

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

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Abstract

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 means the activities of citizens related to meeting personal and social needs, which do not conflict with the current legislation and usually generate income through labor." Or: "Employed population is the population involved in production and non-production activities.

Keywords: Economy, Unemployment, Market Economy, Population Employment, Social Infrastructure.

Introduction

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]. 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 Main Results and Findings

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. 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". 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. The unemployment rate is the ratio of the number of unemployed to the labor force in percentage:

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.

1. It can be seen from this 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. In addition, there is 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 the workplace, low wages, relatively long working day duration, etc.) look for new jobs, and when they get them, they get relatively more social and 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, the decrease 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 labor force cannot find work immediately or in a short period of time. He should change his qualifications, re-qualify, get information, acquire 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, the decrease in demand. 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.

Working-age population is divided into groups of employed, unemployed and unemployed, logically, the concepts of unemployed and unemployed are similar to each other. However, there is an important difference between them. The concept of unemployed is a broader concept than the concept of unemployed. At the heart of this concept lies the stratum of the population that is not employed in social production, in addition to the stratum of the population who are able to work and belong to the group of unemployed, who embody the characteristics specified in the Law of the Republic of Uzbekistan "On Employment of the Population". Working-age population belonging to this group (mostly men) is theoretically considered as economically inactive population, but in practice they are economically active. Because if they are not engaged in social production or have received the status of unemployed, they are engaged in some type of work (producing and selling products, engaging in commercial activities without patents) in order to make a living. This type of employment is called informal employment and it is valid in the informal labor market. There is a circular circulation between these three mentioned groups of the working population. In particular, a certain part of the working-age population, which is part of the group of employed people, may move to the group of unemployed or unemployed people, and the unemployed and unemployed people to the group of employed people in a certain period of time. In this way, a clear system of economic categories reflecting the interaction and interaction of labor relations is decided. Labor exchanges act as intermediaries in the transition of the unemployed to the employed group.

Due to bankruptcy (breakdown) of the enterprise, suspension of production for a certain period of time due to lack of raw materials, and other reasons, the employed population may become unemployed, or a certain part of them may leave work of their own accord and, as a result, enter the group of unemployed.

The composition of the unemployed can be divided into four different categories according to the reasons for their occurrence. These include: unemployment resulting from layoffs; unemployed people who left work voluntarily; the unemployed who returned to the labor market after a certain period of unemployment; are the unemployed who entered the labor market for the first time. These categories depend on the phases of the economic cycle. Also, the dynamics of unemployment is influenced by the country's social and demographic factors, structural changes in the economy, creation of new jobs, and insufficient training of personnel. In the conditions of the market economy, in practice and theory, it is necessary to speak not about the full employment of the population, but about the effective employment. In our opinion, it implies the optimal combination of the needs of people for work and the development of the economy in order to achieve the maximum efficiency of their use.

Employment is a product of society's macroeconomic development, which is formed under the influence of objective and subjective factors. As objective factors, economic relations on the production of material and immaterial benefits and services, which are inextricably linked with the subjective conditions describing the quality potential of labor resources, appear on the field. Important factors affecting the level of employment of the population include the following: the number of the population, its structural structure in terms of gender and age, migration, standard of living, as well as forms of ownership, available jobs in economic sectors and sectors. It is necessary to study all these factors in specific regional conditions. The most important of these conditions are

the stability of economic, national and other relations, socio-legal support of the population, active policy of the state and the region in the field of employment, mobility of the workforce that adapts quickly enough to changes in the structure of jobs, and others.

In order to improve the system of accounting of population employment, in accordance with the special decision of the Cabinet of Ministers of the Republic of Uzbekistan No. 42 of January 31, 2002, the Ministry of Labor and Social Protection of the Population, as well as the Ministry of Macroeconomics and Statistics, developed a methodical manual for drawing up the balance of labor resources and identifying persons in need of employment. This methodological guide was developed based on the standards of the International Labor Organization. With the help of the methodological manual, the reporting balance of labor resources is drawn up at the end of each year. The balance sheet of this report reflects the indicators describing the number of labor resources and their distribution, including: - the number of labor resources; - the number of economically active population. This indicator includes the employed population and its distribution by economic sectors, as well as the number of unemployed population in need of employment; - the number of economically inactive population.

When considering the methodological problems of employment, it is necessary to pay special attention to the value of jobs calculated from its components. Much work has been done to determine the value of jobs. However, it should be noted that such methodological manuals are not without some shortcomings. There is no single method of determining the value of the created jobs, especially in the current period when market relations are being formed, in the conditions of different forms of ownership and business management. Before thinking about determining the value of jobs, let's consider the concept of jobs as an economic category. A workplace is a workplace equipped with the necessary labor tools for a group of workers engaged in labor activities to perform production tasks. Workplaces are considered part of the production technological structure of the enterprise and are designed to perform this part of the technological (production) process. In order to solve the problems related to maintaining the balance between work tools and labor force based on the planning of workplaces, first of all, it is necessary to clarify the essence of the concept of "workplace". In current statistics and economic literature, there are more than ten definitions of worker.

Such a large number of definitions, on the one hand, shows that this economic category has not yet been studied in depth by science and practice, on the other hand, it creates difficulties in positively solving problems related to workplaces. Thus, in accordance with the current methods and state standards, workplaces are "a labor-intensive zone, equipped with the necessary labor tools based on labor and other applicable standards, designed for the work of one or more performers"¹ or "Labor necessary for high-performance work" It is described as a zone equipped with tools. In our opinion, such definitions are not a full assessment of the concept of "workplace", because in these definitions the qualitative and quantitative relationship between living labor in social production and commoditized labor is not sufficiently indicated, they focus mainly on the organizational and technical aspects of workplaces.

It is known that in the conditions of the planned economy, there was full employment of the workforce among all economic resources, that is, there was an ideology of full employment of the working-age population. In the conditions of the market economy, a new ideology - the ideology of providing voluntary employment, freely choosing the forms and types of employment - is being used instead. In a word, the society must guarantee people's opportunity to work, and people have the right to freely choose the place and type of work. In general, theoretically, it is possible to distinguish the cases of "full employment" and "effective employment". "Full employment" means that almost all of the working-age population is employed.

In theory, full employment can be achieved, but in practice, overemployment and hidden unemployment remain. "Effective employment" represents the state of employment of only the part of the population that provides maximum efficiency. Accordingly, from the point of view of social protection of the population, the possibility of practical application of this employment situation is considered low. The main goal to be achieved by them in revealing the description of both employment situations can be evaluated as follows:

1. The level of employment of the existing labor force in society.
2. The level of efficiency obtained from the use of employed labor.

Both of the above-mentioned forms of employment have certain advantages and disadvantages in terms of providing these criteria. After all, in the conditions of full employment, all the labor force in the society is fully provided with work and unemployment is completely eliminated, the total efficiency obtained from their use will be extremely low.

Conclusion

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. The need to ensure optimal employment in the country is explained by the fact that the goal of achieving high productivity in the conditions of effective employment does not allow the growth of the unemployment rate and the production of a sufficient amount of products. Full and unreasonable employment of the entire labor force under conditions of full employment leads to an increase in unproductive costs, a decrease in production efficiency and productivity. Therefore, achieving optimal employment and ensuring its effectiveness is one of the most important economic problems in our country.

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