

# Ways to Quality Improvement of Labor Resources and Employment Structure in the Connection of Innovative Economy

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**Abstract:** *This article examines foreign experience in order to ensure the employment of the social population in order to achieve macroeconomic stability in the country and makes recommendations based on the research.*

**Keywords:** *economy, social protection, employment, employment contracts.,*

## I. INTRODUCTION

One of the important tasks for achieving macroeconomic stability in the Republic of Uzbekistan is to provide employment for the population. In particular, the increase in the number of jobs and the growth of employment allow us to assess the situation as an important indicator of this process.

This requires a theoretical observation of new trends that determine the composition of employment, a comprehensive study of the factors affecting the functioning of the labor market. In this regard, the President of the Republic of Uzbekistan Sh. Mirziyoyev noted that "increase the income of the population, create additional jobs, increase production ..... many laws and regulations in line with the requirements of a market economy and the times." Despite its adoption, the priorities for improving the quality of employment have not yet been implemented.

It is known from the economic literature that the "employed population" means persons employed on the basis of a written employment contract or oral agreement, as well as self-employed employers, members of farms or companies, individual entrepreneurs, families. the able-bodied population engaged in labor or home-based work. Therefore, the labor force in our country includes able-bodied men and women (16 to 55 years old) of working age (16 to 60 years old).

It is known from our personal experience that the issues of employment of the population are N. Volgin, B. Breev, V. Bulanov, B. Genkin, Yu. Gorelov, S. Zhukov, P. Juravlev, Keynes, A. Kokina, K. McConnell, R. It has been studied by such scientists as Mumladze, Yu. Odegov, Rudenko, A.Rofe, L.Sbitova, A.Smith. These studies focus on employment, its socio-economic significance, classification of forms of employment, the main types and forms of employment, labor migration, regulation of employment, distribution of employment by sectors of the economy.

Among the leading scientists who have conducted research to determine the theoretical basis of the problems in this area in the country are KXAbdurahmanov, X. P. Abulkasimov, B. X. Umurzakov, Sh.R.Kholmuminov, D. Rahimova, N. Zokirova, D. Ortikova, N. Rahimova, R. Ubaydullaeva, N. Shoyusupova. In their scientific work, the issue of increasing the employment of the population has been studied theoretically and practically. At the same time, as a result of research, insufficient attention was paid to the employment structure of the population in the scientific work of domestic and foreign scientists and practitioners, which allowed to correctly determine the relevance of the research topic, its goals and objectives.

## II. THE MAIN FINDINGS AND RESULTS

In today's market economies, it is necessary for the state to regulate labor relations, working conditions and wages, to compensate for the loss of wages from various risks, to provide legal protection for workers. For example, before the Industrial Revolution of the seventeenth and eighteenth centuries, the majority of the population of developed countries was engaged in agricultural production. The development of production in all sectors is linked to the history of labor intensity in agriculture. The deepening of the process of social division of labor has led to the emergence of new independent industries in which certain production operations in agriculture are related to the processing of agricultural products.

In this regard, the labor force used in agriculture is redistributed to other sectors. Entrepreneurs and consumers no longer get equipment, some consumer goods, from agriculture, but directly from those industries that produce these machines and consumer goods.

Demand for agricultural products will rise to a certain level and then stop. For example, the demand for fruits and vegetables and the demand for wheat will increase as incomes increase, but the dynamics of growth will decrease. Such goods are

called "goods that meet the needs of life." Once people meet their vital needs, they stop the demand for vital goods and increase the demand for new valuable products and services (cars, tourism, etc.). As a result, in traditional industries (agriculture), producers face a halt in demand growth and begin to make a profit by reducing costs. As a result, for example, in the agricultural sector, the mechanization of the labor process will take place, and additional labor will be squeezed out of agriculture. This, in turn, will lead to an increase in labor productivity in agriculture and a decrease in the number of people employed in agriculture.

Between 1930 and 1960, the number of agricultural workers in the United States was reduced 2.7 times, from 4.3 million to 1.6 million. From 1960 to 1985, it was reduced by 1.8 times, from 1.6 million to 0.9 million. In Japan, the number of people employed on family farms in 1986 fell by 3.8 times - from 8.3 million to 2.4 million (Table 1). Redistribution of labor does not happen only when labor is saved in agriculture or other areas. It is possible that such a redistribution will occur in all cases, regardless of the area

The analysis shows that if the number of workers employed in the processing sector is reduced, the employment of workers in the service sector will increase (Table 1).

Table 1

*By sectors of employment in developed countries*

*structure, % (2017)<sup>1</sup>.*

Countries and regions	Total employment	Agriculture	Industry	Construction, transport and communications	Trade, catering, finance, housing and communal services economy	Others
America United States	100	0,7	13,8	4,9	78,4	2,2
Japan	100	8,0	23,6	15,0	50,2	3,2
Germany	100	4,5	30,2	12,5	45,0	7,8
France	100	7,5	22,8	14,0	46,9	8,8
United Kingdom	100	2,1	24,2	14,9	48,0	10,8
Uzbekistan	100	25,5	13,2	12,1	12,7	36,5

Today, more and more jobs are being created in the service sector, and this sector is developing as a new sector in the economy. As a result, the share of industry and agriculture in GDP is declining, and the share of services is growing instead. However, this does not mean that the economies of developed countries will be "deindustrialized."

Even if the share of industry in GDP decreases, its absolute value per capita will increase, and the increase in the number of workers in the service sector will only indicate that labor is being deindustrialized.

The decline in the share of industry and agriculture in GDP in developed countries is an indication of the efficiency of these sectors, which means that costs in this area will be reduced.

### III. ANALYSIS

We now analyze the formation of a changing occupational structure of employment in leading countries. Before that, it should be noted that throughout history, "labor skills" have become more important than the concept of "labor force". It should also be noted that in developed countries, there is a unique professional structure in the field of employment. Third, an increase in the skills of the workforce will lead to a reduction in the number of people employed, and hence structural changes.

The specialization of managers, skilled professionals and technicians is gaining popularity in almost all countries. Since the end of the twentieth century, the main focus has been on the problems of "strategic" production management (automation of

<sup>1</sup> Манба: ILO. Year Book of Labour Statistics.-Geneva, 2017. Page: 240-243, 274-279, 340-341, 336-339, 386-389. Ўзбекистон Иқтисодиёти. 2018-йил, 8-сон 28-бет.

new technologies), restructuring of organizational structures, entrepreneurship, human resource management and the formation of cooperatives. At the same time, there are certain cross-country differences in the assessment of the prestige and demand for certain professions. (Table 2)

Table 2.

*A comparative analysis of the most prestigious and highest paid professions in the United States and Russia<sup>2</sup>*

United States	Russia
<b>The most prestigious professions</b>	
1. Firefighters (57%)	1. Lawyer (28%)
2. Scientist (56%)	2. Economist
3. Doctor (53%)	3. Financier
4. Nurse and teacher (52%)	4. Manager
5. Military and police (46%)	5. Businessman
6. Farmer (41%)	6. Doctor
7. Priest (40%)	7. Civil servant
8. Engineer (40%)	8. Programmer
9. Congressman (28%)	9. Accountant
10. Journalist (18%)	10. show business employee
11. Actor (15%) Lesser-known occupations include realtors, stockbrokers, and bankers (6%)	
<b>The highest paid professions</b>	
1. Anesthesiologists (\$ 193,000 per year)	1. Banker
2. Surgeons (\$ 191.4 thousand per year)	2. Businessman
3. Orthodontists (\$ 185.3 thousand per year)	3. Lawyer
4. Dentists	4. Director (manager)
5. Birth control doctors	5. Civil servant
	6. Iqtisodchi (moliyachi)
10. Top manager (\$ 151.4 thousand per year)	7. Doctor
11. Pilot (\$ 148.6 thousand per year)	8. Accountant

<sup>2</sup> Манба: Рязанцев СВ. Мировой рынок труда и международная миграция: Учебное пособие. — Москва; ЗАО «Издательство «Экономика», 2018. С. — 34.

The twenties end with industry managers and lawyers. In 25th place are financial managers who earn \$ 106.2 thousand a year costs	9. Programmer
	10. Show business employee

As you can see from the table, the highest paid professions in the United States are related to the formation of human potential in one way or another. In Russia, the opposite is true. According to Head Hunter, the international labor market will be dominated by engineers, IT professionals and computer software developers, nanotechnology professionals, electronics and biotechnology professionals, marketers, services, logistics, etc. specialists in the fields of ecology, medicine, chemistry will be in demand.

In 2018, only one in five graduates in their profession will be able to find a job in Russia. Among many developed countries, Japan has significantly improved its specialization. Here, the share of managers (over 20 years) increased by 46.2%, and the number of skilled workers, as well as technical workers, increased by 91.4%. In the UK, the number of managers also increased by 96.3%, but the number of specialists and technicians decreased by 5.2%. Thus, we can observe the different rates of employment growth in the group of managers, skilled professionals and technical workers. The main reason for this is that the initial situation in these countries is different. However, in general, the share of this group of occupations in total employment is growing in all countries.

Increasing economic efficiency, increasing the number and variety of consumer goods will raise people's living standards and enrich them. This is due to the growth of a socially oriented national economy.

Thus, based on our research, we can conclude that production in each region, in society, is based on a constant increase in labor productivity in each sector. The wealth of a society can increase only if the population is effectively employed.

An analysis of the survey results showed that the unemployment rate for the economically active population was 9.1%, which is 0.2% lower than the corresponding period of 2018. The highest unemployment rates were recorded in Kashkadarya, Syrdarya and Fergana regions - 9.4%, and the lowest - in Tashkent (7.7%).

According to the State Statistics Committee, the number of people in need of employment is 1,342.6 thousand people, the unemployment rate among young people (under 30) is 15.1%, among 15-25-year-olds - 16 , 8 percent, and 12.7 percent among women.

The number of labor resources was 18,964,000, an increase of 1% compared to January-June 2018. The number of economically active population increased by 181.5 thousand or 1.2% compared to the same period in 2018. The economically inactive population was 4,213.0 (an increase of 0.1%), with an increase of 4.4% in the number of women on maternity leave, maternity leave or care for children under 2 years of age. explained. It should be noted that the number of people who voluntarily lost their jobs fell sharply from 805.6 thousand to 734 thousand (8.9%), which means an increase in labor and entrepreneurial activity.

In the employment system, there is an increase in the number of people employed in the formal sector of the economy and a decrease in employment in the informal sector. In particular, the total number of people employed in the economy reached 13,408.4 thousand people, which is 1.4% more than in January-June 2018. At the same time, the number of people employed in the official sector of the economy for the first time in the history of Uzbekistan increased by 326.3 thousand or 6.2% to 5,593.6 thousand. The number of people employed in the informal sector, on the other hand, decreased by 137.7 thousand or 1.7% to 7,814.8 thousand. This is a direct result of informal business activities and job legalization measures.

The study also showed that the number of people who went abroad for labor migration decreased by 1.9% compared to the corresponding period of 2018, from 2,644.1 thousand to 2,594.1 thousand.

In January-June this year, 404,569 people applied for employment assistance at district and city employment centers, including 138,173 people aged 16-30. Of those who applied, 167,713 were employed, 139,679 were involved in community service, 10,085 were sent for retraining, and 31,938 were granted unemployment benefits.

#### IV. RESULTS AND DISCUSSION

Based on the above, there are a number of problems in the qualitative formation of the employment structure and increase its efficiency in the country. In our opinion, these problems are:

1. Lack of qualified personnel.

The deepening division of labor in the economy is laying the groundwork for the emergence of new modern industries. As a result, there is a growing demand in the labor market for qualified personnel in modern professions.

In the last 3-4 years, there has been an increase in the number of skilled workers in the employment and social protection centers, and an increase in the employment of specialists with higher and secondary special education. However, the supply of highly educated and qualified personnel in the labor market of the republic is 7-8%, in some cases 6-7%.

2. Structural unemployment. Changes in technological and property relations in various sectors of the economy are leading to an increase in structural unemployment. However, the rate of structural unemployment has been declining in recent years as a result of the creation of new jobs in various sectors of the economy.

3. Inconsistencies between the composition of qualified personnel required for the sectors of the economy and the training and orientation of educational institutions.

The quality of the training of qualified personnel in the education system and centers should be such as the level of employment of graduates.

4. High unemployment rate, which prolongs the average unemployment period to 6-7 months. As a result, an increase in the share of non-productive labor in production is leading to the loss of tens of thousands of people's working hours per day.

5. High unemployment: lack of information on vacancies; the requirement by employers of redundant documents not specified in the legislation; prolongation of personnel selection methods; most have the same specialization; due to the long duration of retraining and other reasons.

6. High staff turnover. The main reasons for the high level of staff turnover in enterprises are: the fact that wages are not linked to the final results of the enterprise; increase in ticket prices for vehicles; staff reduction; deterioration of working conditions in the workplace; violation of labor legislation by employers, etc.

7. Difficulty for job-seekers in obtaining information on vacancy competitions, confidentiality of information about vacancies by employers.

## V. FINDINGS

In our view, it is advisable to take the following measures to address these issues:

- Implementation of priority development of small business and private entrepreneurship production infrastructure in rural areas.

- Entrepreneurship Departments "Should be improved.

- Accelerated development of knowledge-intensive and labor-intensive services in rural areas, the transition to intensive technologies, the creation of small businesses and private entrepreneurship, providing the necessary mobility of the population, play an important role in improving the quality of employment through the creation of an entrepreneurial environment. plays.

In general, based on the above, we believe that the current trends in improving the structure of employment are as follows:

- increase in the number of business entities;
- changes in the number of jobs in various sectors of the economy due to structural changes;
- availability of jobs with equal general education and vocational training;
- Recognition of the need for additional education by the employed;
- a change in attitudes towards radical reforms in the economy.

In conclusion, significant work is being done in Uzbekistan to improve the employment structure, but at the same time it is clear that much remains to be done to improve the quality of employment. Therefore, the implementation of the above proposals will improve the quality of employment.

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