



EMPLOYMENT FORMATION ISSUES

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ABSTRACT

In order to create employment and increase the competitiveness of the economically active population, the article examines the qualifications of the labor force, its compliance with the specialization of enterprises, as well as the retraining of the unemployed as a qualified labor force among the economically active population. The analysis of labor force employment and gross domestic product is made. The main factors influencing the GDP growth by means of econometrics are determined.

KEYWORDS. *Economically active population, employment, GDP, competitiveness, labor force, labor market, employment department, labor resources, surplus labor resources, economic sectors.*

INTRODUCTION

There is an internal and external interdependence between all levels of competitiveness. Modern model of building and developing competitiveness based on M. Porter's concept¹, consists of four characteristics that have a common feature of the country and form the competitive environment in which manufacturers compete. This environment can both promote and hinder the formation of competitive advantage.

If we consider the determinant "Conditions for factors", it should be noted that according to the theory of factors of production, the flow of trade determines such factors of production as labor, land, natural resources, capital, infrastructure.

However, in technologically complex industries, which are an integral part of the modern developed national economy, the most important factors of a highly qualified labor force or industrial production of the country are formed.

It should be noted that a country's comparative advantage, such as labor or natural

resources, provides advantages in many knowledge-intensive industries.

In other words, in Uzbekistan labor resources are the main factor of overproduction. The surplus of labor force with higher education in the structure of labor resources is not the basis of the competitive advantage of the republic.

LITERATURE REVIEW

Among the Western economists and scientists-workers of the CIS who studied the above-mentioned problems, one should highlight J. Keynes., H. Lampert., J. Kotler., Zaslavsky I., Kostakov V.G., Kotlyar A., Maslova I.S., Sergeev G.P., Sarukhanova E.R., Chizhov J.I.C., etc.

As L.P. Vladimirova, "labor force is a physical and intellectual ability and experience that allow a person to perform certain types of work, produce the required level of labor and produce high-quality products."

According to Yu. Roshchin, T.A. Reasonable, "labor force" is a collection of workers who are economically active and recommend their services

According to B.M. Genkin, "labor force is understood as work capacity, that is, it can be used to produce physical and intellectual data.

¹ Porter M. Competition: Per. From English - M.: Williams Publishing House, 2002. C176.



In Uzbekistan, research and development of such scientists as K.Kh. Abdrakhmanov, N.S. Alikariev, D.A. Artykova, Yu.V. Voronovsky, Sh.N. Zainutdinov, M. Ismailova, J.I.P. Maksakova, R.B. Murtazina, A.A. Sotvoldiev, R. A. Ubaidullaeva, D. A. Umarova, N. Khodzhaev, Sh.R. Kholmuminov, and others.

According to K.Kh. Abdurakhmanov, "labor is only a human activity to transform the available natural, material and intellectual resources into necessary products for personal and social needs. Physiologically, the concept of work is a process of mechanical activity of nerve and muscle movements and proteins, which is caused by the energy of life accumulated in the body"².

At the same time, labor is a complex socio-psychological process, which is an indefinable natural necessity for human life. Labor is a process between man and nature, in which man directly expresses, regulates and controls the exchange of substances between himself and nature.

Labor force is a combination of physical and spiritual abilities used by a person in the labor process. This is the main driving force of society. This is the main driving force of society. There are different interpretations of the workforce. The term is often used to refer to people who are economically active or employed in an enterprise or firm.

Uzbekistan is changing the structure of economic sectors in the process of transition to market relations. These steps are aimed at increasing production capacity and strengthening the country's export potential. This guarantees economic growth and stability of the state. In this regard, we have to solve many problems facing our state. One of the priority tasks is to solve the problem of remodeling and human resource management. This issue is of great importance for our economy, since it benefits not only everyone, but the country as a whole. The use of labor at the macroeconomic level should be primarily cost-effective. In other words, it is associated with a constant increase in labor productivity. Wages are of paramount importance for achieving productivity growth.

The use of the worker's labor should be based on the principle of providing him with wider access to material benefits by increasing the productivity of his labor.

This serves as a good incentive for the use of labor for the development of small and private businesses. As a result of the liberalization of the

economy of Uzbekistan, a legal framework has been created for the development of small and private entrepreneurship. As a result of the liberalization of the economy of Uzbekistan, a legal framework has been created for the development of small and private entrepreneurship. Undoubtedly, structural problems throughout the economy and the adoption of advanced technologies have been uneven, and the problem of efficient use of labor will continue to grow.

It is no longer possible to maintain full employment due to inefficient labor allocation and low labor productivity. In order to fully and effectively use labor resources, the state must use all its constituent elements of the labor force.

The decisive step in this regard is the privatization of state-owned enterprises, as well as the reduction of the state-owned shareholding in privatized enterprises.

Attracting investments, first of all, is a powerful opportunity for our economy to strengthen investments in domestic resources, including private ones. This indicates that savings are occurring among the population.

The current economic situation in the country is developing in such a way that the period of stabilization practically coincides with the development of market relations. This requires the development of key labor market attributes and the implementation of measures to maximize employment.

Employment is one of the three categories of the labor force concept. With regard to employment, we find it useful to make some statements about the nature and importance of the category of employment. As mentioned earlier, "employment" as a socio-economic category has long been the focus of economists' attention. However, today there is no single definition of this category in the scientific literature.

It is worth noting the following statement by Professor VG Kostakov, a Russian economist who has been dealing with employment problems for many years, that "not every description can be ideal." But at the same time, the definition "should reveal the most characteristic features of any particular process"

RESEARCH METHODOLOGY

The factors of competitiveness of the economically active population are: demographic factor, labor factor, education factor, scientific and technological development, medical factor, income differentiation.

The main problem in the labor market in the Republic of Uzbekistan is the imbalance between supply and demand for labor, i.e. lack of qualified

² Экономика и социология труда: Учебник для студентов экономических вузов / Под ред. К. Абдурахманова / -Т.: «Учитель», 2001-88.



personnel. The essence of this imbalance is that job candidates do not meet the requirements of employers, and vacancies do not meet the requirements of the labor force. In addition, the analysis of the labor market in Uzbekistan shows that today, among the economically active population, the labor market for women is relatively smaller than for men.

At the same time, it is possible to take two main integral criteria as indicators in the quality of training:

- The amount of time required to adapt to the workplace in their specialty;
- The number of related specialties that personnel can master without spending extra time and effort;

One of the main tasks today is to prepare a knowledgeable, flexible and competitive specialist. But for this serious task:

- Content of knowledge on training and development of a specialist as a person;
- The traditional approach to assessing the quality of education and decision-making in the educational services market;
- Insufficient need for a system of effective diagnostic methods for assessing the quality of education and scientific and methodological support for its current and final control;

The contradictions between the established system for assessing the level of specialist training and the orientation towards the correct assessment of the professional qualities of a person.

The competitiveness of a specialist can be considered as an integral indicator of the quality of training in the following cases:

- the main directions for assessing the quality of education are determined on the basis of world educational experience;
- Clear methods have been developed for assessing the quality of training a competitive specialist;
- The diagnostic technique for assessing the quality of education is presented in the following two groups:

1. Assessment of professional knowledge based on a qualification standard;
2. Assessment of the professional knowledge of a specialist as a person.

The unemployed who are part of the economically active population should receive direct assistance from employment services to find work after they are registered. Some job seekers are unable to find work in their profession. Thus, employment services motivate them to pursue other professions, and at the same time, financial needs encourage them

to retrain in other professions in order to find a new job.

CONCLUSIONS AND OFFERS

Some employment programs created by labor departments, such as job creation, quotas and business subsidies, are very low. One of the reasons for this is the financial and economic instability of enterprises, the deficit of the local budget and the employment fund.

In addition, the conditions for partial financing of measures to strengthen the employment policy do not induce employers in the real sector of the economy to create additional jobs, quotas, especially for citizens in need of social protection, especially young people, to expand employment.

The reluctance of employers to participate in youth employment is determined not only by the lack of economic incentives, but also by the poor organization of labor marketing in employment centers.

A good marketing system not only helps to determine the effectiveness of measures to ensure youth employment, but also helps to design measures for their practical implementation.

The solution to the problem of youth employment is not limited to the employment service. Because not all young people go there. The supply of the labor market requires ensuring its competitiveness and the development of an appropriate marketing element. With the help of such an element, the consumer of labor can be convinced of its best qualities over others

A country can only succeed in those sectors of production that are used to form factors of production. However, the presence of a surplus factor of production can be the basis for the formation of a competitive advantage obtained for innovation, since the lack of resources leads to their high cost.

It is this situation that can become the basis for the introduction of technical innovations and innovations in order to reduce production costs, which leads to a high level of competitiveness of companies, industries and the country's economy.

It is necessary to adhere to certain conditions, first of all, in order to stimulate the introduction of innovations before foreign competitors. For example, in the case of a shortage of labor - to increase labor productivity, in cases of surplus labor - it is widely used, that is, at the expense of low cost. Secondly, there must be an active competitive environment. Third, encouraging investment in the development of enterprises and the industry as a whole, which leads to constant technological innovation and the introduction of innovations.



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