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The Role and Significance of the Digital Economy in the Labor Market

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Abstract: *The article argues that the rapid development of the digital economy is leading to increased employee mobility and the creation of qualitatively new jobs. The current stage of development of the world economy requires the development of modern forms of employment, in particular, remote employment. Therefore, this article analyzes the possibilities of using modern forms of employment in the context of the Republic of Uzbekistan and develops recommendations.*

Keywords: Reform, socio-economic sectors, education system, employers, new technologies and business processes.

INTRODUCTION

The Covid-19 pandemic was the impetus for the development of the digital economy, which brought new changes to the labor market. During a pandemic, serious attention is paid to the reform and diversification of our national economy, modernization and technological re-equipment of the leading sectors of the industry through active investment policy and the rapid development of small business and private entrepreneurship. As a result, thousands of new jobs are created every year. This provides employment, especially for young people. At the same time, in some places, the use of old forms and methods of work continues in solving current problems in the field of employment, drawing the real situation on the labor market. Especially higher and secondary specialized educational institutions, vocational schools. There are superficial approaches to a very important social issue - employment of graduates.

The development of a digital economy based on the production, distribution and consumption of information causes major socio-economic shifts, including in the sphere of labor relations, while the type of professional activity and the nature of work itself are changing. In the digital economy, the accumulation of material goods ceases to be the main goal of society, intangible values and interests come to the fore.

Great work is being done in our country to develop the digital economy. First of all, it should be noted that the digital economy consists of a chain of interconnected production and management processes, the integral element of which is inter-chain (inter-human, inter-machine, through the clouds, data centers). Is the exchange of information using digital technologies? In the digital economy, digital data is a key element of production in all socio-economic sectors and the gradual transition to such an economic system will make our country globally more competitive, improve the quality of life of its citizens, create new jobs, promote rapid economic growth and ensure national independence.

MATERIAL AND METHODS

The issue of assessing the impact of the digital economy on the development of labor resources should be approached not only at the level of a particular region or country, but also in the international market, taking into account the migration process.

First, new technologies are being rapidly adopted in networks at the same time. For example, robotic electronic cash registers are used in supermarkets, while in developed countries some cars are controlled by autopilot. Accordingly, millions of treasurers and drivers are expected to lose their jobs in the near future. Or, let's say, there is a mass dismissal of accountants, lawyers, office workers in the banks of developed and developing countries. Because their job is now robots can do it.

Second, the old jobs lost today are not being replaced by new ones. As a result, many jobs are being lost. Information technology the sphere of influence is easily occupying various spheres.

The transition to a digital economy implies improved management efficiency. This requires develop a line of typical digital workplaces and evaluate their parameters. The classification of the main groups of typical workplaces should be presented in the form of a hierarchical structure, taking into account the information that is necessary for each of these groups. By the composition of this information, it is possible to determine the types of computer systems (software products) that are required to automate the activities of typical workplaces for these groups.

Such groups of typical jobs can be, taking into account the hierarchy of management activities:

- Leaders of the organization at the highest level of the hierarchy;
- Financial and economic block and accounting;
- Middle managers;

- Specialists of the organization who create work technologies and corresponding guidance documentation for performers;
- Performers;
- IT specialists to ensure efficient operation of computer systems.

In the digital economy, not only the nature of work is changing, but the entire system of labor relations is changing. If in the traditional economy there are vertical economic relations of management subordination between the employee and the employer, then in the digital sector the leader is no longer so much boss, how many people coordinate the work of people, sometimes located at a great distance from each other. Accordingly, vertical ties are replaced by horizontal ones, while the dependence of the employee on the head of the company is significantly weakened.

The introduction of digital technologies will accelerate all economic processes, but what changes will take place in the country as a result of the acceleration of these processes - economic growth or recession - will undoubtedly depend on the development of human capital. In the era of digitalization of the economy and the rapid growth of the value of information, society is experiencing radical changes. It should be noted that the main asset of the country in the digital economy will be human capital and its quality, that is, have in-depth knowledge in the field of new technologies, able to apply them in life, professionals who can improve are a major force.

The digital economy requires completely new skills and competencies. To leverage digital technology and scale up businesses nationally and internationally, organizations need people with the right mix of technical, business, interpersonal and creative skills.

During the development of digital technology can serve as a specific way conduct in the regions higher educational institutions, scientific research institutes in the formation of new trends in the labor market. It is their responsibility to radically change the education system, to create a new environment of education, to organize the integration of formal and informal education, to bring the potential employer and specialist closer together, and specialists must always be ready for changes.

RESULTS AND ITS DISCUSSION

The analysis shows that human capital is a key factor in the competitive world digital economy. The evolution of social relations has led to the fact that information, knowledge and digital personnel are becoming an important factor of production.

We must realize that the digital transformation of the economy is not a matter of the next few years, this process is already developing rapidly, regardless of our desire. For implementation digital economy is the future, and if we want to use this chance to improve the standard of living, ensure the country's competitiveness and national security, to enter the group of the world's leading economies within 15–20 years, it is necessary to take decisive actions today to minimize future risks.

In today's world, it is common for employers not to be able to find the specialists they need because there are no such specialists on the market. Companies are forced to hire people who don’t have the necessary skills and experience and then invest in retraining them. Nevertheless, the state continues to fund funding for the education of professionals whose skills and abilities are not in demand or who are redundant in the labor market. These requirements are changing even more before students graduate before educational institutions can train staff to meet the current needs of employers.

However, a person with sufficient work experience is at risk of losing the relevance of his or her skills and abilities and a sharp decline in demand for his or her skills and experience in the labor market. He is not able or willing to learn new, necessary skills. This problem, called the staff gap, exists in every country.

The technological changes of the early twentieth century and the industrial revolution, as well as the digital revolution of the late twentieth century, had a profound effect on the training system. First, the task of eradicating illiteracy was set, and then there was a need to improve the quality of education to meet the needs of key sectors of the economy. Secondary and higher education has become a universal currency that can be exchanged for at least one profession. In those days, one profession lasted a lifetime. Gradually, the process of education lengthened, and quality education became increasingly expensive. Over the last half century, the average length of education in the world has increased 2.5 times, while four-year budget education has tripled in the last 30 years.

With the advent of the 21st century, the world is changing faster. Emerging new technologies and new types of business are increasing the demand for new specialties and specialties. The old system of training does not meet the requirements of the labor market. The reason is that these types of professions are constantly changing and updating. If in the middle of the twentieth century the period of obsolescence of technical knowledge was ten years, now this period has been reduced to two to five years. The qualification gap (gap) arises because we continue to develop human capital, which took place in the middle of the twentieth century, in a completely different economic and social context.

CONCLUSION

The widespread digitalization of business processes and entire industries in the coming decades will lead to the partial replacement of human labor with machine labor and the release of a significant share of the labor force, which will create new

difficulties for companies and states. At the same time, digital technologies and platforms can also have a noticeable positive impact on the labor market: they will facilitate the search for personnel, reduce the time needed to find a job, increase employee productivity, improve the situation with the involvement of personnel in the economy through remote jobs, and provide access to quality education.

The creation of social and economic opportunities in Uzbekistan for highly professional work of employees in the digital economy, their constant development and professional implementation, high incomes of digital knowledge and skills holders, a decent standard of living for their households will create a competitive economy in the country with attractive conditions for life, work and employment.

The lag in the development of digital skills of the workforce will lead to the lag of Uzbekistan from the leaders of the digital economy, the competitiveness of national personnel, the inequality of living standards of households at the global and regional levels and a reduction in the attractiveness of living and working in Uzbekistan.Thus, the relevance of this issue is determined by the need to create social and economic opportunities in the country for high-performance work of workers in the digital economy, their constant development and professional implementation, high income carriers of digital knowledge and skills, a decent standard of living for their households. This will create a competitive economy in the country with attractive conditions for life, work and employment of the population, ensure the attractiveness of the image of Uzbekistan in the global digital economy, as well as its security in the human dimension.

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