

## THEORETICAL BASIS OF EMPLOYMENT OF POPULATION IN UZBEKISTAN

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### ABSTRACT

*In this article, the author tried to shed light on the theoretical foundations of employment of the population of Uzbekistan. Also tried to reveal the concept of employment and its forms and the essence of the legislative framework in this regard. The employment of the population in labor and its level is one of the indicators that characterize the development of any state economy. Many years of experience in the study of employment and unemployment in labour in developed countries shows that 94-95% of the working population is considered to be developing in the standard of economy when they are employed in labour. According to official data, 73.8% of the working population of Uzbekistan is engaged in labor and carries out economic activity.*

**KEYWORDS:** *Population, Employment, Unemployment, Money, Income, Labor, Social Needs, Principle, Employment Policy, Self-Employment, Forced Labor, Types Of Unemployment.*

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### INTRODUCTION

At present, the problem of employment of the population remains one of the most important macroeconomic characteristics of socio-economic development of the society and is of particular importance in the economy. Also, the president of our country Sh.M.Mirziyoyev in 2017-2021 adopted on the initiative in the strategy of actions on five priority directions of development of the Republic of Uzbekistan "in order to increase employment of the population, increase the real money income and purchasing power of the population, further reduce the number of low-income families and the level of differentiation on incomes, create new jobs, ensure, reducing the unemployment rate was defined as" the main task.[1] The relevance of the study of the problems of employment in the process of structural changes in the economy requires, first of all, the research of the evolutionary views and conceptual approaches of this concept to the period itself. The content of socio-economic relations of this concept is expressed by means of homogeneous forms.

The employment of the population in labor and its level is one of the indicators that characterize the development of any state economy. Many years of experience in the study of employment and unemployment in labour in developed countries shows that 94-95% of the working population is considered to be developing in the standard of economy when they are employed in labour. According to official data, 73.8% of the working population of Uzbekistan is engaged in labor and carries out economic activity. Therefore, in the process of transition to the market economy of Uzbekistan, the problems of increasing the employment level of the working population, improving its structural system, creating new jobs are one of the most urgent tasks.

Employment of the population is a necessary condition for its re-growth, since the standard of living of people, the choice of personnel of society, training, retraining and professional development of the population depends on the employment of the population, the costs of which are spent on employment, the material support of the unemployed. Employment reveals one of the most important aspects of human social deficit, which is related to the satisfaction of its needs in the field of labor.

Employment is an activity related to the satisfaction of personal and social needs of citizens, which does not contradict the laws and brings them wages (labor income).[2]

Employment of the population as a complex socio-economic phenomenon that occurs as an important component of social production, provides the formation of the main productive forces of society as a social relationship, which provides its population with the necessary means of living at the place of work and at the same time a person.[3]

Law "on employment of the population" in Uzbekistan (7 may 1993 y.) adopted, a number of additions and changes were introduced to it later. This law defines the basic principles of employment and is integrated into the employment relationship market feature.

The first principle is to ensure freedom in labor and employment, to prohibit coercive, forced labor. A person is given the priority right to choose whether to participate in social work or not.

The second principle is to ensure the right to work in accordance with the Constitution of the Republic of Uzbekistan, to protect against unemployment, to create conditions for the state in terms of employment and material support in case of unemployment.[4]

The law lays down the basic principles of the state policy in the field of employment promotion:

- Promote the development of the ability of all citizens to work freely and freely choose employment, support the initiative of labor and entrepreneurship, their productive, creative work, regardless of nationality, sex, age, social status, political background, religion;
- Provision of social protection in the field of employment, establishment of special measures for citizens suffering from finding work;
- It is the motivation and other principles of employers who are creating new jobs.[5]

Employment status is divided into three groups according to the degree of effective use of the workforce. These are: 1) full employment; 2) effective employment; 3) freely chosen employment.

The practical need to take into account the population implies the need to distinguish types of employment. For example, there will be a full, effective and freely chosen employment.

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Full employment is a professional employment, which brings income to a person and creates conditions for himself and his family to live a decent life.

The main essence of effective employment is the following.

Not just any work, but only work that can meet two important requirements can be considered socially acceptable. First of all, employment should bring income to the worker, provide a person with a suitable living allowance. This is due to the fact that the employment policy is associated with the policy of incomes, with the actions against the depreciation of money, etc. Secondly, effective employment is opposed to formal employment.

The private view of formal employment is to create formal jobs in order to keep the excess staff or get rid of unemployment - this policy of the state is aimed at ensuring that the labor of each person is economically feasible, to help bring the most benefit to society.

Freely chosen employment implies that the right to equality in the ability to work (work force) will belong only to the employee himself. This principle guarantees that every employee should take the right path in the choice of employment in any administrative way to prohibit recruitment.

The above-mentioned types of employment reflect the need for employment of the population and the situation of ensuring the balance between jobs in quantitative and qualitative terms, in which favorable conditions for the socio-economic development of society are created. Depending on the increase in labor productivity in the conditions of the transition to market relations, the level of professional labor employment is reduced by the general country. This is due to the fact that a highly efficient economy will be autonomous to a relatively small number of employees, as well as the population's need for workplaces will also be reduced with increased interest in other types of socially useful labor.

Employment is an activity that does not contradict the legislation of citizens, is connected with the satisfaction of their personal and social needs, which gives them wages (labor income).

The exclusive right to dispose of their abilities to productive and creative work and to engage in any activity that is not prohibited by law, including activities that are not related to the performance of a paid work, belongs to citizens.

Forced labor, that is, forced to perform work by threatening the application of any punishment, is prohibited, except for cases established by law. The lack of voluntary employment of people can not be the basis for their responsibility.

The following are considered to be employed:

- \* Citizens who are engaged in the work of a hired worker, including those who are engaged in work on a fee basis during an incomplete employment, as well as other paid employment, including temporary employment;

- \* Citizens who are not in a temporary place of work in connection with the fact that they are unwell, on labor leave, in retraining for a profession, in improving qualifications, in connection with the suspension of production, as well as in other cases where the place of work of an employee is preserved when he is not in a temporary place of work in;

\* Citizens who provide self-employment independently, including citizens engaged in entrepreneurial activities without the organization of a legal entity, members of cooperatives, employees and family members participating in their production;

Citizens serving in the Armed Forces, the National Security Service and the internal affairs bodies and troops, as well as passing the alternative service;

\* Citizens receiving education in accordance with the legislation on education, separated from production;

\* Citizens working in public associations and religious institutions operating in accordance with the legislation.[6]

Employment relations are formed through the interaction of the content of economic, demographic and social processes. The economic content of employment is expressed in the opportunity for the employee to ensure that can live in a decent manner with own efforts, contribute to the growth of the efficiency of social production. Social content is expressed in the search for and development of the individual's content. The demographic content of employment reflects the age and sexual characteristics of the employed population, its composition and its correlation with others.

Methods of influencing employment can include the following:

- Indirect (economic) methods: fiscal policy of the state (assignovanie and subsidies), monetary policy (regulation of the money supply), fiscal policy (change of tax rates);

Types of impact of the state on employment:

- Passive exposure – social assistance to the unemployed population;

- Active (active) exposure - measures for coordination of supply and demand.

It is important to determine the employment status for the economically active population, including the unemployed. Usually there are five statuses.

1. Hired employees-these are persons who work under a written contract (contract) or an oral agreement concluded with the management of the enterprise on the terms of labor activity, for which they receive the agreed salary at the time of hiring for this activity.

2. Those who work on an individual basis - those who work independently, engage in work that generates income for themselves, use or do not use hired employees only for a short period of time;

3. Employers - the Economic Company of its society and etc. persons who manage, or are delegated by the state for this. The employer can fully or partially entrust his functions to the hired manager, take responsibility for the successful operation of the enterprise himself.

4. Non-paid employees of family enterprises are employees who work without remuneration in a family enterprise belonging to a relative.

5. Persons who do not correspond to the distribution of employment status-those who previously did not engage in labor activity, which brought them income. They are also included in persons who do not correspond to any status of employment.

Employment relations are subject to economic, demographic and social processes. The economic content of employment is expressed in the opportunity for the employee to ensure that can live in a decent manner with own efforts, contribute to the growth of the efficiency of social production. Social content is expressed in the content of the individual in the formation and development. The demographic content of employment reflects the relevance of the age and sex characteristics of the employment population, its composition, etc.

In place of the conclusion, it can be said that the employment of the population remains the main function of all states and societies. The employment of the population of one of the pledges to ensure public social unrest.

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