

SOME ISSUES OF ENSURING THE EMPLOYMENT OF THE POPULATION IN THE CONDITIONS OF THE MARKET ECONOMY

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Abstract. 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.

Key words: Unemployment, employment, working age. economy, financial relations, international experience.

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 who are not employed in social production, in addition to the stratum of the population capable of working, who 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.

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 economic development in order to achieve the maximum efficiency of people's labor needs and 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.

Because the employment of the surplus labor force in the small villages of Wenzhou is occupied by the establishment of family enterprises and mediation at the expense of the personal savings of the villagers. That is why the economy of the district is determined by middlemen traders. These merchants can be divided into 3 groups:

1. The largest group is small traders.
2. Market intermediaries, i.e. brokers.

3. Families selling their own products. The development of family industry in Wenzhou County also involves the transfer of labor force from agriculture to industry, as in Jiangsu's experience. The main difference between this model and the first model is the dominance of the individual sector. As a result of the reforms, in 1993, compared to 1978, the per capita net income of farmers increased by 3.4 times, the net living expenses by 2.5 times, and the housing area per capita by 3.5 times. So, a strong economic growth was achieved with only partial solution of employment problems. We think that the 20-year experience of providing employment to the population in a large country like China and the achievements made in its agriculture will be an example for our republic. In addition to the Chinese models mentioned above, there are the Japanese model, the US model, and the Swedish model for providing employment in the world experience. As a result of socio-economic reforms carried out in these developed countries, a number of successes have been achieved in terms of employment. Let's look at the characteristics of each of them.

2. Japanese model. The Japanese model clearly demonstrates an organized domestic labor market. The system of labor relations in this country is distinguished by the fact that these relations are based on "lifetime employment", that is, these relations guarantee the employment of the worker until the age of 55-60 years. The "lifetime employment" system provides for the constant increase of social payments, bonuses, and wages. In enterprises operating on the basis of the "lifetime hiring" system, personnel qualifications are constantly improved, therefore, even if new equipment and technology are introduced or production of a new type of product is launched, there are no interruptions in the production process. During the first 10-12 years, the worker systematically changes his workplace 3-4 times in the enterprise itself, the purpose of which is for the worker to develop the ability to work at any workplace within the enterprise.

Male workers have 10–12 years of work experience by the time they are 30–35 years old. In most cases, women are not included in the "lifetime employment" system, so the length of service for women is also shorter than for men. Japanese firms and enterprises aim to use hired workers for a long time. This, in turn, serves as the basis of the policy aimed at training employees to work at a high quality and creative approach to work. Therefore, when the problem of reducing production arises, entrepreneurs do not fire workers to solve this problem, but reduce working hours or temporarily transfer these workers to other enterprises. All of the above applies to the permanent staff of this enterprise. Temporary employees are among the first to be laid off in the event of an economic downturn and leave the economically active population. The smaller the enterprise or firm, the greater the proportion of temporary workers and, accordingly, the higher the risk of unemployment.

3. US model. The US model is characterized by decentralization of the labor market. Each state in the United States has its own unemployment insurance and unemployment insurance laws. Contributions of enterprises and employees were paid separately to the federal fund and to the state fund.

The employment policy of US companies is also unique. As the economy changes, when the problem of reducing the size of labor costs arises, American firms immediately solve the problem by laying off workers. They try to solve the problem by reducing the workforce, not by reducing the number of man-hours like Japanese firms. Also, in the rehabilitation of unprofitable enterprises, first of all, the workforce will be reduced.

Relying on private markets for financial capital, firms direct their production capital to more productive US or foreign enterprises. Employees of old enterprises are dismissed and new employees are hired in their place. In the US, workers do not have any information about layoffs until they are laid off or businesses close.

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 general effect obtained from their use will be extremely low.

The state of effective employment, while ensuring the high efficiency of workers, also leads to a high level of unemployment. Accordingly, it is appropriate to apply the principles of the state of "optimal employment" in the transitional economy. The general principles of optimal employment are formed by summarizing the advantages of the two cases mentioned above. "Optimal employment" refers to the rational distribution of employees by branches of production and the achievement of the maximum efficiency of the use of these employees.

Optimal employment constantly takes into account changes in the age of employees, changes in production status, changes in the nature of production activities. Optimum employment depends on providing the economy with labor force, increasing the efficiency of the use of live labor. The important areas of its economy are as follows: - reduction of low-level manual labor based on mechanization and automation of production; - increase the efficiency of working time by reducing production time and working period; - improvement of the process of distribution and redistribution of labor resources between sectors and enterprises. Also, optimal employment focuses on the following social problems: - taking into account labor relations and growing demands of workers and employees for working conditions; - providing women, mothers with young children and young people with specific working conditions, taking into account their working abilities. "Optimal employment" differs from "full employment" in the following main aspects.

First, optimal employment does not necessarily require the employment of all the available labor force. Secondly, one of the main criteria is the maximum efficiency obtained from each workforce under optimal employment conditions.

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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