
Features of Effective Employment in the Conditions of Innovative Development

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Abstract: The socio-economic development of the national economy, the main directions of employment of workers, employment, principles of employment, productive employment, rational employment, types of unemployment, effective employment in personal subsidiary plots from a scientific and theoretical point of view are covered.

Keywords: employment, productive employment, reasonable employment, employment, able-bodied population, personal subsistence economy, state employment, household.

For each qualitatively different stage of development of the modern economy, a certain model (concept) of employment is appropriate, since its characteristics reveal important processes of social activity.

Among the problems of the socio-economic sphere, an attempt to solve a person's personality without taking into account the needs of the people is doomed to failure. Therefore, in the past, when scientists considered the problems of employment, they focused mainly on its economic aspects,

It is no coincidence that recently more and more people are talking about the social aspects of employment.

The concept of employment of the population is a system of views, ideas that reveal the nature of employment at certain stages of the socio-economic development of society. Such theoretical concepts are based on the formation of employment, taking into account the objective processes of its development for the state in the form of a social market. This, in turn, is not limited to the real possibilities of achieving the set goals for a given period.

Employment is a unique phenomenon that manifests itself in various forms and manifestations characteristic of each stage of social development. The primitive collective system was based on the full employment of members of society, which was due to the low level of development of the productive forces. Slavery and feudal formations were based mainly on the forced hiring of slaves and serfs, and slaves and serfs lived without work. In a capitalist formation with a market economy, in which a person is legally free and manifests himself as an employee, unemployment takes the form of natural and involuntary unemployment. Under socialism, full employment was declared, which was reinforced by the obligation of a person to participate in social production.

In general, the employed population includes all employees, students, military personnel, as well as self-employed citizens and citizens engaged in entrepreneurial activities.

Employment: a) working for wages or in kind, as well as at least 2 hours a week without employment for profit or family income, regardless of how long they received payment for their activities; b) those caring for the sick due to illness or injury; annual leave or holiday,

own work those who studied abroad; who are on leave at the initiative of the administration with or without pay and temporarily absent from work for other similar reasons; c) a family business consists of persons working for free. The employed population includes two groups of citizens:

1. Citizens who are not employed of their own free will, living at the expense of one of the spouses, parents and other persons;
2. Employees who are unable to work out of necessity include, in turn: a) persons who are looking for work on their own; b) job search through the employment service; includes unemployed pensioners receiving unemployment benefits with official status.

In the context of economic modernization, this will provide employment for the population through the development of industrial enterprises.

It should be noted that the study of the socio-economic content of the labor market, which is one of the most effective means of solving the problem of increasing the employment of the able-bodied population, is of great scientific and practical importance for our country. their study requires taking into account the following demographic and socio-economic conditions:

- Most of the country's able-bodied population lives in rural areas and produces more than 40% of the gross domestic product (GDP);
- The low level of qualification and mobilization of able-bodied, unemployed rural workers is a serious obstacle to their movement from their place of residence to the city and low-income regions of the country, as well as to foreign facilities;
- rapid growth in the number of labor resources in relation to the regions will directly contribute to the growth of hidden unemployment, especially in agriculture, where labor supply exceeds demand;
- There are real opportunities to ensure a rational balance between the demand and supply of labor through the creation of new jobs in the processing industry, in construction and service enterprises, and in personal subsidiary plots.

In a market economy, it is inappropriate to consider the labor market as a system of buying and selling "able-bodied" labor. Thus, it is an open, complex, multifaceted and developing system of a socially oriented market economy and social labor, which forms the volume, composition and ratio of supply and demand for labor. This market is directly involved in regulating the supply and demand of the population's labor and contributes to the formation of rational employment and the reduction of unemployment.

In the socio-economic life of the republic, certain steps have been taken to strengthen universal values, the most important of which is the voluntary nature of labor. Now the priority right to choose whether or not to participate in public work belongs to the person himself.

Employment in the national economy has ceased to be the only sphere of socially useful activity. So it was at a time when the universality of labor was fixed as a legal obligation. One of the areas equally equal and accessible to all is the sphere of labor, such as socially useful employment, education, housework, raising children, and so on. There is only one reason for voluntary dismissal - this is an illegal source of livelihood.

The principle of emergency law, which consists in the realization of one's ability to work, implies the right of a person to work in a place of his choice for as long as he wishes. Regardless of the method of employment and the method of employment convenient for all,

employment in permanent, part-time, temporary employment for all is characterized by flexible schedules for organizing working hours. The right to choose a profession is not limited, the right to work in one of the sectors of the economy is also important (this may include self-employment).

It would be wrong to identify the right of emergency choice with the duty of every member of society to meet the needs of a particular type of employment or profession. Society must create equal legal conditions for everyone to realize their potential, that is, if a person wants to be an entrepreneur, society must provide him with legal conditions, but this person must be an entrepreneur, whether it depends on his personal qualities.

The second principle of such employment is that the state must create conditions for the realization of the right of citizens to work. The employment policy is based on the rejection of strict regulation, the optionality of labor in the social sphere, the promotion of the interests and needs of a person through the freedom and voluntariness of choosing any direction of socially useful labor.

Work on the principle of state assistance in finding employment to create conditions for the realization of the right means to make direct adjustments to the economic behavior of the economically free participants in social production. At the same time, government measures to directly affect employment are based on the priority of incentives. At the same time, workers should not have the means to violate the socio-economic rights and freedoms of entrepreneurs and regions. The basis of self-disclosure of the impact on employment is the direction of the process of its formation (employment) in any direction. The principle of promoting employment lies in the active and interested participation of the subjects of social and labor relations in the development and regulation of development directions. These subjects are employees, employers who unite in trade unions, associations and unions.

The close mutual assistance of these forces in the development of employment has an active influence on the state of employment and contributes to the overall improvement of its qualitative aspects. These aspects include the information and professional structure of the employed population, its sectoral and demographic structure, high socio-economic mobility, competitiveness, etc.

When considering employment issues, it is important to be able to distinguish clearly between work and employment. Labor is an activity with specific human characteristics, which includes actions, energy costs, labor productivity, social and so on. Labor was of a temporary nature, it was divided and alternated with rest. Labor is the process of using labor in development. Employment is one of the important aspects of social development, which occurs in connection with the attitude of man to work. Unlike labor, employment cannot be identified with the practical activities of people in a particular workplace. Employment shows how able-bodied people are employed. In other words, for a person to be considered employed, he must be a member of a team or create his own business.

It is divided into reasonable, efficient products and the most optimal levels of employment, depending on the level of the economy known to us and human needs.

Rational employment is an aggregated socio-economic concept.

Its content includes several such blocks, by which it is possible to determine the expediency of employment or not based on their presence in the labor market. They must take into account the interests of society, social group and individual; ensuring a high level of economic development of society; such as responding to changes in the productive forces of society. Rational employment is characterized by the share of productive employment in the total economically active population. Not all scientists agree that there is such a form of

employment as rational employment. Many tend to separate employment only from full and productive employment. However, reasonable employment should be an element of classification, and first of all, it is necessary that employment can be assessed as effective only after a number of years, in the long term, and in the field of labor and employment processes, manage short-term and long-term employment in the medium term should not be opposed to productive employment. Rational employment is a condition for effective employment, a stepping stone to its achievement. Without rational employment, efficient employment will not be the answer.

Efficient employment presupposes the ability of social management at this stage of the development of society to restore the socio-economic conditions for the development of workers whose standard of living requires it. Efficient employment means engaging in socially beneficial activities that generate income and make jobs economically and socially viable. Efficient employment also involves the choice of the best, determined by a set of criteria for economic and social efficiency from a variety of options.

Productive employment is employment that meets the goals of increasing production efficiency, introducing scientific and technological achievements, increasing labor productivity, creating conditions for the reproduction of a healthy generation of highly qualified, well-trained and active workers. According to the definition of the International Labor Organization (ILO), productive employment is the employment of people whose products of labor are accepted by society and paid for.

The most favorable employment is the participation of a person in the labor process in order to create material and spiritual benefits based on the conditions of remuneration in personnel, which ensures a certain position in society without a guarantee of permanent employment from the state. The coverage of the working-age population can be full and part-time (partial) employment. Full employment is a real opportunity for the entire working-age population to engage in socially useful work.

But this is employment, which is less than 100%. Full employment is equivalent to the absence of involuntary unemployment.

Incomplete (partial) unemployment according to the quantitative characteristics of part-time work is divided into the following forms:

- Employment on a part-time basis (shortened working week, shortened working day) is the result of the crisis reduction of working hours. Such a scheme allows enterprises to retain qualified and experienced staff and prevent unemployment;
- Short part-time work week. A short working week is the standard duration of the working week, divided into numerically smaller (four and a half, four, three) working days. This leads to a lengthening of the working day, a part-time part-time work week of 30-34 hours, produced in three working days or less, is a typical short work week schedule. In terms of employment, this procedure doubles the number of jobs that would have to be available in daily work;
- division of jobs. It is also a time-sharing crisis.

The workplace is divided between two workers. People will have working hours, wages, days off, social benefits. This will help ensure employment policy flexibility and retain skilled workers;

- Alternative work schedule. This is the procedure used by two part-time workers and is less applicable. This is also a division of work, but in which two people take turns doing the same work (e.g. weekly).

Table 1. Population migration indicators in Samarkand region, person

	The newcomers		The people who left		Migration balance	
	2019 y.	2020 y.	2019 y.	2020 y.	2019 y.	2020 y.
By region	6173	3554	10317	12717	-4144	-9163
Samarkand c.	1748	743	1882	1887	-134	-1144
Kattakurgan c	189	181	319	383	-130	-202
<i>districts:</i>						
Okdaryo	79	91	401	442	-322	-351
Bulungur	379	226	729	797	-350	-571
Jomboy	500	216	310	284	190	-68
Ishtikhon	300	162	606	1058	-306	-896
Kattakurgan	240	245	924	1571	-684	-1326
Kushrabod	356	98	610	716	-254	-618
Payarik	211	144	904	1162	-693	-1018
Pastdargom	237	140	503	582	-266	-442
Pakhtachi	412	244	677	737	-265	-493
Samarkand	626	466	609	533	17	-67
Narpay	321	280	470	912	-149	-632
Nurobod	44	19	357	579	-313	-560
Toylok	318	166	294	208	24	-42
Urgut	213	133	722	866	-509	-733

Source: Compiled by the author on the basis of data from the Samarkand Regional Main Department of Statistics.

The greatest minuses were observed in the Kattakurgan region (minus 1326) and the city of Samarkand (minus 1144) (Table 1). In 2020, 55,485 citizens applied to employment assistance centers for employment assistance. Most job seekers are from Samarkand (5,561 people), Payarik (5,382 people), Kattakurgan (4,173 people), Urgut (4,092 people), Pakhtachinsky (3,945 people) and Pastdargomsky (3,937 people).) districts.

We know that in a market economy the role of the household as a buyer of goods and a seller of resources is great. Demand for consumer goods is the lifeblood of a market economy. Equally important is the role of households as important production resources - objects of labor and money supply. However, labor relations in the formal economy affect the family economy. Ultimately, family production serves as an intermediate factor in mitigating the existing negative trends in the dynamics of employment and the development of the system of labor relations on the part of other sectors of the economy.

The communal production system includes informal associations for owning transport, for taking care of the house, for caring for children and the sick, voluntary organizations, etc. It will be more profitable for this sector to receive part of the production of formal production on an informal basis. As a result, the demand for formal sector products will fall and unemployment will rise.

Personal subsidiary plot (PSP). In this situation, employment will play a special role in the life of the population. A private subsistence farm is a farm limited to one family. It is carried out on a smaller scale, in which mostly simple reproduction takes place. In private subsidiary farms, simple tools and manual labor are mainly used.

PSP plays a controversial role in the life of the rural population. On the one hand, it increases the incomes of rural residents, saturating them with freshly grown sorghum products, and is also an area where people can do their own business and engage in cattle breeding. On the

other hand, PSP requires a lot of time and effort, which increases the overall and workload of the villagers and reduces their free time.

Working at PSP is an integral part of the rural lifestyle, an integral part of the rural lifestyle.

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