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ISSUES OF LOWERING THE UNEMPLOYMENT RATE IN THE DEVELOPMENT OF THE COUNTRY'S ECONOMY

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Nabiyeva Nilufar Mutorovna

Dostent Of The Department Of Economics Fergana Polytechnic Institute, Uzbekistan

ABSTRACT

This article discusses the ways of effective use of labor in the development of the economy of Uzbekistan, the economic content of the concept of unemployment and measures and directions for organizing socio-economic reforms aimed at creating a favorable business environment.

KEYWORDS

Employment, full-fledged, freely chosen employment labor relations; the role of the state in ensuring employment of the population; unemployment; types of unemployment, unemployment rate, consequences of unemployment.

INTRODUCTION

During the years of independence, great attention is paid to the issues of increasing the standard of living of the population, providing decent jobs and training personnel. At the same time, significant success is achieved as a result of effective economic reforms and a number of positive changes in areas related to intellectual potential.

Due to the special attention paid to young people in the labor market, the share of employment in relation to the total population is becoming higher. Systematic work was carried out to help them find a worthy place in society and to support their labor by taking the initiative. And young people who make good use of the opportunities created are showing their ability in all

areas. Consequently, the task of satisfying the need for young personnel, who deeply feel the responsibility for the fate of the country, are independent and thinking in a new way, is becoming more and more important

The essence of employment of the population.

As noted in Article 2 of the law on employment of the population of the Republic of Uzbekistan: "employment is an activity that does not contradict the legislation of citizens, is associated with the satisfaction of their personal and social needs, which brings them wages (labor income)." It is believed that the following are employed:

- citizens who are hired and working, including those who are doing the work for a fee in the incomplete I swaqt, as well as other jobs that are paid, including a temporary job;

- citizens who are not in a temporary place of work in connection with their uniqueness, labor leave, retraining for the profession, the fact that they are in advanced training, the suspension of production, as well as in other cases where a temporary place of work is maintained in accordance with the legislation;

- self-employed citizens (entrepreneurs, farmers and family members involved in their production, family members involved in the production of a peasant household, members of cooperatives, writers, artists, etc.;

- Citizens who serve in the Armed Forces, National Security Service and internal affairs bodies and troops, as well as those who perform alternative service;

- citizens receiving education separated from production;

- citizens working in public associations and religious institutions that operate, in accordance with the legislation.

In addition, in accordance with the Labor Code of the Republic of Uzbekistan, for the following reasons, the place of work of citizens who are not in a temporary place of work is preserved, and they are considered to be employed in the following situations:

- at the time of performing the functions of the state and society;

- when performing tasks related to the interests of the employer and the Labor team;

- when it comes to the interests of society.

The practical need to take into account the population implies the need to highlight the types of employment. For example, there will be full, reasonable and freely chosen employment.

Full employment is Occupational Employment, which brings income to ushax and creates the conditions for a proper marriage for himself, as well as his family.

Rational employment of the population means achieving a balance between supply and demand for Labor.

Freely chosen employment implies that the right to own one's ability to work (labor force) only belongs to its owner, that is, to the employee himself. This principle guarantees that each employee will behave correctly in his choice of work, prohibit recruitment in any administrative way.

Employment relations are dictated by economic, social and demographic processes. Its economic content is expressed in the possibility for an employee to ensure that he lives with his labor in a way worthy of him, to contribute to the growth of the efficiency of social production. Social content is expressed in the content and development of an individual. Demographic content reflects the connection of employment with the age and sexual characteristics of the population, its composition, etc.

Consequently, the employment policy of the population implies the achievement of three main goals:

- accelerate the process of redistribution of vacated employees on the basis of incentives for structural restructuring;
- very quickly involving the unemployed in the life of Labor;

- to secure each of those looking for a job with a job.

The types of state influence on the employment of the population include:

- passive exposure-social assistance to the unemployed population;
- active exposure-
- encourage labor supply;
- encourage the student to work;
- show demand and supply coordination measures;
- giving advice in the professional field;
- development of an employment program for less competitive groups of the population;
- measures to provide assistance to the regions, and so on.

It is possible to include in the state bodies that participate in the employment of the population, first of all, the public service of employment of the population (special activities). Its mandate includes:

- analysis and forecasting of the state of the labor market, as well as the distribution of relevant information;
- citizens ' bill requesting a vacancy and employment;

-providing advice to citizens who apply to the employment service on employment opportunities, requirements for each profession to the employee, the provision of labor with employers;

-providing assistance to citizens in choosing a suitable job, and to employers in choosing the necessary employees;

- to train non-working citizens by profession, to re-train them and improve their skills;

- assistance in choosing a profession for employees and unemployed residents who are vacationing employment services;

- registration of the unemployed, providing assistance to them.

The public service of employment of the population has the right to receive the necessary information from enterprises, institutions and organizations about the changes and other activities that will take place in the structure in order to carry out these tasks, since such changes may result in the dismissal of employees or the formation of a vacancy.

Table 1.

Labor indicators of the Republic of Uzbekistan in numbers	
Labor indicators of the Republic in statistical figures in January-September 2022:	
Number of labor resources-19.5 million.	
Labor-intensive population - 13.8 million.	
Employment rate-68.0 %	
The number of unemployed-1.3 million.	
Unemployment rate – 8.6 %	
Economically inactive population – 4.3 million.	

With the development of the digital economy, machines and robots replace human labor, which causes mass unemployment. Is there really a lot of negative impact of digitization in society? There are different opinions on this issue.

The digital economy will lead to an increase in the efficiency of labor productivity and workers are expected to release 10 million people by 2024. Recently, you can often hear that basically in Uzbekistan the most common professions are again repetitive and monotonous, an algorithm of actions

that can be programmed again, such as drivers, sellers, accountants, professions such as security, etc., are primarily subject to automation workers and thousands of workers are released people are left without work.

It should be noted that those who undergo automation are professions based on repetitive algorithms rhythms, but creative workers are not patience, the ability to solve problems quickly can be squeezed out by robots. Also, commitment skills, which often require the creation of something new, products keep people busy and can not replace cars. On the contrary, entrepreneurship will be easier with the help of technology and to implement new technologies. As you can see, with the use of digital economy, the different professions will be automatic the possibility

of retraining and continuing freed workers must be carried out along with digital technology. It should be noted that the digital economy cannot be called unnecessary and dishonest . First, thanks to digital development, the economy increases labor productivity, the quality of life is improving. Secondly, with the growth of new technologies, new professions appear, including those that serve the operation of machines, which means more jobs.

Thirdly, robots can replace professions that can only be mastered by repetition-based programmed algorithms, but robots cannot replace human scale, have a creative profession, are able to create people who are able to create new cultural objects created by scientists with scientific discoveries, entrepreneurs who are creating new products, etc.

Table 2

Negative and positive aspects of unemployment.

Negative	Positive
Part of the labor resource does not participate in the creation of products and services, remaining undone. Walking MoBay without work for a long time leads to a loss of professional qualifications and experience. The concern of feeding the unemployed is that in order to pay benefits to the working-Gans, the workers will have to take more taxes on their income. The income of unemployed families goes into decline, the benefit that touches them does not reach the subsistence level.	Unemployment risk -encourages people to work well;-not to violate labor discipline;- to increase labor productivity;-to improve the quality of work;-to pay tribute to their firm;-to the value of their place of work. Unemployment abolitionists - to work on oneself; - to improve knowledge and skills; - urges to diligently master new professions.

Therefore, we can come to such a conclusion, and people should not worry about this in the near future. From this development, let's move the net of the State negative direction. In the future, it will be in our favor that cars will occupy the entire labor market.

It is known that the demand in the labor market will largely depend on the requests in the market of goods, investments, employment in enterprises operating in the form of various forms of ownership is caused by this factor. The general trend is mainly due to the increase in employment in the non-governmental sector, while the public sector is experiencing a reduction in this indicator. The rapid growth of employment is characteristic of enterprises based on private ownership. This cannot be explained by the privatization of state-owned enterprises itself, since the level of employment, together with the preservation of old jobs, also goes back to the creation of new ones. The jobs created in different enterprises are different, due to which the capital capacity of employment is also different. While the most expensive jobs are in the state and mixed uklad, the cheapest jobs are created in private enterprises, especially family farms.

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