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DEVELOPMENT OF NEW FORMS OF EMPLOYMENT IN THE DIGITAL ECONOMY

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ABSTRACT

The article examines the emergence of new forms of employment, which is caused by innovative processes and the transformation of the economy as a whole. It is shown that the spread of new forms of employment in the context of the formation of a new technological order is a manifestation of the digital transformation of the economy and at the same time acts as a response to the economic crisis caused by the obsolescence of outgoing industries due to the gradual exhaustion of their efficiency. The transition to the digital economy is a natural process and requires modernization of employment. The article examines the positive and negative consequences of such a transition for the labor market.

KEYWORDS

Employment, virtual employment, innovative development, digital economy, problems of labor market development, mobility, information and computer technologies, forms of employment, social factors.

INTRODUCTION

The labor market is affected by many factors-economic, political, technological, social, natural, demographic, and others. When analyzing processes in individual segments of this market and general trends in its development, it is important to take into account the complex nature of the relationship between these factors. Their combined action changes not only the volume indicators of supply and demand in the labor market, but also the quality of the labor force, the forms and content of labor processes. In January-June 2022, the number of labor resources in the Republic of Uzbekistan amounted to 19,453.3 thousand people. Compared to the corresponding period last year, this indicator increased by 0.8 %.

At the same time, it should be assumed that the concept of "new forms of employment" is relative, since the degree of novelty of certain forms of employment may vary from country to country. In the context of this study, it is logical to assume that it depends, in particular, on the speed of transition of the national economy to the rails of post-industrial development, the implementation of advanced scientific and technical achievements in the field of production. For some categories of citizens, new forms of employment, despite the relatively low level of social guarantees, are practically an alternative employment opportunity. The term "new forms of employment" seems preferable to "non-standard employment". The latter covers a wide range of forms of traditional employment, such as temporary and casual work, home work, self-employment, and others. Innovative development of the economy implies the emergence of new non-standard forms of employment, each of which has its own characteristics and rationality of application:

Informal employment. It differs in that the employment relationship is concluded only orally,

without being sealed by a contract. The spread of informal employment has a negative impact on innovation development, as it restricts the State's ability to implement effective employment policies, as well as detains workers in informal industries. The employee does not have social protection, as well as career prospects, in addition, he can lose his job at any time.

Virtual employment. It is carried out through the use of information technologies when an employee is removed from the office. The employee's income increases due to savings on office work costs. This type of employment is innovative, as the result of applying the labor force is presented in digital form. However, the development of human capital decreases, which is possible in this case only within the framework of self-development and distance learning. In other words, the personal qualities of employees, such as self-control and self-learning, are of great importance.

Part-time employment. This form of employment will unite employees whose work schedule is below the normal value. The employer should strive to maximize profits while minimizing costs. The formation of innovative behavior does not occur, since the labor force may gradually move beyond the corporate culture. At the same time, there is an increasing opportunity for increasing labor mobility, including for working in several enterprises, which contributes to expanding one's horizons and gaining more practical experience.

Self-employment. The nature of self-employment implies the application of labor on the personal initiative of the employee. If there is a direct relationship between the growth of entrepreneurial activity and the creation of innovations and an effective state employment policy, this form of employment has a great innovation potential.

Temporary employment. It is characterized by setting a limited period of time or achieving a result. The experience of extending this form of employment to innovative enterprises proves its effectiveness in maximizing the use of human capital in the presence of a motivation system. A competent employment policy can compensate for the employee's uncertainty in the future by investing in its development.

Increasingly, various combinations of non-traditional forms of employment are used in practice, which complement each other and compensate for the socio-economic costs of their use. Thus, non-standard employment can have an impact on innovative development, which is based on reorienting the interests of employees to achieve short-term goals, while blurring intra-organizational relations, reducing costs and increasing employee motivation. The greatest innovative potential is provided by virtual remote employment, which allows employees and employers to interact on a global network and get work results there.

Labor resources in the evolution of scientific and technological progress and innovative development act as carriers of knowledge, which, when used, become a separate means of production. The innovative type of employment is inherent in the system of public relations regarding the inclusion of labor resources in knowledge-intensive production processes related to the development of innovative potential and stimulating innovative behavior. These relations are built against the background of the emergence of new forms of social production that offer qualitatively new products and services on the market. The innovative potential of employees implies the ability of subjects of labor relations to quickly and adequately respond to the

nature of these relations, as well as independently make effective and non-standard decisions, implement them in production processes in a rapidly changing technical and economic environment.

The economy's focus on digital development leads to the reduction and further disappearance of such specialties as accountant, lawyer, and bank operator. Computers are gaining more and more opportunities, and with the development of artificial intelligence, they can completely replace personnel. Internet banking, e-government, automatic accounting programs, self-service points in the field of food, transport, etc. are already becoming widespread. Rapid response to technological challenges can offset the impact of these changes through training and retraining of employees.

Automation and robotization of production processes will undoubtedly lead to an increase in unemployment, so it is already important to think through effective employment policies. However, such professions as engineers, actors, teachers, managers, and social workers cannot yet be replaced by robots. Such activities require a high level of human capital, which consists not only in qualifications, but also in the potential of people's knowledge and skills. Human capital is becoming the most important resource for economic growth. The innovative orientation of the economy implies combining material resources with intellectual ones.

Creative thinking, the ability to react quickly to changing external conditions, and computational abilities are the most necessary qualities of personnel in the twenty-first century. The organization of work should include a broad network exchange of experience and digital training techniques. Industrial processes are more susceptible to robotization, so a person is given a place in the areas of creativity,

invention, programming, machine maintenance, etc., that is, work-that requires a minimum of physical strength.

The potential of Uzbekistan on the path of innovative development is quite large. According-to forecasts made in the Digital Economy program, by 2024, about 40% of the population will have digital skills, and the number of graduates of higher educational-institutions in the field of information technology will reach 120-150-150 thousand people per year. The Government has already developed a list of priority specialties that-are additionally funded by the State and whose training is motivated by an increased-incentive rate. Priority areas are nanotechnology, radio engineering, laser and nuclear-technologies, information security, biochemistry, biophysics, computer science, etc. Information is a product that needs to be serviced, stored, and processed, so-machines will not be able to completely infect people, although they will cause the extinction of some professions.

The main advantage of the transition to digital technologies in the labor market economy is the reduction of corruption opportunities. However, there are also negative aspects. For example, the transformation of the digital economy can lead to the loss of national identity and alienation of people. The human factor is not a negative indicator in all areas. For Uzbekistan, regional policy still plays a huge role, since now the regions are developed unevenly, and most even fairly large cities are simply not ready to switch to-an innovative path of development.

Digital development of the economy and the employment system is an inevitable process that will significantly simplify communication links between the state, entrepreneurs and employees-. Training and

research opportunities will also be expanded, and new business and manufacturing technologies will open up. The labor market is quickly adapting to the new direction, becoming more flexible and mobile, and, therefore, will soon enter a-completely new innovative phase.

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