

Opportunities to Help Increase Employment

Hayitov Abdimannon Bukharovich

Tashkent State University of Economics,
Candidate of Economic Sciences, Associate Professor
(0000-0002-6535-1157, Uzbekistan)
mardon2002@bk.ru

Rasulova Mohigul Odiljon qizi

mohigulodiljonovna2410@gmail.com

Abstract: Employment and unemployment are two opposing, mutually exclusive concepts, and the higher the employment rate, the lower the unemployment rate, and vice versa. Full employment of the population does not mean that unemployment does not exist at all, because it is almost impossible to eliminate unemployment

According to the English scientist, J. Keynes (1883-1946), the author of the scientific work "General Theory of Employment, Interest, and Money" and several other developments, full employment of the population implies unemployment of about 3 percent. In this case, the unemployment of the economy does not adversely affect the level and pace of development. Indeed, there are other views today, and we believe that an unemployment rate of 5-6 percent corresponds to optimal employment in the economy. Moreover, the existence of a certain "natural" level of unemployment in society is not only normal but also acceptable.

In our opinion, the history of the emergence and decline of unemployment in Uzbekistan confirms the correctness of Keynes's views. Since the official registration of the unemployed, the unemployment rate has risen steadily to a certain extent, and employment rates have declined accordingly. It is known that the higher the amount of employment, the higher the unemployment rate.

There are different approaches to the concept of employment, including the Russian economist A.I. Rofe, who commented on the concept: is busy with "[1].

Also, leading economists IM Aliyev, N.A. Gorelov, L.O. Ilina commented on this concept: can be seen as socially useful labor "[2].

In contrast to these definitions, in our opinion, the employment relationship is a socio-economic indicator that shows how many able-bodied people are involved in socially useful work. The employment of case A contributes to the increase in labor productivity and, in turn, to the growth of national wealth, while the negative consequences of unemployment are that it can not only lead to a decline in production but ultimately to the onset of poverty.

American economist Arthur Oaken mathematically expresses the ratio between the natural increase in unemployment and the lag in the gross national product: or 2.5 percent of GDP. " So, accordingly, their ratio is 1: 2.5. This ratio is called Oaken's law in economic theory. Based on this ratio, it is possible to determine the absolute value of the gross national product lost.

Thus, the natural rate of unemployment is the level expressed by normative inflation and stable growth curves in the 'normal' period. Therefore, the definition of the natural rate of unemployment is a complex task, because, to calculate this figure, it is necessary to create a model of a "normal working economy."

There are also different views on clarifying the concept of unemployment. Russian economists N.V. Lyasnikov, M.N. Dudin, and Y.V. Lyasnikov echoed this notion: "Unemployment is a socio-economic phenomenon in which part of the active, able-bodied population is unable to find work that they can do on their own." [3], and other economists I.M. Aliyev, N.A. Gorelov, and L.O. Ilina, "Unemployment is a phenomenon in the economy in which part of the economically active population is unemployed." 4] - they explain.

In our view, unemployment is the number of unemployed people who can work. It should be noted that in the context of globalization, it is not a question of natural unemployment, but its socially acceptable level, ie unemployment and the duration of job search, as well as the demographic composition of the labor force and

the level of crisis in the labor market (unemployment to job vacancies). the hijab should go straight to the degree you can take.

Other principles of employment formation in the conditions of market relations also apply. In this case, the state uses the available labor resources in social production to waive any claims to the monopoly. On this basis, another principle is the principle of freely chosen employment, ie the right of the able-bodied population with a legitimate source of income not to voluntarily engage in employment. In a market economy, the right to dispose of one's ability to work (labor force) belongs only to its owner, ie the employee himself, and no one has the right to force him to work (except as provided by law).

The most important criterion of a socially-oriented economy is employment attitude to employment. The employment problem is a social problem. Therefore, the demographic aspects of the population at the highest level and its effective use, as well as the focus on the development of society, show that employment is an integral part of a comprehensive social policy. The social nature of the employment problems of the population is determined by the fact that it is focused primarily on the person, his interests, and needs in the field of labor. The higher the level of human socialization, the more the quality level of human capital changes.

Academician K.Abdurahmanov said that "... employment should take into account at least *four social aspects*, employment is closely linked with the most important human right enshrined in the Constitution - the right to work, living standards and decent living conditions. employment plays a crucial role. It is employment that increases the activity of labor, the most important guarantee of improving the living standards of able-bodied citizens and their families, the formation of a new factor of high productivity, which is the basis of everyone's well-being and society as a whole. , stimulates the development of the individual¹.

These areas determine the redistribution of financial, material, and labor resources in the national economy, the priorities of scientific and technological development, as well as the location of productive forces, and ways to improve the quality of life. It is known that one of the most important problems is to solve the problem of employment in the context of the COVID-19 Global Pandemic, and, as noted by the author, the success of reforming the whole economy to form a new factor of high productivity, which is the basis of social welfare. we have seen the degree of dependence. Therefore, one of the most pressing issues today is to increase the level of employment of the population at the regional level, which is the basis of social development.

Since demographic development is a part of social development, it is expedient for the state to raise it to the level of a policy, and it is expedient to study the definitions given to it by economists. For example, according to KH. Abdurahmonov and N.K. Zokirova, demographic development is defined by the state as follows²: Well-known Russian demographers V.G. Glushkova and YA Simagina emphasize the/ " Demographic policy is a system of measures taken by the state to achieve the definition of demographic results and to influence the natural movement of the population. "³

P. I. Kosov and A. B. B. A more precise definition has been developed by the Berendeevas, according to which " Demographic policy is closely related to social and family policy. You have to differentiate them at the base. The social policy includes the management of living conditions and the provision of assistance to those in need. Family policy is the activity of the state, political parties, and public organizations aimed at the formation of families, family life, the long historical path of development of society, the role of the family in society, and the strength of families as a social institution⁴.

In our view, the authors may have described the close interdependence of demographic policy with social and family policy based on the specifics of the period in which they lived and the country. As the authors argue, it is true that the family lifestyle, the long historical path of development of society, the role of the family in society, and the existence of efforts aimed at strengthening families as a social institution. But

¹ Q.Abdurahmonov. Labor Economics: Theory and Practice / Textbook . Processed and replenished 3rd edition. T .: Academy of Sciences of the Republic of Uzbekistan F AN State Publishing House, T .: 2019. - 257p

² Abdurahmanov K.X. and others. Demography. Textbook. - T .: ECONOMY, 2014.-334-p.

³V.G.Glushkovoy, Yu.A.Simagina, Demography: ucheb. posobie - M .: KRONUS, 2013 - p. 206

⁴P.I.Kosov, A.B.Brendeeva, Fundamentals of demography: textbook. allowance - 2nd ed. – M.: INFRA-M. 2013 - p. 213-214

the case failed to provide the scientific chimney recommended by the authors. they failed to provide a basis for the strength of the family in the consideration. We also had all the institutions related to the family. The effect of all the measures taken has not been resolved in recent years. President of the Republic of Uzbekistan Sh. Mirziyoyev said at a select meeting on February 12, 2020, "... There is no system in place to prevent situations that negatively affect the socio-emotional environment in families. As a result, in some neighborhoods, troubled families and crime have increased. It is also unfortunate that suicides are being reported among women and minors. " **he proposed the establishment of a Ministry of Mahalla and Family Affairs, which** would link the family with the Mahalla, which would directly contribute to their socialization. **As a result, in accord with the President of the Republic of Uzbekistan dated February 18, 2020, No PF-5938 In February 2013, the President of the Republic of Uzbekistan adopted a Resolution on the establishment of the Ministry of Mahalla and Family Support of the Republic of Uzbekistan.**

In particular, the Resolution states that "... Family-Entrepreneur "program, " Crafts Development Program ", " Youth is Our Future "program. Given that an important indicator of the evaluation of the performance of governing bodies is the employment rate, the provision of the economy with quality human resources, especially in the formation and development of families. this in many ways leads to the stabilization of the current demographic situation.

Stabilization of the demographic situation The relevance of the analysis of these features of employment is determined by the constant dynamics of changes in the age structure of the population

Demographic aspects, current problems of population growth and natural movement, as well as analysis of population policy, in particular, the demographic situation in the regions, as well as the study of human capital development will be analyzed in the study of living standards and quality of life in the regions). At the same time, it is no secret that insufficient attention is paid to the analysis of the demographic characteristics of the employed population (along with regional aspects of changing the age composition of the employed), which creates several problems.

There are more than 7.5 billion people in the world. The SOVID-19 coronavirus (coronavirus) detected in China in December 2019 has had a direct and indirect impact on the labor and daily activities of people in more than 186 countries. weightlessness, which does not allow, more precisely the basis of human life and existence, the basis of respiration can be equated with a period of oxygen deprivation.

In the face of the pandemic, the weakness of humanity in overcoming the problems in the eyes of the world public opinion was felt. More precisely, "A tidal wave rose from the water."

The results achieved by the development of science and technology belong to us, to the people of the world. So where is the problem then why is humanity unable to eradicate a virus or cell that is not visible in the fall? What and where is the weakness of humanity? Where have mistakes been made since the dawn of mankind? With whom and what did we not reckon with?

Humanity can be justified by the fact that we live in a single space through a single space, convenience or inconvenience in more than 200 countries and their geographical location, several religions, more than 1,000 nations and peoples, different levels of traditions and values, and mentality and other indicators.

Man is the main driving force of society. Whatever is done in the country, everything is done for the person, his vital interests, and the well-being of the family. Therefore, in the context of a pandemic, the issue of employment should be viewed not only from the point of view of the increase or decrease of social labor productivity, increase or decrease of national wealth, but first of all, from the point of view of the individual himself. Humans are mostly socially active economic entities. For them, the loss of work means not only a reduction in income but also the inability to feel necessary for society, the loss of social orientation, the and loss of the opportunity to express themselves through work. It is not uncommon for a person who has lost his job but wants to work, earn money and support his family and educate his children at the expense of these funds to end up in a professional and intellectual decline as a result of unemployment.

Thus, we draw the following conclusions from the above analysis and feedback:

Other production structures - are responsible for the problems of employment in society ;

It is known that new jobs are created mainly in enterprises, which means that enterprises should be the initiators of increasing employment in the first place;

By successfully addressing this issue, businesses will protect people from unemployment and help maintain peace, prosperity, unity, and well-being in society;

Given that employment is a key issue, it would be appropriate for home-based businesses or firms to be empowered to provide soft (low-interest) loans from commercial banks and state funds.

List of used literature:

1. Ekonomika trud a: uchebnik / A.I.Rofe.-2-e.-M . KNORUS , 2011.- p. 159
2. Labor Economics: textbook / I.M. Aliyev, N.A. Gorelov, L.O. Ilyina-M.: Yurayt Publishing House, 2012 - p. 123
3. Economics and sociology of labor: textbook / N.V. Lyasnikov, M.N. Dudin, Yu.V. Lyasnikov. - M.: KNORUS, 2012. with 79
4. Labor Economics: textbook / I.M. Aliyev, N.A. Gorelov, L.O. Ilyina.-M.: Yurayt Publishing House, 2012. p. 123
5. Q.Abdurahmonov. Labor Economics: Theory and Practice / Textbook. Revised and supplemented 3rd edition. T: Academy of Sciences of the Republic of Uzbekistan F AN State Publishing Company, T .: 2019. - 592p
6. Decree of the President of the Republic of Uzbekistan No. PF-5938 of February 18, 2020 "On measures to improve the social and spiritual environment in society, further support the institution of the mahalla and bring the system of work with families and women to a new level."
7. Resolution of the President of the Republic of Uzbekistan on the establishment of the Ministry of Mahalla and Family Support of the Republic of Uzbekistan on February 19, 2020