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**THE IMPORTANCE OF FORMING A LABOR MARKET AND SOCIAL
SUPPORT IN THE NEW UZBEKISTAN**

Abstract. Following the establishment of Uzbekistan's independence, a legal framework reflecting market relations was created, which is used in various other countries. A similar legal framework has also been developed in the market. This law serves the civilized development and implementation of the labor market.

Key words: market attitude, labor market, modern market attitude, labor law, labor force.

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**ВАЖНОСТЬ ФОРМИРОВАНИЯ РЫНКА ТРУДА И СОЦИАЛЬНОЙ
ПОДДЕРЖКИ В НОВОМ УЗБЕКИСТАНЕ**

Аннотация. После обретения независимости Узбекистана была создана правовая база, отражающая рыночные отношения, которая используется в ряде других стран. В статье анализируется аналогичная правовая база рынка, цивилизованное развитие и реализации рынка труда.

Ключевые слова: рыночное отношение, рынок труда, современное рыночное отношение, трудовое право, рабочая сила.

Introduction. In the context of the transition to a market economy at the level of society, a situation of macroeconomic instability arises, which affects the well-being of the population and all spheres of the economy. This situation creates major macroeconomic problems that are important and necessary for the significance of the country. The solution to these problems depends on the activity of the labor market, covering the employment system, which includes solving such macro-scale problems as unemployment, providing employment and creating new jobs [1].

Literary review. Foreign scientists, scientists from the CIS countries and our Republic have carried out a number of scientific works on the development of the labor market and solving employment issues. Adam Smith, D. On the theoretical foundations of the labor market in a market economy, its problems and their solutions. Ricardo, A. studied by Samuelson. Especially abroad, scientific schools, theoretical views and conceptual approaches are put forward to study this topic.

Supporters of the classical school of labor market theory and approach Ricardo D., Mill J.S., Marshall A. developed the basic rules of the classical theory of the labor market. Proponents of the new classical theory of the labor market Perry J., Feldstein M. and Hall R. argued that the price of labor is a regulator of the labor market. Proponents of Keynesian theory Keynes J. and Gordon R. emphasized that the labor market will be in a constant and unbalanced state. Proponents of the latter approach, i.e., the monetarist theory of the labor market, have developed monetary methods for regulating the labor market. Among them are Friedman M., Kagan F., Meiselman D., Brunner K. and Meltzer A. can be included. Proponents of the new classical theory of the labor market Perry J., Feldstein M. and Hall R. argued that the price of labor is a regulator of the labor market. Proponents of Keynesian theory Keynes J. and Gordon R. emphasized that the labor market will be in a constant and

unbalanced state. Proponents of the latter approach, i.e., the monetarist theory of the labor market, have developed monetary methods for regulating the labor market. Among them are Friedman M., Kagan F., Meiselman D., Brunner K. and Molzer A [2].

Analysis and results. The modern development and progress of Uzbekistan since independence, the further development of market relations in sustainable directions depend, first of all, on solving problems in the labor market. Thus, the basis of the current government policy in the labor market are the following areas of employment of labor and the population:

- formation of a labor market by creating a market economy based on multi-economic and different property;

- implementation of programs for structural restructuring of production at the expense of state and non-state funds and the corresponding distribution of labor resources;

- regulation of labor supply and demand for it by economic and legal means;

- development of special measures to ensure social protection of the unemployed and segments of the population that are not competitive in the labor market (unemployed youth, women with children, disabled people, etc.);

- improving the quality of the workforce (improving the system of professional training, retraining and advanced training), developing economic activity of the population, supporting entrepreneurship and small businesses, etc.

It should be said that until recent years, labor force in Uzbekistan was not considered a commodity. However, in real life, which does not always correspond to the provisions of economic theory, millions of people in the country enter into employment relationships.

Most of the labor reserves in Uzbekistan (more than 60 percent) correspond to the rural labor market. According to current calculations, the labor

market of the republic belongs to the category of an active labor market¹. Because about 4/5 of the workforce is employed.

Another feature of the republic's labor market is that, by international standards, this is one of the markets for young labor. Also, the labor market of our republic is not sufficiently balanced. There is a shortage of labor resources that is common to all its sectors (i.e. regional, professional, skilled, industrial and demographic sectors). Despite the high employment of labor in most regions (Ferghana Valley region, Kashkadarya region, etc.), additional demand for labor is 4-5 times higher than supply in the city of Tashkent and Tashkent region, which are major centers of industrial production. republics.

Also, the labor market of today's Uzbekistan is becoming democratic thanks to the specific economic policy of our country. The labor market of our republic and its structurally active part can be characterized by labor resources in the amount of 22714.6 thousand (22714600) people.

Taking into account the vital interests of all members of society, increasing attention to the lives of low-income citizens, observing the requirements of fairness in the distribution of the results of social production, the most important thing is the choice of social directions [6].

The process of regulating the labor market and the principles of regulating the labor market, their implementation methods determine them. That is, when developing a strategy for regulating the labor market, you should pay attention to the following principles: first of all, it is necessary to subordinate all processes to the requirements of the progressive development of society and the economy, develop positive changes, ensure the priority of measures that ensure social and political social stability in society [3];

secondly, it is necessary to pay attention to the formation of an “active society” in which economic opportunities are created and the activity of every citizen in building a legal-democratic society is encouraged.

thirdly, an “active society” must be accompanied by a corresponding active policy in the labor market with the principle of equal opportunities. Its main goal is to eliminate or minimize inequalities in obtaining and maintaining employment that may be caused by disability, family circumstances, lack of skills and other reasons. Relations are carried out in the labor market, as in other markets. That is, within the framework of the relationships implemented in it, mainly sellers and buyers of labor force participate in this process, on the one hand, those who have a desire to work (this includes both employed and unemployed), and on the other hand, workers are included for production of goods and services, recruiters.¹ In it, as a result of the relationship between supply and demand, the quantity of goods sold (labor supply) and its price (wages) play an important role. However, the labor market is divided into 3 groups according to territorial characteristics:

1) global labor market. The entry of Uzbekistan as an independent country into the system of international economic relations requires its active participation in the global labor market;

2) international labor market;

3) regional (state) labor market.

One of the important problematic aspects of the labor market in the country is the uneven distribution of labor potential across regions (regions). Thus, the labor market as a whole obeys the laws of supply and demand, and according to many principles, according to the mechanism of its functioning differs significantly from other commodity markets, here, not only macro- and microeconomic factors are considered as regulators, but also social and socio-psychological factors, which are not always associated with wages.

In real economic life, the dynamics and changes in the development of the labor market are associated with the supply of labor and the demand for it. Therefore, the labor market in the regions is not sufficiently balanced. While

there are regions with an excess of labor resources in all areas (that is, regional, professional, qualification, network, demographic areas), some regions experience a chronic shortage of labor resources.

The basis for the development of the labor market is the creation of new jobs or the basis of demand for labor. In the system of socio-economic relations that arise in the labor market, the relationship between employers and employees occupies a central place in determining employment and working conditions of the population, solving certain social problems, and eliminating social labor conflicts.

It should be said that in the context of the transition to a market economy, it is not appropriate to consider the labor market as a system that purchases and sells "labor-able" labor. Consequently, this is an open, complex, multifaceted and growing system of a socially oriented market economy and the sphere of social work, which determines the volumetric composition and the ratio of supply and demand for labor.

Conclusion. The active participation of the state in the formation of the labor market in the national regulation of the labor market shows that state intervention in labor relations and the implementation of state labor policy are appropriate. The state influences the development of the labor market primarily through the development and improvement of labor legislation.

In general, further prospects for the development of the regional labor market are based only on assumptions, and its forecast can be determined on the basis of labor market factors, which indicates the existence of an unemployment problem in the employment structure in Russia. Regional labor market. Therefore, determining the prospects for the activity and development of the labor market and developing strategic directions allows us to determine in advance the problems of the labor market and ways to solve them. This will help improve the situation on the labor market.

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