

PECULIARITIES OF EMPLOYMENT OF THE POPULATION OF THE COUNTRY

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Annotation

The forecast of employment of the country's population, reduction of unemployment, employment policy, the peculiarities of employment, its main directions are scientifically and theoretically developed.

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The most important criterion of a socially oriented economy is the attitude towards employment. Employment is seen as an integral part of comprehensive social policy. The social nature of employment problems is determined by the fact that it is primarily focused on the person, his interests and needs in the field of labor.

There are at least four social aspects to employment that need to be considered:

- a) Employment is inextricably linked with the most important human right enshrined in the Constitution, the right to work;
- b) Employment plays a crucial role in shaping living standards and decent living conditions. It is employment, increasing labor activity is currently the most important guarantee of improving the living standards of able-bodied citizens and their families;
- c) The formation of a new cause of highly productive labor, which is the basis of the well-being of everyone and society as a whole;
- d) It is labor activity that changes a person, reveals and increases his professional potential, stimulates the development of the individual.

Together with other aspects of social policy, it should be considered as one of the main directions of employment development, the redistribution of financial, material and labor resources in the national economy, the priorities of scientific and technological development, as well as the deployment of productive forces will determine ways to improve the quality of life. This is one of the most important problems, and the solution to the problem of employment, and therefore the success of the reform of the whole economy, depends to some extent on the recognition and solution of this problem.

The main features of employment in a socially oriented market economy:

- Balancing the combination of full and productive employment;

- Voluntary work and the harmonization of human rights and responsibilities in the field of labor, the elimination of social dependence of employees, the equal responsibility of the citizen and the state for the opportunity to find a decent job;
- local movement of labor between industries, sectors, occupations and regions to increase labor efficiency;
- the reason for new work, entrepreneurship and strong interest of employees in high productivity;
- mitigating the negative effects of a market economy with a clear goal in the interests of workers.

These features define new qualitative characteristics of employment, the formation of which should correspond to the quality of employment. We consider employment policy as a set of measures that directly and indirectly affect the socio-economic development of society in order to achieve the set goals. At the same time, the goals of employment policy should reflect the normative state of employment, which can be achieved by solving today's problems.

Employment policy has several levels: national (macro level), regional and local levels. All levels of employment policy will be integrated with a single employment concept, which will reflect the accepted type of economic development.

The employment policy at the macro level is aimed at shaping the main features of employment in a social market economy: full employment, which is a necessary condition for the realization of the right of citizens to work and a high standard of living. It is known that the management of a market economy is aimed at increasing the efficiency of the economy, squeezing out economically unsustainable jobs in the economy, redistributing the labor force to increase production efficiency and meet consumer demand. focused. In this context, promoting full employment remains a strategic goal.

The immediate tactical goal is to balance supply and demand for jobs. This can only be achieved through a comprehensive approach to the conditions for achieving a balanced supply and demand for labor. Often the solution to this problem is to develop a system of jobs that is a prerequisite for preventing mass unemployment.

Eliminate the decline in demand for jobs, overwork of some of its groups, increase labor productivity to improve the program of social assistance to women with children, young people who combine work with education, retirees should be considered a necessary condition for full employment in the context of acceleration. It is a matter of social and economic redistribution of labor resources between the spheres of labor, education and voluntary employment.

The democratization of the employment sphere, the release of the working man means the abandonment of the strictly regulated conditions of employment, the equalization of professional opportunities with the personal interests of different groups of the able-bodied population. Entrepreneurial or executive activity, approval of the civil service or one's own business during the whole working period or in some stages of it, the diversity of labor regimes - all this is necessary to meet the diverse professional interests of citizens. Therefore, the more active the transition to diversified employment conditions, the faster the emergence of new labor causes of high-productivity labor and the greater the possibility of full employment.

There is no country in the world with a developed market economy in which the balance of supply and demand for labor is not widely used without flexibility in the field of labor - part-time work, separate jobs, etc. let it grow. In Sweden, for example, the problem of the right to work is being successfully addressed, with about 45% of working women working part-time.

The main thing in the problem of employment flexibility is the voluntariness of choice and the organization of labor in such a way that it is possible to work in less time and earn a decent wage. While market instruments are not yet fully operational, it will be necessary to strengthen the

government's support for the development of alternative labor regimes.

A well-thought-out income policy and its level will need to be regulated by the tax system in order for the labor force to be able to move effectively between enterprises and the various forms of ownership and management. Removal of restrictions on wage growth from business entities should be accompanied by well-thought-out measures to provide financial incentives to employees of organizations funded from the budget. To some extent, this is due to the stimulation of mental labor (science, education, medicine, culture).

One of the most pressing problems in reforming the entire economy and creating a qualitatively new state of employment is the cause of labor. The reason for work depends on the general set of working conditions and human life, in particular, the ability of a person to work more efficiently than he or she is currently working. Therefore, in addition to reforming forms of ownership and management, remuneration of labor and the whole distribution policy, the incentive for the employee to work well, the ability to work faster and more efficiently is stable only if the professional skills are sufficiently high and the working capacity is developed it can. The health of the person and the conditions for the restoration of his ability to work are also important. In a market economy, the demands on the quality of the workforce in terms of the health of production are increasing.

In addition, in the context of deep reconstruction of socio-economic and economic relations, the social mood of citizens is given priority due to labor. There is a lot of talk about social protection (protection), but it is often narrowed down to the state, the unemployed, especially the most vulnerable. It is understood as an aid.

However, preventing mass unemployment and taking care of its prevention system is one of the most important aspects of society. Among these measures, the most important is for the state to provide comprehensive assistance to each member of society in choosing a truly local place in the field of employment, to increase the socio-professional mobility of the workforce, to create its high competitiveness. All this requires the development of social and economic processes that lead to the democratization of employment. First of all, it is necessary to: increase the freedom of movement in the region, people's confidence in the possibility of changing professions, the prestige of intellectual labor and labor in the field of services; the development of alternative work regimes, etc. is required.

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