

# **THEORETICAL BASIS OF STATISTICAL RESEARCH OF POPULATION EMPLOYMENT, IMPROVEMENT OF FINANCING IN BUSINESS ENTITIES**

Shakirova Nigora Akhralovna

Associate Professor, Department of Statistics and  
Econometrics, Tashkent Financial Institute

ABSTRACT	KEY WORDS
This article examines the challenges of unemployment and explores effective strategies to ensure a well-employed population in business entities. By focusing on key areas such as education, entrepreneurship, and government initiatives, this article aims to provide insights into fostering a robust job market and promoting economic growth.	Employment, Business Entities, Workforce, Job Market, Prospects, Strategies.

## **Introduction**

Unemployment is a significant challenge faced by societies worldwide, affecting the economic and social well-being of individuals and communities. One crucial factor in combating unemployment is ensuring the availability of employment opportunities within business entities. This article explores the prospects and strategies for enhancing employment prospects in various business organizations. By fostering a healthy and vibrant job market, societies can experience increased economic growth, reduced poverty, and enhanced overall quality of life.

**Promoting Economic Growth:**A thriving economy translates into increased business activities, leading to a higher demand for skilled workers across different industries. Governments, in collaboration with private entities, must implement policies that encourage economic growth. These policies may include tax incentives, investment in infrastructure, and support for research and development.

**Skill Development and Training:**Business entities should actively participate in skill development programs that equip potential employees with the necessary competencies for specific roles. Companies can collaborate with educational institutions and vocational training centers to design relevant training programs.

**Diversity and Inclusion:**Creating a diverse and inclusive work environment fosters innovation and creativity. Companies must adopt policies that promote diversity and inclusivity to attract a broader talent pool and ensure equal opportunities for all.

Ensuring employment of the population in business entities requires a multi-faceted approach that involves various stakeholders, including the government, businesses, educational institutions, and individuals themselves. Here are some ways and prospects for achieving this goal:

- **Promote a Favorable Business Environment:** Governments should create policies and regulations that support business growth and investment. This can include reducing bureaucratic

hurdles, offering tax incentives for job creation, and fostering a business-friendly climate that encourages entrepreneurship.

- **Invest in Education and Skill Development:** Access to quality education and skill development programs is crucial for preparing the workforce to meet the demands of modern businesses. Governments and businesses should collaborate to develop vocational training, apprenticeship programs, and lifelong learning opportunities.
- **Encourage Entrepreneurship:** Governments can support aspiring entrepreneurs by providing financial assistance, mentoring programs, and access to resources and networks. Entrepreneurship can lead to the creation of new businesses, generating more employment opportunities.
- **Promote Small and Medium-sized Enterprises (SMEs):** SMEs are significant contributors to employment in many economies. Governments can provide targeted support to SMEs, such as access to finance, technical assistance, and preferential treatment in government procurement.
- **Industry-Academia Collaboration:** Foster collaboration between businesses and educational institutions to align the curriculum with industry needs. This can ensure that graduates have the relevant skills and knowledge required by businesses.
- **Labor Market Information System:** Implement a robust labor market information system to help job seekers and businesses understand the current job market trends, skills in demand, and job opportunities available.
- **Flexible Labor Laws:** Labor laws that strike a balance between protecting workers' rights and providing flexibility for businesses can help encourage job creation. Businesses may be more inclined to hire when they have some flexibility in workforce management.
- **Support Remote Work and Telecommuting:** Advancements in technology have made remote work more feasible. Encouraging businesses to offer remote work options can help expand the pool of potential employees and reduce geographical employment disparities.
- **Targeted Incentives for Job Creation:** Governments can provide targeted incentives, such as wage subsidies for hiring certain demographics, to encourage businesses to hire more people from vulnerable or underrepresented groups.
- **Invest in Infrastructure:** Infrastructure development can stimulate economic activity and attract businesses to set up operations in certain regions, thus creating employment opportunities for the local population.
- **Promote Inclusive Growth:** Ensure that economic growth benefits all segments of society. Reducing income inequality can lead to higher consumer spending and a more robust economy, creating a positive cycle of job creation.
- **Support Sustainable Industries:** Encourage the growth of industries that focus on sustainability and social responsibility, as they tend to be labor-intensive and can generate more employment opportunities.
- **Encourage Foreign Investment:** Attracting foreign direct investment can lead to the establishment of new businesses and industries, which can create additional job opportunities for the local population.

It's essential to recognize that the employment landscape is constantly evolving, influenced by technological advancements and global economic shifts. Therefore, a dynamic and adaptive approach

to employment generation is necessary to ensure that the population can access meaningful and sustainable job opportunities within business entities.

Although the prospects of ensuring employment opportunities in business entities are promising, challenges persist. Economic fluctuations, technological advancements, and shifting market demands can influence employment trends. Therefore, a dynamic approach is necessary, focusing on adaptability and continuous improvement.

#### Technological Disruptions:

Automation and artificial intelligence can potentially displace certain job roles. To address this, businesses must anticipate these changes and provide employees with reskilling and upskilling opportunities to transition into new roles.

#### Remote Work Arrangements:

The COVID-19 pandemic accelerated the adoption of remote work. While this offers benefits like access to a broader talent pool, it can also lead to job market saturation in specific sectors. Business entities should strike a balance between remote and on-site work to maximize efficiency and retain employee engagement.

### Conclusions:

Ensuring employment opportunities in business entities requires collaborative efforts from governments, businesses, and society at large. By focusing on economic growth, skill development, and fostering a diverse and inclusive workplace, we can create a sustainable job market that benefits both individuals and the overall economy.

#### Suggestions:

**Public-Private Partnerships:** Governments should collaborate with private entities to design and implement policies that promote employment growth and align with the needs of businesses.

**Lifelong Learning Initiatives:** Encourage a culture of continuous learning and upskilling within organizations to prepare the workforce for emerging job roles and technologies.

**Mentorship and Internship Programs:** Establish mentorship and internship programs to bridge the gap between educational institutions and businesses, facilitating smoother transitions into the job market for fresh graduates.

**Social Safety Nets:** While focusing on employment, safety nets like unemployment benefits should be strengthened to support individuals during periods of job transition or economic downturns.

By taking these measures, societies can unlock the full potential of their human capital, creating a thriving job market within business entities and bolstering economic prosperity.

### REFERENCES

1. Decree (2020) of the President of the Republic of Uzbekistan "On measures to radically update the State policy on economic development and poverty reduction" No. PF-5975. 26.03.2020. \_ (Decree (2020) No. PD-5975 of the President of the Republic of Uzbekistan "On measures to radically update the state policy on economic development and poverty reduction." 26.03.2020.)
2. Measures to reduce poverty through entrepreneurship development and vocational training were identified. <https://xs.uz/uzkr/post/tadbirkorlikni-rivozhlandani-va-kasbgateyorlashorgali-poverty-reduction-measures-defined>

3. G.R. Boltaboeva. The importance of innovative technologies in small business, solutions to the problems of small business and private entrepreneurship, and a collection of theses.
4. G.R. Boltaboeva. The importance of innovative technologies in small business, solutions to the problems of small business and private entrepreneurship, and a collection of theses
- 5.M. Rakhmanov. Web of Semantic: Universal Journal on Innovative Education 2 (4), 339-342, 2023  
Statistical Analysis of Problems Related to Ensuring the Stability of the Banking System
- 6.M. Rakhmanov. INTERNATIONAL JOURNAL OF BUSINESS DIPLOMACY AND ECONOMY 2 (4), 34-41, 2023  
Modeling the impact of bank shares on income in the fund market
- 7.F Mirzaev, M Rakhmanov. SAARJ Journal on Banking & Insurance Research 10 (4), 50-61, 2021  
About methods of using valuable information in risk modeling of commercial banks
- 8.M. Rakhmanov. SAARJ Journal on Banking & Insurance Research 10 (6), 11-20, 2021.