of the business women association, which has created during its existence 60 thousand jobs and more than 6 thousand women from all areas of the country have passed the training for a new profession. This makes such NGOs the reliable business partner of the Ministry of Labor and Social Security and other state structures in resolution of unemployment problem in Uzbekistan. The below table is prepared according to the made results of questioning 165 NGOs. The results are impressing taking into account that the state does not finance creation and activity of non-governmental, non-commercial organizations.

The aggregate table on results of NGO activities in employment program during 1997-2000*

Year	Created jobs in NGOs	Created additional jobs	Number of retrained people	Employed after retraining	Percentage of employed after retraining
1997	4353	8635	2467	200	8,1
1998	5632	10463	4618	544	11,8
1999	13015	24203	7874	1984	25,2
2000	18186	32609	22468	2778	12,4
TOTAL	41186	75910	37427	5506	14,7

* By results of questioning 165 NGOs

The influence of NGO activities on employment increase is obvious and requires more detailed consideration by state authorities. It is necessary to consider NGO as the tool by the help of which unemployment problem can be partially solved. The world experience says that NGO made powerful contribution to resolution of social problems on all over the world. For example, in USA NGO have undertaken government functions on social security and protection of the citizens, in France NGO has helped needy population overstep a threshold of poverty, in Sweden promoted pluralism development. Probably, it is necessary the potential incorporated in the essence of NGO and solve unemployment problem in our region having united all interested parties efforts.