



## LABOUR AND EMPLOYMENT STRATEGY

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### ABSTRACT

Employment is a locomotive of a national economy. Through the years the question how to employ extensive labour force was the greatest issue of the state and particularly of each government of Kyrgyzstan. The answer is a trivial but not so easy to accomplish. Hundred thousands of labour migrants are abroad and they are not always safe and protected due to their status has been "left hanging up in the air" while they could be employed legally. Because of the economic situation in countries of employment, the migrants have been experiencing hard times by resisting to big storms and waves evoked by the early decade financial and economic crises. The situation is not getting better for labour migrants through the years, the other way round the migrants became as a tool of political pressure. Both governments of residency and government of employment are negotiating political decisions rather to resolve its detailed problems. The article analyzes internal situation in country and tries to suggest solutions on how to promote employment.

### INTRODUCTION

There is no doubt that it has been done a lot of works over the past years and it should be appraised accordingly and also it should be used as a good starting point for the real breakthrough in this area. Kyrgyzstan has a big potential on labour force and through providing its employment and balanced policy may gain the economic prosperity. Among the immediate and important priorities there are the following forthcoming activities (i) adapt labour force to changes, (ii) enhance of ability and adaptability of the national economy to create job places and alongside with these activities (iii) to strengthen the administrative capacity of the authorized ministry, particularly its labour policy.

**Strategic priorities on labour and employment should meet the following goals:**

- To improve the quality of service to targeted group of citizens by building a skilled, competent, well managed and highly motivated labour force where all individuals are treated with respect and dignity.

- To improve the administration of the labour and employment policy in the country including
- involvement of the regional administrations and creating new opportunities for labour force to find a job.
- To introduce communication network in regions, communities to achieve greater efficiency and effectiveness.
- To increase social security of the vulnerable part of the populations who are in the process of job seeking, unemployed and also find an effective solutions and legal base for a minimum social security for their families.
- To improve the methodology and legislation base of the planned activities and implementations.

**Improving the state policy and responsibilities**

**Workforce**

Within the national strategy of development which includes relevant sector strategies there should be done a focus on particular target groups (unemployed persons, youth, women, disabled people, war veterans). First of all, during the short time, the attention should be given to monitor the impact of the

ongoing employment and labour force management strategies. After reaching first conclusion which will be based on the actuarial and statistic methods by using vast regional and national statistical data, the necessary quick changes (relatively quick, and volume of the changes is going to depend on the relevant findings) might be done into those strategies. It may take efforts on increasing and re-orienting disbursement of scarce resources and possible investments in the national budget. This period will be open for international technical support if necessary and it helps to define several steps which lead to the following tangible results.

- Implementation of strategies and policies in order to help job creation in the country.
- Increasing of employment among youngsters. Country has sufficient level of labor force and it obviously lead to the obligatory responsibility of the country to create job places and integrate people into the formal employment sector.
- Enacting a strategy on how to grow a middle class entrepreneurs.
- Engagement of “city-forming” big companies for employment of big number of labor force from rural places and residential suburbs. The idea will work in collaboration with other ministries which are responsible for activities of big plants, fabrics, companies.
- Creation of job places through the community initiatives and even to provide short term small loans to create business.

#### **Social security and pensions**

- Great deal of attention should be paid to the national social security strategy of unemployed persons, children as well as old age security of the self-employers and entrepreneurs and their families. The concrete policy in this area will result in:
- Start working with the entrepreneurs old age (not only with civil servants) and health insurance for women and children and that would be the main encourage for people to get employed in private sector. Regarding pension security that is not necessarily prefunding system to be involved but redistributive defined benefits where the social contributions allow entrepreneurs to be eligible to the minimum pension in the economy.
- Address child labor issues in the country and minimum unemployment security of their parents. The policy may reflect various forms and opportunities like re-training, vocational training, re-integration into labour activities and eventually minimum family allowances if both parents are not employed.

#### **Skills development and licenses**

One of the main indicator should be the number of people consulted and trained on how to earn money and how to reach self-sufficiency. Most of the citizens are usually not aware of the full range of services already available in the country, thus making coordination and networking mechanisms are necessary.

- Country’s employment policies should be reconsidered by paying attention to local communities and private

initiatives on creating various level firms and job places. Best international level experiences and training programs on the matter should be brought in.

- To establish reintegration trainings courses for labor forces in order to be them fit the new job places and integrate them to industrial macro regional economic and transportation initiatives.
- To assist entrepreneurs with technical advices and encourage their business all around the country.

#### **Internal management**

Responsible authority bodies (agencies) need to establish new, more advanced business processes for managing labour and employment daily activities, by working out the following necessary measures:

- Improve internal management and focusing that in the tangible calculable results, by binding it to the transparent indicators like number of job places created, number of trainings conducted, number of unemployed persons secured etc.
- Provide a transparency by implementing employment data server where the officials can obtain all necessary information on the national employment activities and use it for relevant decision making and policy.
- Bind all relevant departments (directorates) under the new management of information system for monitoring and achieving necessary timely milestones and results.
- Promote and set up periodical presentations of labour and employment policy activities progress for Presidential Administration, various Boards and Commissions and other authorities in order to reach transparent and coordinated decisions.

#### **Working with other agencies to increase job opportunities**

Designated authorities should work closely with the donors like ILO, EU and World Bank and other international agencies on technical support of the new initiatives through the individual consultancy for (i) the labour and employment policy improvement, (ii) capacity building of the responsible agency’s staff, (iii) methodology of training and retraining programs for the employment, (iv) reintegration policy design and its implementation (for unemployed persons, jobseekers and other citizens who lost their jobs). National level coordination with regional administrations and with line ministries is one of the important activities and, in this term, it should be created the national board or committee with representatives of concerned ministries for coordination of the policy and activities.

#### **Implementing laws, regulations, strategies and policies**

Improvement of legislation is an ongoing and necessary activity. First of all it should be studied the successful regional experiences in labour promotion and employment and picked up the necessary core items of those successful policies and adapted in the country. Main direction of the policy and strategy has to be adjusted in a way to strengthen the employment and social security content of development strategies, financial and economic policies and the aspects of human capital investments.

#### **Conclusion**

Finally, the activity of the concerning authorities should be measurable and policy options depend on the certain indicators

which should be transparent and obvious every day, every week, every month and for the whole period of activities. The followings are the subject related indicators and milestones for further evaluation of the labour and employment policy:

- New job places created;
- Number of focus groups are trained and employed;
- Number of employees are trained and re-trained;
- Number of citizens are reintegrated into the labour activities;
- Communication with authorities and with regional governments and its quality are increased;
- Number of industrial employment plans are improved and promoted and the plans have positive effect;
- Number of new scheme of the national social security system covering larger social risks are proposed and kicked off;
- Increased transparency and accountability of relevant projects and national programs.

- Better internal access and reporting capabilities and streamline operations in and between relevant agencies are implemented and applied.

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