

PROVIDING THE EMPLOYMENT OF THE POPULATION IN THE CONDITIONS OF UZBEKISTAN AND INCREASE THE EFFICIENCY OF THEIR LABOR ACTIVITY

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Abstract

The article analyzes the concept of population employment as an economic category. Models of employment and labor market regulation in industrialized countries have been studied. The possibilities of using the experiences of these countries to reduce unemployment in our country and increase the employment of the population with socially necessary work are highlighted.

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Introduction.

Today, the problem of ensuring the employment of the population is one of the most important macroeconomic features of the socio-economic development of the society and is of particular importance in the economy. Also, in the Development Strategy of the Republic of Uzbekistan for 2022-2026, adopted at the initiative of the President of our country Sh.M. Mirziyoyev, "in order to increase the employment of the population, to increase the real money income and purchasing power of the population, the number of low-income families and the difference in income further reducing the level, creating new jobs, ensuring the balance of the labor market and infrastructure development, reducing the level of unemployment" is defined as the main task. The urgency of researching the problems of ensuring employment of the population in the process of structural changes in the economy, first of all, requires the research of evolutionary views and conceptual approaches of this concept. The content of socio-economic relations of this concept is expressed through various forms.

Researchers distinguish several models of employment promotion policies in industrialized countries based on the interrelationship between economic growth, employment and labor productivity. In particular, researchers have identified five types of employment and labor market regulation: the American model (USA), the Scandinavian model (Sweden, Finland, Denmark, Norway), the Anglo-Saxon model (Great Britain, Canada, Ireland), the continental or German model (Germany, Austria, Belgium, the Netherlands, Switzerland, partly France) and Japanese models. But some researchers group countries differently, for example, instead of dividing the American model into parts, they add it to the Anglo-Saxon model.

Some researchers study countries by dividing them into three models (American, Scandinavian,

European). Below we will get acquainted with these models.

1. The basis of the American model is the subsidization of social-labor relations, the employee's personal achievement and self-expression.

This model is based on the decentralization of the labor market and the legitimacy of employment and social security;

- high level of control over the hired worker by the employer;
- high level of geographical and professional mobility of workers;
- is characterized by a relatively high level of unemployment.

The professional career is primarily related to the change of the workplace, accordingly, this model differs from the rest with a high level of mobility. The amount of salary is determined based on the specialization and complexity of the work, moving up the ranks usually does not depend on the expansion of the professional-qualification profile.

Great attention is paid to the issues of professional direction. Special career guidance centers and private agencies have been established at universities and colleges. More than 1,200 state-sponsored career guidance and career selection centers operate under the US Department of Labor, and more than 1 million young people pass through them every year. As a result, the costs of specialist training are reduced by 30-40%, one dollar spent on professional selection tests provides economic efficiency of one thousand dollars.

It is known that the USA is traditionally a country with an extremely high level of unemployment. Its level is positively affected by frictional unemployment. This can be explained by the fact that in a wide and dynamic labor market, workers actively change not only their workplace, but also their specialization. For example, 10% of workers in the country change their specialty every year. In addition, this country has not given the first place in the world in terms of annual new job creation for many years. These factors allow the population to perceive unemployment not as a dangerous phenomenon, but as a common condition.

Since unskilled or low-skilled workers are often unemployed in the U.S., the jobs created for them are of correspondingly lower quality. The main directions in the modern employment policy of the USA are: increasing the quality of jobs in terms of increasing the salary level, ensuring professional growth in the future, maintaining jobs and increasing them. The policy of the United States is primarily aimed at stimulating employment growth and increasing jobs, training and retraining workers, and supporting the wage labor force.

Sufficient experience has been accumulated in European countries and the USA on the organization and operation of regional development agencies that help to solve the problem of population employment to a certain extent. One such form of widespread regional development agency is the state investment corporation. The basis of its activity is the concentration of state investments aimed at the development of the city, and the city, in turn, has a positive effect on the remaining peripheries economically and socially.

2. The Scandinavian or Swedish model is based on the following three principles:

- achieving full employment of the working population;
- providing social guarantees to the population;
- providing equal opportunities to achieve well-being.

It is known that the economic policy in Sweden is aimed at limiting the excessive increase in company profits, and the country has a developed system of professional training and retraining for both the

unemployed and the employed. In this way, the regional and professional mobility of the labor force is encouraged.

It should be noted that Sweden's experience in this field is unique. In Sweden, restrictive (fiscal) policy is being formed in the labor market, that is, based on the elements of job creation and selective economic growth. It has been recognized that the traditional strategy of creating full employment inevitably leads to high inflation and wage distortions.

The Swedish model is characterized by an active policy of the state in the field of employment, which has reduced the level of unemployment to a minimum. The peculiarity of this model is not to fight with the consequences of unemployment, but to warn the unemployed. The country's government pays a lot of attention to social policy, including 70% of the funds, developing measures aimed at creating new jobs, mainly in the public sector of the economy; coordinating population migration and labor force by providing subsidies and loans to families moving from labor-intensive areas to vacant areas; to ensure quick access of the population to information about available vacancies; spends on activities such as vocational training and retraining of persons who are unemployed or at risk of losing their jobs.

Achieving full employment is achieved by doing the following:

- Restrictive fiscal policy. This policy aims to support low-profit enterprises and freeze the profits of high-profit firms in order to reduce inter-firm inflationary competition in raising wages;
- "Solidarity policy" about work. This policy aims to pay equal pay for equal work, regardless of the financial capacity of a particular firm. This causes less profitable (profitable) enterprises to reduce the number of employees and stop or change their activities, and high-profit firms - to limit themselves to wages that are less than their ability;
- An active policy to support workers with weak competitiveness in the labor market. Entrepreneurs receive many subsidies for this;
- Supporting employment in sectors of the economy with low performance, but providing solutions to social issues.

About 3% of GDP and 7% of the budget are spent on activities related to the implementation of employment policies. The achievements in providing full employment in Sweden are due to them.

The following can be cited as employment policy issues in the Swedish labor market:

- promotion of work and competence strategy;
- ensuring efficiency and flexibility in the labor market;
- not to allow cases of discrimination in people's work due to the need for special specialties;
- Activities to achieve equal rights between women and men in the labor market.

And these are implemented through the implementation of the employment program, vocational rehabilitation, training, i.e. active policy program on employment in the labor market and control of employment insurance.

Among them, the following four programs can be distinguished:

- stimulating the increase in the demand for labor force and employment of the population;
- influencing labor supply;
- support for disabled people;
- Providing financial assistance in case of unemployment.

The purpose of the program to support the increase in labor force demand and population employment is to support the demand for labor force in unfavorable situations. They offer the unemployed temporary employment and small production work experience. This makes it easier for them to look for a job in the open labor market or to choose a vocational education. Such programs include individual subsidy program, self-employment subsidy program, district programs for youth under 20 years of age, computer workshops and centers, temporary employment programs for adults, resource work programs. Support programs for people with limited opportunities are widespread in Sweden. These programs involve activities for disabled people and employers creating workplace conditions for people with disabilities.

In Great Britain, the institutional system for regulating economic and social relations has an extensive network of semi-governmental organizations. Employment and unemployment issues are considered by the labor commission, which acts as an advisor to the government. Today, employment regulation at the state level is carried out by the Department of Labor.

Great Britain's career guidance experience is noteworthy. The main coordinating body of vocational activities is the youth employment service, consisting of more than 3,600 consultants and their assistants. Training in this field has been held in Great Britain since 1949.

At the beginning of 2016, the unemployment rate in Great Britain reached the lowest level in the last 7 years (5.3%), and the number of employed people rose to a record level (31.2 million people), and the conditions in the labor market have changed in a positive direction.

In the Japanese model, the system of labor relations is based on the system of lifelong employment, and employees are guaranteed to be employed until they reach the maximum working age (55-56). Such a system of lifelong employment is a favorable basis for increasing the amount of material rewards in the form of wages, bonuses, incentives and social payments. This is based on ensuring the stability of the policy aimed at educating employees to have a positive attitude to work and the desire for high-quality work. In recent years, the unemployment rate in Japan has been 3-3.5 percent.

Aiming to use employees for a long time in Japan, to carry out their professional training and qualification improvement at the level of the internal company, taking into account the composition of jobs, the types of products produced, presupposing the professional mobility of the employee within the company from the beginning, the employees' commitment to work, high work creates an opportunity to cultivate a positive approach to achieving the quality level. In this development model, an important sign of work promotion and order formation is the development of issues of increasing production efficiency and improving product quality by all employees, rewarding the initiative of workers.

Attitude and efficiency are encouraged through rationalization proposals, long-term bonuses, and large retirement benefits. Entrepreneurs solve the problem of reducing production not by reducing personnel, but by reducing the duration of working hours or by transferring a certain part of workers to another enterprise, in agreement with them. As a result of the "feminization" process that began in the 1950s and became more active in the 1970s, women appeared among managers in the 1980s.

The following factors had an impact on the increase of women's labor activity:

- due to the electronicization of services, women's housekeeping and child care work will be eased;
- change of attitude and valuable goals in relation to the structure of family and family relations;
- increase in the share of single women in the total number of married people;
- Increase in the number of divorces; In our opinion, the Chinese model can be recommended as the sixth model.

During the reforms implemented in the second half of the 20th century in China, two events were held that greatly affected the employment of the population in rural areas of the country. First, the peasants

were given independence in choosing a profession and running a farm. Secondly, farmers were allowed to do business in the city. As a result, the first event cost 125 mln. provided employment at enterprises in rural areas. The second is about 60-80 million. led to the migration of peasants from rural areas to cities. During the 23-year period of reforms (1978-2001), the share of people employed in agriculture fell from 70.5% to 50% of the total number of jobs.

The peculiarity of the employment policy in China is as follows: - strict regulation of labor in the public sector;

- absolute lack of legal regulation in the private sector;
- low price and surplus of labor resources;
- industriousness of the population;
- political stagnation and authoritarian regime;
- A large number of free economic zones.

For a long time, the demand for skilled labor in China has been observed to exceed the supply. The complex economic situation, the shortage of natural resources, the incomplete formation of a modern system of economic management, all this limits the possibility of providing effective employment and affects the secondary employment to a certain extent. Although measures to create a socialist market economy have been adopted in China, they have somewhat revitalized the functioning of the economic mechanisms of enterprises.

Conclusions and suggestions

In our opinion, the state policy in the field of creating jobs in our country should be developed on the basis of specific methods, like foreign countries, to reduce unemployment and increase the employment of the population with socially necessary work. For this, we think it is necessary to take into account the following measures:

- stimulation of investments made by the state in the economy, which is the main condition for creating new jobs;
- giving tax incentives to entrepreneurs and small business enterprises when new workplaces are established;
- to encourage self-employment with socially necessary work;
- creation of conditions based on the stimulation of investment activity in small business and family entrepreneurship, which is studied as an important method of ensuring employment of the population in many countries;
- providing vocational training, retraining and providing information and consulting services to persons who have lost their jobs due to structural changes or are at risk of losing their jobs;
- development of labor exchanges and employment services mediating in the labor market, collection of information about vacant jobs, analysis and quick reference to them in order to reduce frictional unemployment and unemployment related to structural changes (information and consultation centers);
- separate groups of the population
- allocating compensations to employers to cover costs related to creating workplace conditions for young people, disabled people, people with limited working ability;
- creating a socio-economic environment that provides material incentives for competence and creative attitude to work;

- if necessary, help families to move from areas with a high labor force to areas with vacancies by providing subsidies and loans;
- international cooperation in solving employment problems, solving issues related to international labor migration;

Creating jobs in Uzbekistan - in the public sector - in the fields of education, medical services, communal economy, construction of public buildings and facilities; - organization of targeted public works, etc. In the context of deepening economic reforms, scientific research and analysis of the experience of foreign practices on the socio-economic mechanisms of increasing the employment of the population, using the advanced aspects of the experience of these countries, which are convenient for our republic, is an effective, promising way to increase the level of employment of the population. allows to determine directions and apply them in practice.

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