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SCIENTIFIC AND THEORETICAL BASIS OF PROVIDING EMPLOYMENT OF THE POPULATION IN THE CONDITIONS OF A MARKET ECONOMY

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ABSTRACT

Employment of the population is one of the factors determining the final results of the social efficiency of the economy of the country and region in each economic system. With the achievement of independence and the transition of management from the administrative-command system to the market economy, an employment policy based on the principles of voluntary labor, economic freedom to choose the types and forms of labor activity, state support for citizens in need of employment and the unemployed actively looking for work is being implemented.

KEYWORDS

Unemployment, employment, working age. economy, financial relations, international experience.

INTRODUCTION

Population employment is a complex socio-economic category, and there is still no complete, unified definition of it in the scientific literature. In most cases, it can be observed that some definitions contain specific uncertainties, aspects that do not fully correspond to the socially accepted content of this concept. In particular, "Employment of the population

is understood as the activity of citizens related to meeting personal and social needs, which does not contradict the current legislation, and usually brings income through labor" [2.164]. Or: "Employed population is the population involved in production and non-production activities. The following are included in the composition of the employed

population: wage earners, entrepreneurs, apprentices; part-time housewives and students; freelancers; military personnel; supporting members of the family” [1.154].

If in the first definition, any activity that meets the three conditions, i.e., meeting the need, being considered a legal activity and generating income, is considered employment, then in the second definition, the composition of the employed is given according to their social status. At this point, it is worth noting that the definitions given to the concept of population employment require a number of changes to be made with the introduction of market relations into the economy. Accordingly, it is appropriate to consider in detail the content, composition, and main constituent aspects of this concept. The concept of employment is interconnected with a number of economic concepts. One of them is the concept of “workforce”. Because the employed are primarily the labor force in active movement.

THE MAIN FINDINGS AND RESULTS

It should be noted that in many sources labor force is defined from the point of view of classical economic theory and is usually expressed through human ability: “Labor force is the physical and mental ability of a person to work” [2.164].

Along with this, the modern views that identify the workforce directly with the person himself have an important place. In particular, according to P.A.Samuelson’s definition, we understand the labor force as all those who are employed, those who want to work, and those who are actively looking for work. So, both the employed and the unemployed are represented by this concept. Many countries use the International Labor Organization classification and

national reporting system guidelines to determine the number of unemployed and the unemployment rate.

Since January 1993, Uzbekistan adopted the international methodology of the national reporting system. Based on this methodology, the population of the country is divided into the following groups: First group: children under 16 years of age and persons detained in special institutions (prisons, psychiatric hospitals). The second group: people who have left the labor force. This group includes pensioners, students, and home workers. They are people who have the opportunity to work, but are not looking for work. The third group: labor force. The members of this group are determined by subtracting the number of members of the above 2 groups from the total population.

The workforce consists of individuals who are able and willing to work.

The fourth group is the working group or the employed population, which is part of the labor force group. The fifth group: the unemployed group. This group is the second part of the labor force group defined after deducting the number of employed persons. Unemployed is defined as an able-bodied person who is not officially employed, but wants to work and is actively looking for work. In order to receive the status of unemployed, it is necessary to register at the labor exchange. Only registered people who want to work and are actively looking for work are officially recognized as unemployed.

There is also the concept of “full employment of the population”. However, in practice, it is impossible to ensure 100 percent employment of the population who wants to work. Therefore, it is economically natural and reasonable for a certain number of people to be unemployed. In economic dictionaries, unemployment is defined as the inability of the economically active

part of the population to find work for themselves, and the labor becomes a reserve army.

It can be seen that not all unemployed people can get the status of unemployed. In actual economic life, unemployment is manifested in the form of labor supply exceeding the demand for it.

In economic educational manuals, from an economic point of view, unemployment is defined as a certain (specific) state of not providing the workforce with a job and, as a result, not having any legal source of income. 2 There is also an official definition of unemployment, which is usually developed according to the requirements of the ILO (International Labor Organization). In our country, the concept of unemployment officially gained normative force in 1992 with the adoption of the Law of the Republic of Uzbekistan “On Employment of the Population” (new version of this law in 1998). According to it, “from the age of sixteen to the age of receiving the right to pension, without a job or salary (labor income), registered with the local labor body as a job seeker, ready to work, undergo vocational training and retraining, improve their qualifications able-bodied persons are recognized as unemployed”.

The following types of unemployment are relatively more common:

1. Frictional unemployment is temporary unemployment when workers leave their old jobs due to regional, professional or age changes, until they find a new one. It is voluntary unemployment in its content and is available in all countries. Frictional unemployment creates conditions for their efficient use by redistributing a certain part of the available labor force in society. That is, workers who are not satisfied with their old working conditions (remoteness of workplace, low wages, relative length

of working day, etc.) will look for new jobs, and when they get them, they will get relatively more socio-economic benefits from this work. Frictional unemployment is to some extent economically necessary and natural.

2. Structural (structural) unemployment as a result of changes in some structural structures and sectors of the economy, a reduction in the need for some types of products or services leads to the unemployment of producers.

Frictional unemployment and structural unemployment have certain similarities and differences. The similarity is that both types of unemployment are typical for any economy, even for a steadily developing economy, and they cannot be completely eliminated. The main difference is that in frictional unemployment, employees have some experience, and they can use this experience to sell their labor or find a job in a short period of time. In structural unemployment, the workforce cannot find work immediately or in a short period of time. He should change his qualifications, re-qualify, get information, acquires a new profession. In some cases, it is even necessary to change the place of residence. In frictional unemployment, the labor force can be employed for a short time, while in structural unemployment, the labor force receives re-education and more serious retraining over a long period.

3. Periodic (cyclical) unemployment is unemployment caused by a decrease in the demand for labor force as a result of a decrease in the volume of production. During the period of the former Union, the disconnection of economic relations caused by the growing disparity between the sectors of the national economy led to a sharp decrease in the volume of production. The number of unemployed has increased in the republic due to the lack of market structure,

underdevelopment of the raw material processing industry, conditions for entrepreneurship, etc. The decline in production in developed countries is due to the saturation of the consumer market and, as a result, a decrease in demand.

CONCLUSION

In cyclical unemployment, the number of unemployed increases dramatically. For example, during the Great Depression in the United States in 1933, unemployment was about 25 percent. Economics also discusses other types of unemployment. For example, institutional unemployment, specialized unemployment, economic unemployment, hidden unemployment, etc. In order to make the concepts of employment and unemployment more understandable, we refer to the theoretical foundations.

The theoretical and practical importance of ensuring optimal employment is that it creates objective conditions for the rational employment of labor resources and the growth of labor productivity. The economic consequences of optimal employment are manifested in the saving of live labor, the elimination of excess costs, ensuring the timely completion of production operations, and ultimately, the increase in production efficiency.

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