

Problems of Employment and Unemployment in the World

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Abstract. This article talks about the world labor market and the problems of employment and unemployment in it and the solutions to these problems.

Key words: Labor market, economy, development, human, society, social, unemployment, ability, workforce, poverty, labor resources, industry, employment, occupation, investment, ownership, productivity.

Enter. One of the urgent problems facing the transitional economy is the effective formation and development of the labor market. For this, first of all, it is necessary to competently use the objective laws of the development of social and economic systems. It is known that the person who served as the owner of development is the main productive force of the society.

Only a society that considers human needs as very important and ensures its effective reproduction will achieve the highest development. All other means of society: forms of ownership, production and scientific potential, finance, prices must be subordinated to this main goal. This means, depending on today's market, to correctly target the movement of the economic system, speed up or slow down the transition period. The labor market is inextricably linked with all other market systems. In the conditions of the market economy, the problems of employment and unemployment are of great social importance. Employment, on the other hand, is an activity related to meeting their personal and social needs, does not conflict with legal documents, and brings them labor income. Citizens have the absolute right to dispose of their abilities to work productively and socially and to engage in any activity not prohibited by law, including activities unrelated to paid work.

Indeed, in order to be in demand, the workforce must possess a defined set of physical, mental and professional skills. Applying these abilities to the production process, it must be constantly reproduced so that it does not lose its consumer qualities. It should encourage the improvement of not only self-reproduction, but also labor resources and the quality indicators of the entire population, and lay the foundation for future re-production. It follows that competition in the labor market should exist as the main force that improves the employee's ability to work. On the other hand, the possessor of "skills for work", experiencing the need for constant reproduction, is always looking for a new employer of the highest quality, so that he can use these skills in the most profitable conditions. In this regard, the same changes should occur in the system that forms the demand for labor force, that is, competition between buyers and owners should appear.

Analysis of literature on the topic (Literature review). One can hope for socio-economic

development based on the economic activity of the employee and, on the other hand, the economic activity of the owner of the means of production in the market. Another important theoretical tenet of the labor market is its notion of territorial self-expression. Even when an employee is hired, he does not cut off his connection with the market, constantly forgiving the need to reproduce his "labor skills". In addition, there is a natural tendency of the employee to move from one employer to another in search of the best conditions. As practice shows, the higher the level of production forces, the faster the migratory activity. In this case, part of the employees appear on the labor market from time to time and do not participate in temporary production. Prof. According to V. Kulakov's calculations, most of the employed people are engaged in such activities: every year up to 35% participate in industry, 40% in construction, and 37% in railway transport. Therefore, the labor market is a component of the social market economy and the social-labor sector. Dozens of definitions of the labor market are given in the scientific and educational literature. For example, the creators of the new class school, D. Gilder, A. Laffer, M. Feddstein, R. Hollar, consider the labor market as an internal non-homogeneous and extremely growing system that obeys the laws of the market. The price mechanism serves as its main regulator. The price of labor and the level of wages affect the supply and demand of labor force, regulate the relationship between them, maintain the necessary proportion and balance. According to the natural market mechanisms, the labor force responds quickly and dexterously to the price-value, market conditions, increases or decreases according to its real needs. In the conditions of a dynamic labor market, unemployment is a natural phenomenon that acts as a cycle of the unemployed part of the working-age population. J. Keynes, the founder of the Keynesian school, described his concept in the book "The General Theory of Employment, Interest and Money". He considers the labor market as a slow, statistical system, and notes that the price of labor (wages) is sufficiently fixed. The existence of forced unemployment is based on the lack of aggregate effective demand, which can be eliminated by effective (expansionist) budget and credit-monetary measures. Lack of demand occurs due to the inelasticity of payment for labor in the direction of its decrease, as a result of which, when demand decreases, the volume of production and employment decrease, nominal rates of wages remain unchanged. The state acts as a regulator of the market, it can eliminate this inequality by increasing or decreasing aggregate demand. Total demand for labor is regulated by investment and production volumes.

Analysis and results. In the conditions of digitization of the socially oriented market economy, the main tasks of the state are to find solutions to socio-economic problems, to ensure the implementation of existing state programs, to reduce poverty and improve the standard of living of the population. It is important to implement effective socio-economic and organizational-legal mechanisms for providing employment to the population in the implementation of these priority tasks. This has a direct positive effect on reducing the level of unemployment, informal employment and poverty. President of the Republic of Uzbekistan. These problems and their solutions are clearly indicated by Mirziyoyev: poverty alleviation is a complex task of awakening the spirit of individual entrepreneurship, fully realizing the inner strength and potential of a person, and creating new jobs. it means implementation of economic and social policy. This requires ensuring reasonable employment of labor resources and reducing unemployment. A positive solution to them will lead to an increase in the standard of living of the population. Currently, the indicator of the unemployed part of the country's labor resources has a tradition - a tendency to gradually

grow. Such a situation is the use of industrial labor in a narrow scope, the insufficient volume of investments aimed at creating new jobs, the faster growth of the number of labor resources compared to the number of jobs, the lack of a balance between the demand and supply of labor, the qualifications of local personnel and based on low competitiveness and slowness of their job search efforts. In addition, to ensure the reasonable employment of labor resources, the reduction of new land development, the highly inefficient use of intensive technology and less labor-intensive equipment, the ineffective use of new market methods of economic management, production and labor organization, factors such as the low level of development of small and medium-sized business and private entrepreneurship, the decrease in material interests of the employed, and inflationary processes have a negative impact. However, the listed factors are inevitable signs of the period of transition to the market economy. One of the effective mechanisms for ensuring reasonable employment of the population and reducing unemployment is the appropriate formation and development of the labor market and its regulation. It is necessary to determine the organic relations and conflicts between the demand and supply of labor force, the effective criteria of their cooperation, to determine the main directions of professional development of rural workers, and to determine the macroeconomic demand and supply of labor force in conditions of "surplus" of live labor resources and "scarcity" of jobs. effectively allows to regulate, ultimately to develop socio-economic and organizational measures in accordance with the purpose. The development of such activities requires a deep study of the ongoing processes, the identification of the most important problems of the formation and development of the labor market and ways to positively solve them. Researching 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 for our republic, is of great scientific and practical importance. Their study requires taking into account the following demographic and socio-economic situations: 1) more than 60% of the working-age population in the republic lives in rural areas and produces more than 40% of the gross domestic product (GDP); 2) the share of unemployed rural labor resources due to the lack of non-agricultural workplaces is more than 60% of the entire unemployed population of the republic, and their number is growing; 3) the low level of skills and mobilization of rural workers who are able to work, who are not employed, is the main obstacle to their movement from their places of residence to the city and the regions of the country with low labor supply, as well as the objects of foreign countries; the faster growth of the number of labor resources compared to the labor application regions directly contributes to the increase of hidden unemployment, especially in agriculture, to the extent that the supply of labor exceeds the demand for it; 4) there are real opportunities to ensure a rational ratio between the demand and supply of labor by creating new jobs in the processing industry, construction and service enterprises, and private enterprises. In the era of the market economy, it is appropriate to consider the labor market as a system that implements the purchase and sale of "able-to-work" labor force. Therefore, it is an open, complex, multi-faceted and growing system of the socially oriented market economy and the field of social work, which shapes the volume, composition and ratio of supply and demand for labor force. This market directly participates in the regulation of the demand for labor and the supply of the population and contributes to the formation of reasonable employment and reduction of unemployment.

Conclusion and recommendations. In the conditions of the transition to the market

economy, the number of employees who are released from agricultural production is rapidly increasing due to privatization and expropriation of property, revision of the structural structure of crop production, liquidation of loss-making enterprises, achievements in scientific and technical development and introduction of intensive technologies. The study of ways to stimulate the increase in the demand for labor is aimed at ensuring the reasonable employment of labor resources and the development of effective industries for this area.

Creation of jobs in processing, storage and procurement of products and providing service and personal labor activities, development of production forces and non-traditional forms of employment, expansion and redevelopment of existing enterprises for persons who are temporarily laid off from work in the agricultural sector. Direct investments for the purpose of repair and creation of new jobs are the main directions of the application of this method.

The increase in the demand for labor force can be regulated by creating jobs in economic sectors interested in the redistribution of labor resources, as well as by directly attracting investments in the renovation of existing ones and the acquisition of new, modern professions. Subsidies, subsidies and loans are used for the construction, technical rearmament and reconstruction of enterprises of the agro-industrial complex, especially processing enterprises, for the expansion of the service sector through the development of personal labor, as well as for women with many children, able-bodied pensioners, it is desirable to focus on creating suitable workplaces for disabled people, teenagers, etc. In this way, it is possible to attract excess labor resources to the above-mentioned sectors and some special workplaces, and at the same time directly influence the professional and skill composition of the workforce. Creating temporary jobs and encouraging the development of various forms of ownership is one of the most important directions of increasing employment of the population. It is carried out with the help of measures such as increasing the economic interest of enterprises, reducing budget payments and social insurance contributions for temporary and partial employment of employees, easing the process of hiring them, and paying expenses related to the organization of non-traditional forms of employment. is increased. The formation of the labor market is directly influenced by economic, social and legal conditions, such as the transformation of labor power into a commodity, free supply, independent demand for labor by employers, structural changes in the economy, and the development of multiple ownership. The increase in demand for labor force, which is the main problem in the formation of the labor market, and the decrease in its supply are carried out under the influence of various factors, principles and restrictions. A perfect study of the main components of the labor market not only describes the process of its formation in detail, but also allows to identify the main problems that need to be solved in this area: increasing the demand for labor and reducing its supply, accelerating the release of surplus workers from agricultural production. ; is to increase the competitiveness and qualifications of the unemployed, able-bodied population, reduce stagnation and ensure its social protection. These problems can be successfully solved by developing non-agricultural employment sectors, improving the activity of educational institutions and employment services, and effectively regulating socio-economic relations in the labor market.

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