

FORMATION AND MAIN DIRECTIONS OF ACTIVITIES OF LABOR AND POPULATION SOCIAL PROTECTION BODIES IN THE MODERNIZATION OF THE ECONOMY

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Abstract: this article provides information about the modernization of the economy through labor and social protection of the population. The development of market relations primarily determines the development of social labor relations.

Keywords: market, labor relations, socio-economic relations, labor and population, economy, economic relationship.

The development of market relations requires the development of social labor relations. It is self-evident that the implementation of any economic relationship without an organizational and economic base is a rather difficult matter. Such foundations of the implementation of labor relations are primarily determined by the existence of an organizational structure at what level, its positive impact on the stable development of labor relations, and the support and opportunity it provides for the realization of rights and guarantees in the field.

It is necessary to effectively use the objective laws of the development of social and economic relations. It is self-evident that any economic relationship is difficult to implement without an organizational and economic base. Such foundations of the implementation of labor relations depend, first of all, on the improvement of the efficiency of the activities of the Labor and social protection bodies and the training of qualified personnel, which is a quality indicator of their effective formation.

One of the urgent problems facing the economy today is the effective formation and development of the labor market. For this, first of all, it is necessary to use objective laws of development of social and economic systems.

The labor market is inextricably linked with other market systems. To be truly in demand, the workforce must possess a defined set of physical, mental and professional skills. Applying these abilities to the production process, it must be constantly reproduced so that it does not lose its consumer qualities. It can eliminate this inequality by increasing or decreasing the level of improvement not only of self-reproduction, but also of labor resources and quality indicators of the entire population. Total demand for labor is regulated by investment and production volumes.

The labor market is the one that buys and sells "ability to work" on the basis of contracts (labor agreements) that take into account the relations between the employed and unemployed parts of the working population and employers and their personal interests. It is also a complex, multi-faceted, growing and open socio-economic system of the market economy, which directly regulates the ratio between supply and demand for labor force.

The main elements of the structure of the labor market include:

- ✓ labor demand and its supply, cost, price and competition in hiring. The volume of the demand, provided by the agro-industrial complex, production social infrastructure and other sectors of the national economy, ordered by the labor market, provided by the wage fund, income from private auxiliary farms and other means of living, determines the size, composition and ratio of the supply and demand for labor force. forming;
- ✓ regulation of labor supply and demand with the help of economic, social and legal mechanisms of market management;
- ✓ direct impact on ensuring reasonable employment of labor resources;
- ✓ help the unemployed to find a job, improve their skills and competitiveness;
- ✓ reflects the reduction of production costs and changes in the division of labor. The offer represents the composition of the rural labor force interested in getting a job on the condition of employment, in terms of quantity and quality (in terms of number, gender, age, education, profession, qualification, nationality, production, income, etc.).

It is worth noting that the socio-economic content of the concept of "labor market" and the study of its components allow to determine the main tasks performed in the transition period of this market.

The freedom and voluntariness of labor is the main condition or condition for the formation of the labor market.

In addition, there are a number of economic, social, demographic, natural-climatic and legal conditions and factors that directly affect the formation of the labor market, which we will consider in more detail below.

The main economic conditions for the formation of the labor market are the individual ownership of hired employees in relation to their labor force, and the collective or private ownership of employers' workplaces. Here it should be assumed that these subjects are forced to enter into a relationship of mutual exchange by their personal interests, behind which lies personal consumerism. They, in turn, will be the expression of the necessary social needs of the socio-economic life of the population in reproduction.

The creation of a labor market requires free and equal partners in economic relations who are ready to compete with each other in order to achieve a balance between supply and demand for labor. In the market, the wage earner and the employer are interrelated and interdependent in terms of personal freedom and economic necessity, but they oppose each other.

Achieving a market balance between labor supply and demand is one of the decisive economic conditions in the formation of the labor market. But there is no such balance. The main reason for this is the rapid increase in the number of the working population offered compared to the amount of demand for it.

Among the social conditions for the formation of the labor market conjuncture, the increase in the quality indicators of hired employees and employers takes a leading place. The employment contract (contract) concluded between the employer and the hired employee is the decisive legal condition for the sale and purchase of labor force in the labor market.

Natural and climatic conditions serve as an important motivating factor for the improvement of the ratio of supply and demand for labor force. In highly productive agricultural lands and habitats with sufficient water supply, the labor force is more concentrated and the workplaces function normally. By creating new jobs and expanding existing enterprises, there will be some opportunities to balance the demand and supply of labor. This has a direct impact on the level of surplus of labor resources, and thus on the unemployment rate.

At the same time, the research of the factors that directly affect the increase in the demand for labor force and the decrease in its supply in the regions of our republic with excess labor resources is of the most important socio-economic importance. Factors justifying the increase in labor demand include: creation of new jobs in non-agricultural sectors, technical re-equipment, modernization, renovation of existing regions where labor is used, attraction of foreign investments, development of new land, processing industry, providing services and expanding the scope of personal labor activities, developing small and medium-sized businesses and private entrepreneurship, etc. At the same time, factors that reduce the supply of labor force and the need for jobs appear and begin to have an effect: the development of personal auxiliary economy, self-employment, private entrepreneurship and other areas of self-employment, flexible employment and expansion of non-standard forms, implementation of market methods of production and labor organization, reduction of inflation and unemployment, improvement of mobility (mobility) and qualification of local personnel, etc.

A number of factors contribute to a decrease in the demand for labor in regions with limited labor resources. In particular, this is the development of rent and private ownership, closing of insolvent or environmentally harmful enterprises, reducing the scope of new land development, improving the supply of material, technical and financial resources, using intensive technology, increase labor productivity and so on. In addition, there are factors that increase the supply of labor in these regions: the low level of qualification, education, mobility and

exportability of personnel, the high rate of growth of the number of labor resources compared to the number of jobs, the number of dismissals of agricultural workers. increase, lack of employment regions, etc.

Today, the composition of labor resources is affected by the increase in the natural movement of the population. It is important to note that the majority of young men and women entering the working age are not expanding the reproduction of the working-age population, but rather compensating for its natural extinction, i.e., rapid generational change. it causes a sharp change in the quality of labor resources.

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