

SCIENTIFIC AND THEORETICAL ASPECTS OF IMPROVING THE COMPOSITION OF EMPLOYMENT IN THE NATIONAL ECONOMY

Allaberganov Zakir Gayipovich

Tashkent Financial Institute, teacher

Email: www.z.allaberganov@mail.ru

Abstract: The article is devoted to elucidating the issue of employment, which is one of the most important indicators of the introduction of intellectual capital, and the economic meaning of effective employment, taking into account the specific characteristics of intellectual work and real structural changes in the economy. Also, issues such as determining the criteria for determining effective employment between the employer, employee, state and enterprise depend on the level of professional qualification of employees.

Key words: effective employment, intellectual capital, intellectual capital development, effective employment methods.

INTRODUCTION

Based on the globalization process and its impact on the formation and development of the labor market, targeted scientific research is being conducted in the developed countries of the world to provide a scientific solution to a number of problems. In particular, increased flexibility, institutionalization and socialization of the labor market, competition in the labor market, the development of new types of activities that require higher education and professionalism, the expansion of non-standard forms of employment, the use of new models of working hours, an increase in the income of employees, the national labor market and multinational companies and International Special attention is paid to scientific research aimed at the development of mutual activity of the Labor Organization.

In the strategic plans of the Republic of Uzbekistan aimed at improving the employment structure in the future, it is stated that “by implementing active measures in the labor market, protecting private property, supporting small and large businesses and private entrepreneurship, and eliminating obstacles to the rapid development of the population, especially young people, the disabled The determination of the tasks of providing and creating favorable conditions aimed at expanding effective employment” shows that the development of new approaches to the formation of the effective structure of the economy and, accordingly, the rational and effective employment of the working population in the republic is one of the most urgent issues.

According to the Decree of the President of the Republic of Uzbekistan dated February 7, 2017 No. 4947 “On the Strategy of Actions for the Further Development of the Republic of Uzbekistan”, creating new jobs and ensuring the employment of the population, especially graduates of secondary and higher educational institutions, as well as the proportional development of the labor market infrastructure, the level of unemployment reduce; directions aimed at the development of the social sphere, such as creating conditions for the full implementation of labor and entrepreneurial activity of the able-bodied population, improving the quality of the workforce, expanding the system of

vocational training, retraining and upgrading of skills of persons in need of employment[1].

ANALYSIS OF LITERATURE ON THE TOPIC

In economic science, a view of the labor market as a socio-economic relationship between its subjects was formed. For example, A. Kashepov defines the labor market as a system of social relations, social (including legal) norms and institutions that ensure the exchange and use of labor at a price depending on the ratio of supply and demand, reproduction based on the observance of generally accepted rights and freedoms.

A. Nikiforova also understands the labor market as a system of social relations that reflects the level of development and achieved balance of interests between the parties participating in it: entrepreneurs, employees and the state[2].

V. Bulanov describes the labor market as commodity-money relations related to the demand for labor force, use and reward of labor force, working time. As evidenced by the processes taking place in the framework of social-labor relations describing employment, scientific research is currently being conducted to find ways and means of forming a socially oriented employment market system. It is necessary to rely on national science and practice, as well as the entire scientific potential accumulated in the world experience in this field, to reform the structure of employment[3].

As evidenced by the processes taking place in the framework of social-labor relations describing employment, scientific research is currently being conducted to find ways and means of forming a socially oriented employment market system. It is necessary to rely on national science and practice, as well as the entire scientific potential accumulated in the world experience in this field, to reform the structure of employment.

RESEARCH METHODOLOGY

In the scientific and practical study of the factors influencing the economic growth of the country, scientific conclusions were formed on the basis of statistical data, selective determination, theoretical, philosophical, objective approach, the use of methods of economic analysis.

ANALYSIS AND RESULTS

The labor market combines the labor market and the job market. If the labor market is formed as a set of desires of the able-bodied population to find a field to offer their abilities to work, the job market is formed as the total needs of enterprises and organizations for labor force. For the formation of the labor market, the following economic relations must be formed:

- 1) there must be people who own the means of production and can start the production process;
- 2) there must also exist free men who have no means of production other than their labor power.

Employment, as an economic concept, represents a set of relationships related to the participation of the population in labor activities, the measure of its participation in work, the level of satisfaction of social and personal needs of workers, interest in receiving income from paid jobs.

The main aspect of the concept of restructuring the structure of the economy in Uzbekistan is that it is intended to achieve fundamental structural changes in the economy through personnel training and changes in the structure of employment. The goal is to achieve a radical change in the economy of Uzbekistan by specialists with high qualifications and knowledge by achieving high goals in science. This can also be seen from the diagram shown in (Figure 1) below.

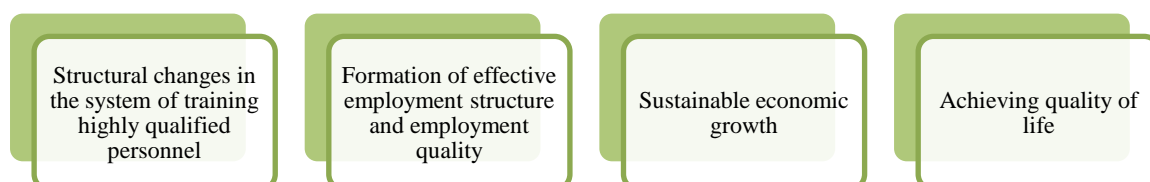


Figure 1. Changes in the structure of employment in Uzbekistan and the interdependence of achieving the quality and efficiency of employment

These are the relevant ones that enable the simultaneous implementation of fundamental structural changes at the level of the personnel training system, employment and the entire economy, thereby creating an effective employment structure and quality of employment, and ensuring the quality of life of the population by increasing economic growth and national income. embodies the system of events.

The defined methodical and methodological interdependence and mutual determination of the categories of employment quality, quality of life and level and their social and economic descriptions largely determine the content of the goals and tasks of the concept of social policy in the field of employment. It is necessary to implement the following social policy tasks to increase the quality and meaningfulness of employment:

- labor force mobility for the purpose of free transfer of labor between sectors, branches, professions and between regions in the interests of increasing labor productivity and living standards. giving flexibility;
- ensuring a balanced flow of employment characteristics such as completeness and efficiency, meaningfulness and productivity;
- formation of motivation for highly productive work based on the individual's material interest in ensuring his qualifications and a decent standard of living, and the individual's civic responsibility to support it.

Throughout the world, the same trend is observed in the occupational and sectoral composition of employment. The structural ratio from the point of view of D. Bell's theory of "three sectors" indicates that the level of employment in the third sector in developed countries is much higher than in others: it is 79.5% in the USA, 78% in Great Britain, and 76.6% in Sweden. (Table 1).

Table 1

The composition of the number of items in the sectors of the economy of Uzbekistan and some foreign countries, in % of the total

| Countries | Sectors of economy | | | |
|---------------|--------------------|------------|-----------|------------|
| | Total items | including: | | |
| | | I sector | II sector | III sector |
| Great Britain | 100 | 1,9 | 20,1 | 78,0 |
| Germany | 100 | 2,5 | 28,5 | 69,0 |
| USA | 100 | 2,1 | 18,4 | 79,5 |
| France | 100 | 3,2 | 22,2 | 74,6 |
| Sweden | 100 | 2,4 | 21,0 | 76,6 |
| Russia | 100 | 10,5 | 22,3 | 67,2 |
| Uzbekistan | 100 | 27,3 | 25,4 | 47,3 |

In developed countries, the majority of the economically active population is employed in industry and construction, the share of employment in agriculture is gradually decreasing (up to 5-10%). In the second half of the 20th century, in developed countries, the processes of quality change, not only in production,

but also in the composition of the population, accelerated significantly: the number of workers in material production decreased sharply, and the number of jobs in the fields of science, education, health care, and services decreased. and increased. For example, in the United States, more than 80% of all workers and 87% of high-level personnel are concentrated in intellectual work in the service sector. About 80% of the US GDP is produced in this sector.

CONCLUSION

Bandlik tarkibidagi siljishlar va o'zgarishlarni muallif tomonidan ishlab chiqilgan bandlikdagi tarkibiy siljishlar massasi, indeksi, siljishlar tezligi va intensivligi ko'rsatkichlari orqali tahlil qilish, bandlikni ta'minlashda doimiy va ergashuvchan ish o'rinlarini yaratish uchun tarmoqlarni tanlash, tabiiy ishsizlik darajasini aniqlash, mehnat bozori egiluvchanligini, tig'izlik darajasini hisoblash borasidagi uslubiy tavsiyalardan foydalanish maqsadga muvofiq.

Bandlik tarkibini davlat tomonidan tartibga solishning quyidagi mexanizmini joriy etish maqsadga muvofiq: korxonalar tomonidan o'z mablag'lari hisobidan yangi ish o'rinlarini yaratishning investitsion imkoniyatlarini kengaytirish maqsadida kapital amortizatsiyasi jarayonlarini boshqarish, amortizatsiya ajratmalarini hisobdan chiqarish tartibini hamda taqdim etilayotgan investitsion soliq kreditlari va imtiyozlari miqdori va muddatlarini oshirish; mamlakatda valyuta resurslari aylanishini erkinlashtirish orqali ishlab chiqarishni jonlantirish va bandlikni kengaytirishga investitsiyalarni o'stirish yo'lida iqtisodiyot kredit va investitsion salohiyatini oshirish.

Ekspordan olingan daromadlar mamlakat ichkarisida yangi ish o'rinlarini yaratish uchun investitsiyalarga aylanishini ta'minlaydigan huquqiy qoidalarni ishlab chiqish, to'liq va qisman davlat tasarrufida bo'lgan korxonalar foydasini taqsimlash ustidan davlat nazoratini oshirish va mamlakat ichkarisida uni bandlikni ta'minlash uchun investitsiyalarga aylantirish; bandlikni ta'minlash maqsadida ustuvor korxonalarning moliyaviy xarajatlarini kamaytirish, uskunalarga investitsiyalar kiritishlarini rag'batlantirish, ilg'or texnologiyalar importini moliyalashtirishda imtiyozli (arzon) kreditlash tizimini rivojlantirish yo'li bilan past foiz stavkalari siyosatini o'tkazish.

LIST OF REFERENCES

1. The decree of the president of the Republic of Uzbekistan dated February 7, 2017 on the "strategy of action on the five priority areas of development of the Republic of Uzbekistan in 2017-2021" is a set of legislative acts of the Republic of Uzbekistan, 2017. www.lex.uz.
2. Kashepov A. Economics and employment. M.: IMEI, 1999, -S. 13.
3. Nikiforova A. Labor Market: Employment and Unemployment M.: International Relations, 1991, -S. 10.
4. Rofe A., Zbyshko B., Ishin V. Labor market, employment of the population, economics of resources for labor.- M.: MIK, 1998, -p.54.5. Addison J., Teixeira P. The Economics of Employment Protection. IZA Discussion Paper October No 381, 2001, -P. 19.