

PROSPECTS FOR IMPROVING EMPLOYMENT COMPOSITION AND INCREASE EFFICIENCY IN THE NATIONAL ECONOMY

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A B S T R A C T	K E Y W O R D S
The article is devoted to employment issues and the economic essence of effective employment, one of the most important indicators of intellectual capital, taking into account the specifics of labor and real structural changes in the economy. In addition, issues such as the criteria for establishing effective employment between the employer, employee, government and enterprise, as well as issues of the professional level of the employee are considered.	Effective employment, intellectual capital, implementation of intellectual capital, criteria for effective employment.

Introduction

Based on the process of globalization 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, development of new types of activities requiring higher education and professional level, expansion of non-standard forms of employment, use of new working time models, increase in employee incomes, 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, disabled people The determination of the tasks of providing and creating favorable conditions for the expansion of effective employment"[1] shows that the development of new approaches to the formation of the effective composition 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, primarily 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 professional training, retraining and upgrading of skills of persons in need of employment[2].

Analysis of literature on the topic

The task of this research work is to reveal the specific features of labor force employment problems in the current period of reforms, which are influenced by globalization processes, to continue the detailed and methodological analysis of the structure of employment in connection with the cyclical development of the economy, property reforms, liberalization of the economy, modernization, and structural changes. was the basis for determining.

According to A. Smith, market forces encourage both buyers and sellers to act economically. Applied to the composition of employment, it is reflected in its determination and regulation through the market mechanism. It means that supply and demand are balanced in the labor market and full employment is ensured. He sees the source of wealth increase in socially useful labor for the production of material goods, and includes only such labor in productive labor[3].

D. Ricardo (1772-1823) is the second major representative of the classical school, recognized as the leader of English economists of his time. D. Ricardo firmly supported the labor-value theory, he considered the law of value to be the most general regulatory principle of the market economy. He emphasized that the value of labor power is in direct proportion to the labor spent on its creation[4].

Y. Schumpeter understood the process of opening new technological knowledge, products, sources of supply and forms of industrial organizations and their practical use in industry in improving the structure of employment. Analyzing Schumpeter's works, it will be possible to conclude about the dynamic changes in the structure of employment due to the innovative entrepreneur[5].

Economist D. Robinson in his "Economy of Imperfect Competition" (1933) believed that such competition is the main reason for the lack of coordination of production and employment[6].

According to A. Phillips, a high level of inflation corresponds to a low level of disparities in the composition of employment, and vice versa, a high level of instability can exist only in conditions of low inflation. The task of the state and the people who define and implement the economic policy is to choose the most reasonable decision in each period[7].

S. Kuznets, first of all, studied the impact of periodical innovations on the composition of employment based on the transition from one historical period to another. Secondly, the rapid pace of economic growth in the industrialized period, according to S. Kuznets, the improvement of the employment structure based on the rapid development of science caused by periodic innovations is a new source of economic growth[8].

Analysis and Results

In the conditions of the market economy, the state conducts a consistent socio-economic policy to provide employment to the population, eliminate unemployment and regulate the labor market. Creating such an effective system of regulation in the field of employment is one of the main social tasks of the reforms implemented in Uzbekistan. Employment policy is inextricably linked with other priority directions of socio-economic development of the Republic of Uzbekistan, and has a worthy place in the strategy of economic reforms and perspective plans204.

The development of the concept of employment policy as a component of social policy to increase the well-being of the population, as a sphere of formation of people's income, determines the main directions and stages of mastering the new employment market model, and with its help increases the standard and quality of life.

The same trend is observed in the occupational and sectoral composition of employment worldwide. 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 % compared to the total

Countries	Sectors of economy			
	Total items	including:		
		I sector s	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, and 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 weight of jobs in the fields of science, education, health care, and services increased. For example, in the United States, more than 80% of all workers and 87% of high-level personnel are concentrated in intellectual labor in the service sector. About 80% of the US GDP is produced in this sector.

According to the recommendations of the International Monetary Fund, it is necessary to maintain the growth of employment in developing countries and to increase 1 billion in the next ten years. To ensure job creation, governments must address three fundamental challenges:

First, in the context of structural changes in the economy, the growth rate of production must be very high in order to create enough jobs to provide employment for the labor force that is being laid off and the growing economically active population. In this regard, it is necessary to encourage investment in labor-intensive sectors from a macroeconomic point of view. Measures aimed at stimulating the creation of jobs in the private sector of the economy must go hand in hand with the development of public sector infrastructure.

Second, developing countries and poor populations are heavily affected by externalities, which can lead to increased unemployment and poverty. Therefore, governments should focus on countercyclical macroeconomic policies aimed at mitigating the negative impact of a slowdown in growth or economic downturn on employment.

Third, the existence of poverty itself inhibits employment growth because the poor lack the education and skills necessary to obtain decent employment and maintain the health needed for high productivity work. In such circumstances, governments should take measures to help the poor find decent, well-paid jobs. The countries of Spain, Italy, and France are fighting unemployment much more actively. In addition, in the West there are social guarantees that give hope for tomorrow.

Conclusion and Suggestions

The structure of employment means the level of employment according to the system of employment indicators, which reflects the completeness of the entry of the economically active part of the working population into social production, and the compliance of the structure of employment with the socio-economic requirements of the population for jobs and the state of balanced development of the national economy.

Analysis of shifts and changes in the structure of employment through mass, index, speed and intensity indicators of structural shifts in employment developed by the author, selection of industries to create permanent and flexible jobs in the provision of employment, determination of natural unemployment rate, calculation of labor market elasticity, density level it is appropriate to use methodological recommendations.

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