



THE IMPACT OF EMPLOYMENT ON THE SOCIO-ECONOMIC DEVELOPMENT OF THE REGION

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ABSTRACT

The article considers the employment of labor resources. Employment is considered as a category of social science. Since the scope of employment affects the socio-economic processes in society.

KEYWORDS- *Employment, labor resources, socio-economic processes, social protection, labor market.*

INTRODUCTION

The socio-economic development of the country is largely related to the employment of labor resources and is one of the most difficult problems, and the concept of employment is the most important category of social science. It concentrates the main economic and social results of the economic system. That is, those or other processes that occur in the field of employment directly affect the socio-economic processes taking place in society. Therefore, the current time in Uzbekistan, the urgent issues are the employment of the able-bodied population.

MAIN PART

There is a relationship between social policy and the effectiveness and results of the state economic policy. Based on this, social protection is conditionally divided into three areas; social security, social guarantees of the state and measures to support the population. In the future, we believe that establishing a system of active social protection requires the implementation of a number of legal, economic and social transformations in this area. These include the reform of the social insurance system (transition to a subsidiary pension payment system, reform of the wage system, development of the social partnership system). At the same time, we believe that in the future, in the system of social protection of the population, the most important area should

be the creation of conditions for ensuring the employment of all those who wish to work.

One of the key factors for increasing employment is the potential or quality of the workforce. The quality of the workforce, its ability to work, its knowledge, experience and skills can be considered as human capital. This capital is made up of everyone's natural abilities and can be increased with the growth of education, training and experience.

Currently, due to the complexity in the entire economic system of society, the number of social institutions in the labor market is growing. They include:

- System of education and training;
- Providing a qualified labor market with national and regional labor.

At the same time, covering all sectors of the economy, each sector receives not only the necessary personnel, but also the cultural and labor qualities that meet the needs of the economy.

Intellectual potential is the economic efficiency of human capital. When it comes to the economic efficiency of human capital, it is designed to cover the costs of education and training of specialists and ensure high returns. Human capital itself includes the accumulated expenses of education, training and other activities.

Researchers describe human capital as follows: "Human capital is the human factor in an



organization that combines intelligence, skills and specialized knowledge to represent the organization". [2, p.11] The difference between people with different levels of education is reflected in the different wages required to pay for this qualification.

In particular, the differentiation of income from property exceeds the differentiation of entrepreneurial income by about 5 times, and the differentiation of income from labor compensation by about 9 times. At the same time, the differentiation of entrepreneurial income exceeds the differentiation of income due to wages by about 1.7 times. [1, p 180]

This income also provides community members with an opportunity to improve their well-being, improve their personality, and improve their knowledge and skills. In our opinion, such employment is justified as effective employment.

According to a number of economists, employment is defined as an activity related to the satisfaction of personal and social needs of citizens, which did not contradict the law and generates income [4, p.640]

According to the above considerations, employment can be defined as the process by which members of the able-bodied community realize their abilities and labor potential in creating national wealth as a social product that is necessary for society and each of its members.

Employment is an important sector of the socio-economic development of society and reflects the economic and social consequences of the economic system. In other words, any or all processes occurring in the sphere of employment have a direct impact on economic and social events in society.

The level of employment is an important indicator characterizing the total number of employed labor resources. The level of employment is a general indicator of the labor activity of society.

When it comes to the theoretical and methodological foundations of employment, it is appropriate to mention some expressions. In our opinion, it would be more correct to apply the concept of employment to "labor resources", that is, not "employment of the population", but "employment of labor resources".

Since there is a huge difference between the terms "population" and "labor", the term "population" has a broader meaning than "labor". The population consists of children, youth, middle-aged and elderly people, that is, the population (according to statistics) aged 0 to 100 years.

It depends largely on labor efficiency.

Labor is a process of consuming a person's nervous and energy, and as a result, it creates value for the life and development of society. [3, p.22-26]. Improving the standard of living of the population directly depends on the efficiency of the economy and labor efficiency. Only then will employment be reduced, and people will have the material base to meet modern living standards. In a word, it is necessary to achieve such a level of employment that it can bring decent income to each member of society. Labor is a special system consisting of three components: subjects of labor, means of labor and man, in which processes turn into products. Labor is a process of consuming a person's nervous and energy energy, and as a result, it creates value for the life and development of society [3, p.22-26].

It should be noted that the process of using labor resources directly affects the formation of the economy, and makes significant changes. Therefore, we believe that in order to quickly and effectively solve the problems of employment, an active labor market policy should be pursued. Moreover, the most important reserve for its revitalization of the market is the improvement of the retraining and vocational training of the unemployed, and the expansion of the scope of public works. Employment of labor resources is one of the most acute problems in Uzbekistan for several years for certain objective and subjective reasons. The specific demographic situation in the country, that is, rapid population growth, is one of the objective reasons, and the creation of new jobs is one of the subjective reasons. A worsening employment problem will also affect household incomes.

The study and analysis of employment problems, structural changes and specific processes in this area allow for a comprehensive and realistic assessment of the situation on the labor market. Indeed, employment is a key sector of the labor market and reflects the socio-economic relations associated with the use of labor resources.

Thus, we can conclude that employment and the labor market are overlapping elements of the entire macroeconomic system.

Wages make up the bulk of the population's income. The higher the level of employment, the higher its income. For example, we have the following statistics when calculating the share of the employed population in the Republic of Uzbekistan to the working-age population. In 2013, the number of employees in the country amounted to 67.7%, and in Andijan this year - 69.9%. The level of employment in the



Andijan region over the past 2017-2018 amounted to 73.0 - 69.6 percent.

Among the socio-economic factors, it is important to note the features of the structure of production and economic conditions (increasing labor productivity) in the region, which is of great importance for the formation of labor resources. This affects the number of working teenagers and working retirees. The availability of jobs, especially for adolescents and older workers related to the use of labor, is related to the structure of production.

Economic conditions may increase or decrease the demand for labor. As a result, the workforce will expand or contract, with more or less ample opportunities for the workforce.

Common factors characterizing the labor potential of a region include:

- Able-bodied population;
- The structure of labor resources by age and gender, health status, abilities and level of physical development of the working population;
- Level of general and special education;
- levels of discipline, responsibility, entrepreneurship, development of entrepreneurship in the workplace.

Currently, there is a crisis of labor activity, which is based on the fact that most workers lose their understanding of the role of labor, which is the content of labor. That is why entrepreneurship in various forms plays a huge role not only as a means of survival, but also as a field of expression.

As a result, a special type of social protection is created in which a person acquires a new social status, coping with the crisis, acquiring a new identity, acquiring a new role in life and entering a new field of activity.

Entrepreneurship provides a comprehensive solution to the problem of employment, taking into account socio-economic prospects. In this case, a person has not only a certain place for work, but also his attitude to work changes. Passive dependence is replaced by active positive labor. It is entrepreneurship that allows us to increase human initiative and improve it as a person.

When determining the needs of the economy (enterprises, institutions, organizations) for skilled workers, it is necessary to take into account that quantitative and qualitative characteristics are closely related. Some qualitative characteristics (responsibility, professional competence, etc.) can be estimated conditionally (high, medium, low), while other cartographic data (for example, tariff level or skill level) can be

quantified and more accurately measured.

The movement of quantitative characteristics of the quality of labor has both theoretical and practical consequences. Its practical significance will continue to grow in a market economy. Currently, many enterprises and firms are developing specific labor requirements (job descriptions) depending on the conditions of their work and, in particular, the specific work environment. They are based on specific or industry methodologies (standard requirements, special methods).

The basis for the development of small business and private entrepreneurship is innovation. Currently, the scientific study of innovation in entrepreneurship, that is, innovation, is one of the most pressing problems of our time. In the world economic literature, the concept of "innovation" is interpreted as a process that produces real, new products and technologies.

As a result, small business and private entrepreneurship are developing throughout the republic. According to statistics, in 2016 the share of the private sector in GDP is 81.3%, and almost 100% of the wholesale and retail trade and agricultural products are produced by the private sector. So, the share of small business and private entrepreneurship in GDP in 1991 amounted to 1.5%, and in 2016 - 56.9%. The share of the services sector in GDP increased from 16.3% in 1991 to 49.5% in 2016.

From 1991 to 2016, the share of industry in GDP increased 2.3 times, from 11% to 25.7%. In 1991, almost 90% of the export structure was made up of raw materials, and today about 72% of finished products are produced [5].

Today there is no universally accepted definition of entrepreneurship. The American scientist R. Hirsch says: "Entrepreneurship is the process of creating something new, and entrepreneurs are people who are satisfied with their money and achievements in exchange for all the financial, psychological and social risks that he or she spends".

Thus, at different times, researchers gave the entrepreneur different concepts:

- An entrepreneur is an innovator of new technologies, new production and a new service business.
- A strong person who acts in conditions of risk;
- The one who receives the maximum benefit from each opportunity.

The person who is the initiator, businessman, socio-economic mechanism. Small business and private entrepreneurship play an



important role in the development of the national economy. From this point of view, you can see the features of this in some developed countries.

Measures to support small businesses and private entrepreneurship through bank loans contribute significantly to the development of the labor market. In particular, under the Employment Program in 2016, commercial banks provided more than 15.8 trillion soums of loans to small businesses and private entrepreneurship.

This measure will be considered popular among the unemployed, as the interest rate on credit resources when it will be very low and it will provide almost all the benefits for small businesses and private entrepreneurship.

CONCLUSION

Thus, as a result of market relations and competitive relations, deep processes take place that take place in society and determine the development of society. Qualified education will ensure its priority role in the development of human capital and the key components of the development of these two components in society.

Human capital plays an important role in promoting the integration of the agricultural sector. The essence of human capital includes working age, education, professional knowledge, skills, health and is determined by the structure of the socio-economic system of society. This dependence is more complex and goes beyond the social and economic spheres of life, since labor is widespread and occurs in almost all spheres of public life, for example, in politics, defense, and so on.

The development and creation of favorable conditions for entrepreneurship provides a reliable basis for expanding the scope of labor application, forming a middle class of owners who play a significant role in increasing the country's economic potential and ensuring a high standard of living and well-being of the population.

To date, the structural changes in employment in our country are as follows:

1. Improving the structure of employment and training the unemployed in new, competitive professions in the labor market.

2. Strengthen the emphasis on modernization, technical and technological re-equipment of production, especially on restructuring and diversification. In addition to creating new jobs, it also includes the production of new products and services for domestic and foreign consumption.

Improving employment centers, primarily

by optimizing the structure of these centers, identifying priority measures in the context of the global crisis and providing financial resources for employment based on the goals of socio-economic development.

The most important factor affecting population growth and the amount of labor in the region is the demographic factor, and it will retain its influence in the near future.

There is an imbalance between the growth of labor resources and the number of jobs in Andijan region, as well as in the country. However, you can also positively assess the difference between the growth rate of labor resources and the number. The current relationship between employment in the region and the manufacturing sector - tangible and intangible, cannot be considered ideal. The ratio between them does not change, as expected, in favor of the intangible industries.

There are no significant sectoral changes in the structure of employment in the region. Despite the measures taken, high employment in the agricultural sector still remains, and employment in industrial sectors is low.

One of the features of the labor market in Uzbekistan and its regions is the lack of professional qualifications between labor supply and demand. In other words, this is an example of the fact that there are no jobs that are not even employed in the labor market, registered in the official labor market and ignored by law.

The objectives of the state support of the population for the period under review are:

Mitigating the negative effects of social inequality by increasing household income;

Small business support;

Development of a lot of network use to access the Internet;

The development of a digital economy to expand small and medium-sized businesses.

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