



Article

The Role of Population Employment Increase and Labor Productivity in Economic Growth in Uzbekistan

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Abstract: The article discusses that, in order to increase population employment in our country, a range of measures aimed at developing and liberalizing the economy are being implemented in a gradual and consistent manner. Increasing the level of employment of the currently employed population and, through this, improving the living standards of the population is closely linked to the activities of the labor market infrastructure operating in the regions. In the process of the full formation of market economic relations, the labor market infrastructure is being improved through fundamental structural changes and innovations. Scientific and theoretical research and generalization of these processes are a vital necessity.

Keywords: Population employment, efficiency of labor activity, modern economy, efficiency of labor in organizations, companies and firms, labor market, resources, products, national economy.

1. Introduction

Increasing the employment rate of the population and improving labor productivity in the Republic of Uzbekistan is one of the most important tasks in the socio-economic development of our country. Increasing the employment rate of the population is understood as the active participation of people who are capable of work and are ready to work in the labor market. The level of population growth in a country depends on the availability of jobs in the country, the demographic structure, the level of education of the working-age population, as well as economic policy and effective management of the labor market. Labor productivity is determined by measuring the efficiency of labor, that is, the amount of goods or services produced, and is one of the important indicators of economic growth [1], [2], [3]. Theoretically, increasing the employment of the population in our Republic and increasing labor productivity are interpreted differently by different economic schools. If we look at the history of economic teachings, we can see that while a number of schools have been providing employment to the population, economic growth has always ensured the well-being of society. Classical economic theory explains employment as the efficient use of labor as an economic resource. According to the theory of this doctrine, the equilibrium of supply and demand in the labor market creates jobs and ensures employment. Later, the Keynesian school enters the field and emphasizes the need to focus not only on supply, but also on demand. The Keynesian approach emphasizes the level of aggregate demand and emphasizes that if demand is insufficient, employment will decrease. The neoclassical approach shows a relationship between labor productivity and wages, and as wages increase, the labor force is more attracted to the market [4], [5], [6], [7].

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2. Materials and Methods

Literature Review

The labor market is considered a component of social relations in the economy, as well as economic relations. The opinions of scientists on this concept are diverse, and we have divided the definitions given by scientists into the following categories. For example, I.M. Aliev, N.M. Lyasnikov, I.A. Dubrovin, and A.S. Kamensky provided definitions of the labor market as a set of relations related to the sale of labor skills, and many economists have supported the definition in this context²³. Here we will cite a definition given by economists A.I. Rofo, I.A. Dubrovin and V.A. Weisburd: "The labor market is a system of buying and selling the labor force's ability to work.» .

Yu.G. Odegov, G.G. Rudenko, Yu.P. Kokina and P.E. Schlender's definition of the labor market as a set of relations regarding the formation, consumption, distribution, hiring, and remuneration of labor force is given, and here we give one definition as an example: "The labor market is a system of socio-economic relations arising in the formation, consumption, distribution, and redistribution of labor force, its hiring, and remuneration, and these relations are legally is regulated by norms and is manifested as a method of managing labor resources» . Doctor of Economic Sciences, Professor Q.Kh. Abdurakhmanov gave a detailed definition of the concept of "labor market": "The labor market is understood as the stage of labor force reproduction at all stages: its production (socio-demographic aspect, the emergence of a new labor force), its exchange (the implementation of the purchase and sale process), its distribution (the distribution of labor force through social, professional and territorial migration) and its use in the labor sphere. It is necessary to understand the system of social relations between the employee and the employer" . Speaking of the labor market, our scientists have defined the labor market as a system of economic relations between employers and job seekers, in which the aggregate demand and supply of labor are formed at one place. It plays an important role in the distribution of labor resources, the level of employment and the formation of wages.

Research Methodology

This study scientifically studied the impact of population employment and labor productivity on economic growth in Uzbekistan. The study used methods of analysis and synthesis, statistical analysis, comparison and systematic approach. Using official statistical data and economic indicators, the impact of the employment rate, unemployment rate and labor productivity on GDP growth was assessed, as well as comparative analyses were conducted within the country and with other countries.

In addition, the method of economic and mathematical modeling was used to forecast the role of employment and labor productivity in national economic development. Based on the results of the study, scientific generalizations and conclusions were made, which allow developing practical recommendations for the development of the labor market, increasing employment, and improving economic policy. The level of employment directly affects sectoral and structural changes in the economy. The number of employed people and their level of qualification play an important role in shaping the composition of production sectors [8], [9]. A high level of employment ensures an optimal distribution of labor between agriculture, industry, and services, which guarantees the stable and efficient functioning of the economic structure. The impact of employment on economic structures is manifested in two main ways: the distribution of labor across sectors and the growth of skill levels. For example, the migration of labor from agriculture to industry and services increases economic diversification, fosters high-value-added manufacturing and innovation activities. At the same time, an increase in the skilled labor force makes it possible to develop high-tech sectors and modernize economic structures. As the labor force in agriculture increases, labor productivity decreases, resulting in limited production efficiency. In industry and services, employment is moderate, and labor productivity is high, which contributes to the effective development of economic

structures and meeting domestic market demand. Thus, the level of employment is a key factor in the formation and development of economic structures. Through the optimal distribution of the workforce, upgrading skills, and the introduction of technological innovations, employment increases the efficiency of economic structures, ensures economic diversification, and sustainable growth [10], [11], [12].

3. Results

At the current stage of development of the economy of Uzbekistan, it is important to study the experience of economically developed countries in developing labor market infrastructure.

In Sweden, the "full-time employment policy" decided. The Provincial Committee on Labor Relations, which operates in each province of the country, is responsible for the following 4 issues: management, control, analysis and communication.

The Provincial Committee manages labor exchanges and their affiliated institutions. The main goal of these institutions is to provide clients with access to the labor market. The consultants work with each client individually, they are engaged in labor mediation and career guidance in the labor market.

The budget of the Employment Service is formed on the basis of the consent of the government Parliament, there are no separate extrabudgetary funds in Sweden. Entrepreneurs pay a single tax of 38 percent from the payroll fund. Unemployment benefits in the country are paid from other sources. The amount of the benefit does not depend on the time of registration of the unemployed person, but on the income before losing their job and is 80 percent of it. The limit of the amount of the benefit is 15 thousand Swedish kronor. If the company accepts the unemployed person, he will be entitled to a tax deduction for 36 weeks from the date of acceptance .

Sweden believes that labor market policy should not be limited to helping fill vacancies with unemployed people and providing benefits to the unemployed. It is recognized that the traditional strategy of promoting full employment inevitably leads to high inflation and wage fluctuations. Therefore, an active labor market policy is being pursued, which includes the following four elements :

Another distinctive feature of the active policy in the Swedish labor market is that it is implemented in advance of the market environment, i.e. it takes into account measures such as the creation of jobs in advance or the retraining of specialists in advance. The Swedish Employment Service operates in close cooperation with educational institutions in the field of employment. In particular, the importance of retraining employees in the system of continuous education is increasing. Also, the principle of "lifelong professional development" of employees is being implemented, which results in a significant increase in the level of knowledge and skills of employees. At the same time, paid educational leave in Sweden is being regulated by law.

A "generalized working time policy" is of great importance in expanding employment in the country. This includes reducing the working week from 35 to 30 hours; comparing working hours of different categories of workers when determining their wages; reducing working hours of some categories of workers depending on family situation or job description; taking leave at a time convenient for the worker; The right to short-term leave and other measures are implemented.

4. Discussion

In general, in a situation where the risk of facing a shortage of labor resources is emerging in developed countries, attention is increasing to recommendations for saving them. The work-life balance policy pursued in Finland has its own unique direction and characteristics compared to the socio-economic policies pursued in developed countries. The country has established economic and employment centers, where employees and employers participate in the labor market as equal subjects [13], [14]. In Finland,

employment centers play a major role in stabilizing the situation in the local labor market, i.e. the center increases the level of training of employees and trains specialists who meet the needs of employers. In cooperation with employers, local authorities, educational institutions and public organizations, the centers develop a vision for improving professional skills and qualifications, organize professional development and additional training based on the needs of enterprises. The centers of economic and labor cooperation implement financing projects related to improving the skills of the population. The center's workforce is directly involved in the management of labor exchanges by testing employees based on the requirements of the enterprise. In addition, the centers are engaged in allocating start-up capital to start-up entrepreneurs. In addition to developing and financing state projects that help expand employment, the centers also perform the task of protecting the interests of workers, supporting the living conditions and labor skills of immigrants and refugees [15], [16].

Yetakchi mamlakatlardagi subyektlarning boshqaruv bilan bog'liq resurslarni terqash borasidagi tajribalari ham e'tiborga sazovor. Yillar o'tgani sayin ushbu subyektlar turkumida boshqarish qobiliyatiga ega bo'lgan xodimlarni aniqlashga qaratilgan choralarni tizimli ravishda amalga oshirayotganlari ko'payib bormoqda. Ilg'or kompaniyalarda rahbarlik qilish uchun tanlangan xodimlar bilan alohida ishlash yo'lga qo'yilgan. Bu ishlar davomida bo'lajak rahbarlar to'g'ri qarorlar qabul qilishga, korxonalar faoliyatini tugal rejalashtirishga o'rgatiladi. Ularning ko'plab xodimlarning birgalikdagi faoliyatlarini tashkil etishga doir uquqlari kengaytiriladi. Shuningdek, bo'lg'usi rahbarlar mehnat bilan mashg'ul bo'lgan kishilarning (jamoalar a'zolarining) faoliyatini muvaffaqiyatli nazorat qilishga tayyorlanadi.

5. Conclusion

From the above considerations, it can be concluded that one of the most acute and important problems of a market economy is ensuring the rational employment of the population. The formation of the organizational and legal foundations for regulating the labor market was carried out in Uzbekistan from the first stage of economic reforms. One of the tasks of the second stage of economic reforms was to attract more people to small and private businesses, to form a layer of entrepreneurs and property owners in the country, and thereby ensure the employment of the population.

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