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WAYS TO IMPROVE THE LABOR MARKET OF UZBEKISTAN IN THE CONTEXT OF THE DIGITAL ECONOMY PROGRESSION

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СОВМЕСТНЫЙ БЕЛОРУССКО-УЗБЕКСКИЙ ИНСТИТУТ ПРИКЛАДНЫХ
ТЕХНИЧЕСКИХ КВАЛИФИКАЦИЙ

Аннотация. Активным проникновением цифровых технологий во все сферы жизнедеятельности современного общества вызваны трансформации, происходящие на рынке труда. Особое место в этом ряду занимают новые, так называемые нестандартные формы занятости населения, которые все более распространяются во всех странах мира, постепенно вытесняя привычную стандартную занятость. При этом постоянно расширяется многообразие этих новых форм - от современных гибких, фриланса до многочисленных разновидностей временной, неформальной, самозанятости.

Annotation. The active penetration of digital technologies into all spheres of life of modern society caused the transformations taking place in the labor market. A special place in this series is occupied by new, so-called non-standard forms of employment of the population, which are increasingly spreading in all countries of the world, gradually replacing the usual standard employment. At the same time, the variety of these new forms is constantly expanding - from modern flexible, freelancing to numerous varieties of temporary, informal, self-employment.

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Modern reforms carried out in the Republic of Uzbekistan are characterized by the presence of serious economic and socio-political changes, regulation of the labor market and social and labor relations-constant improvement of the market mechanism, which, in turn, affects the competitiveness of society.

In the context of modern technological changes, the labor market is characterized by a high demand for new specialists with industry knowledge and knowledge in the field of ICT. The success of digital transformation is based on the "advanced" social environment and its readiness to accept and adapt to rapid changes. In this regard, the challenges of digital transformation can be solved only in conditions of coordinated actions of all interested groups and the social environment as a whole (population, government, business, market, education).

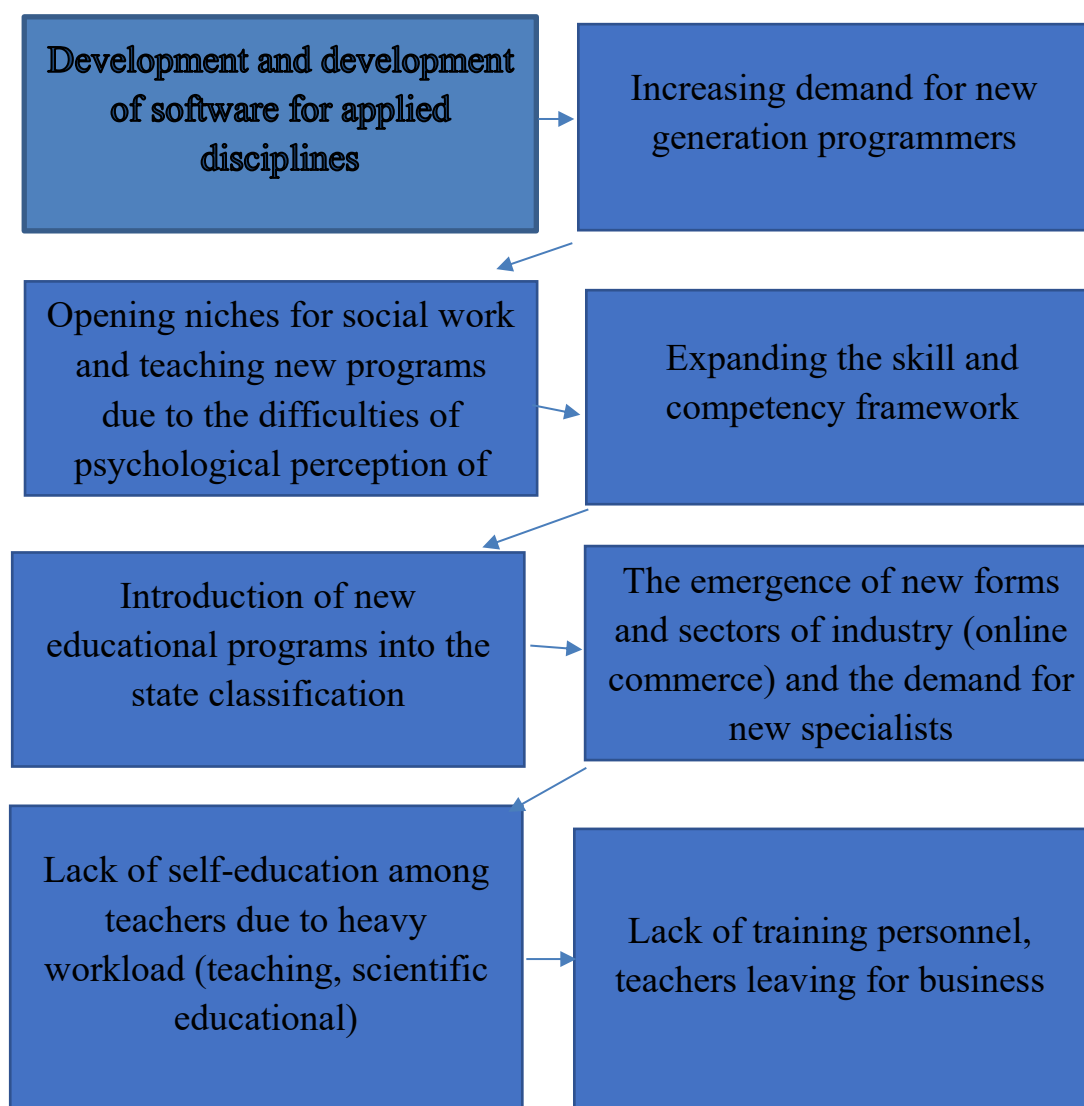
The formation and development of such an environment requires the development of higher education and the formation of a new attitude to work. Thus, the development of higher education refers to the process of changes in the development of knowledge of



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information programs and the formation of digital skills and competencies. The formation and development of a new attitude to work is manifested in the formation of such qualities as discipline, responsibility and independence in future specialists. These processes will lead to changes in existing curricula and the development of new teaching methods in a variety of disciplines, including in the areas of advanced training and retraining of "outgoing" and not in demand professions. Technological changes in the labor market will significantly affect the education sector (Figure1).

It should be noted that in the digital economy, it is not the availability of new skills that becomes important, but the ability of people to interact not through hierarchies, but through networks and collectives, i.e. the main player remains a person, not a machine. The positive effect of the digital economy depends on the ability of specialists to act collectively and in a network format, to maintain open professional relations, which largely determines its peculiarity.



1. Figure 1. The process of improving the education sector to improve the functionality of the labor market



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It should be noted that the restructuring of IT in both everyday and economic life has a significant impact on citizens. So, among the older generation, certain psychological difficulties may arise, namely, in perception of new things, which leads to the emergence of new niches for social work and practical support for this category of the population, the formation and improvement skills working with technology computers, smartphones, etc.) and providing them with various digital service.

The quantitative and qualitative development of ICTs and digital technologies will free up the live labor of workers, which will lead to the need for retraining of employees and the creation of "remote" jobs, which, in turn, will contribute to the emergence of new sectors in the labor market and the transformation of employment contracts ("smart contracts").

Employment promotion measures can be classified as:

- *providing economic support to the population in setting up farms through preferential taxation and lending;
- provision of quotas for young people;
- career guidance and counseling for unemployed young people, aimed at defining the scope of their activities and teaching them the basics of entrepreneurship;
- *promotion of self-employment in the informal sector of the economy, organization of work at home, individual activities based on flexible working hours;
- –creation of a bank of vacancies/jobs, including inter-regional ones, in order to increase their prestige and material interest;
- broad involvement of the unemployed in temporary community service.

Thus, for the formation of the domestic labor market in accordance with international standards and the possibility of integration into the international market, the following measures are necessary::

Promoting productive employment. This priority implies the implementation of such tasks as increasing labor mobility, including in the framework of international employment. Thus, the experience of South Korea encourages employment in more developed countries, which can be borrowed from Uzbekistan; attracting highly qualified personnel from abroad by creating favorable conditions for their resettlement.

The basis for increasing the productivity of the Kazakh economy is to increase the productivity of existing labor resources. One of the forms of productive employment is mass entrepreneurship, its development is possible through such tools as microcredit and training in entrepreneurial basics through mentoring and under the guidance of experienced business coaches. Taking measures to support employees who have lost their jobs due to modernization and digitalization of enterprises remains relevant.

Reduction of informal employment, which primarily belongs to the category of self-employed. Measures should be aimed at "legalizing" employment contracts; simplifying the system of registration, accounting and taxation; and including them in the social security system. An important area for improving the labor market is to expand preventive measures, tighten responsibility "shadow" employers, and create and introduce a register of "unscrupulous employers".



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Increase the transparency of the labor market and develop its infrastructure, which will contribute to the effective management of labor flows at sectoral, territorial and professional levels. In this regard, it is necessary to introduce and effectively operate the electronic labor exchange, automate and digitalize employment centers, introduce and expand career guidance services, train professions in demand on the Kazakh labor market, and find employment. Here it is important to develop the institution of private agencies to find the right specialists and hire them.

Special attention should be paid to the possibility of providing jobs for graduates of secondary vocational education organizations, universities, and young people who find it difficult to get a job in a more favorable situation, i.e.k. employers require experience and professional skills that most of them do not have. In the context of technological transformation and a pandemic, competition in the labor market is even tougher. Employees of employment and social security centers should be guided in implementing comprehensive local programs to combat unemployment by the fact that reducing unemployment contributes to reducing poverty, since only work and active search for sources of income can overcome poverty. In order to provide the labor market with appropriate vacancies, employment centers should develop and implement new standards of work, including the principle extra territoriality.

The main thing in the implementation of this form of employment is to ensure that the rights of people working remotely are respected and protected in accordance with national labor legislation. So, to help citizens who are at risk of being dismissed, temporary employment or public works should be organized, and businesses should be able to compensate for part of their labor costs.

Development of an online showcase aimed at solving several tasks. For example, employment assistance for unemployed citizens. This will require the development of training programs, advanced training and retraining courses for the unemployed and those at risk of dismissal. At the same time, these educational programs allowed to be implemented and posted on the portal only after an expert examination by employers, which will contribute to the fact that citizens will be able to get the knowledge and skills required by the labor market. It is also possible to develop digital showcase of internships and practices in order to increase the efficiency of employment of young professionals. This service will allow you to connect students and employers who are ready to organize an internship or internship on a digital platform through electronic document management.

Development of electronic personnel document management for employers and employees on the formation of documents related to labor relations.

Implementation of measures to increase the level of coordination between state and non-state institutions in order to improve existing and develop new mechanisms for the development of the domestic labor market.

Based on the conducted research, a model was developed to improve the state regulation of the development of the labor market in the context of the development of the digital economy. in its framework, the principles of state regulation of the development of the labor market were clarified, the object, direction, form, nature of the impact on the socio-

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economic processes of this market, the content of the regulatory measures, sources of financing, the level and duration of the impact measures of state influence were systematized. Model for improving state regulation of labor market development in the context of the digital economy progressing.

As specific directions for improving the state regulation of the labor market development, we recommend:

- expanding the interaction of government bodies at all levels of management in regulating the development of the labor market;

- coordination of state and intra-organizational employment policies; development of labor market infrastructure;

- development and implementation of measures to increase employment of the population: employment subsidies and job quotas;

- development and implementation of new job creation programs; development of public works;

- expanding flexible forms of employment;

- creating conditions for activating the activities of small business entities in the labor market;

- strengthening career guidance of the company's labor potential;

- forming a mechanism for coordinating the economic interests of labor market entities based on the development of social partnership.

Within the framework of the proposed mechanism, based on two levels of the system of relations in the labor market (between the state and organizations, between organizations and employees), the goals and objectives of the state and the organization in the field of coordinating the economic interests of labor market entities are specified.

The labor market and its changes play an important role in the socio-economic development of society. In the 21st century, in many countries, including Uzbekistan, standard employment ceased to prevail and gave way to non-standard forms. These changes are an objective process that requires targeted regulation. The second is only to adapt the positive foreign and domestic experience of labor resources management, develop and use a special mechanism, work with statistical and sociological data, modernize the organizational scheme of interdepartmental cooperation based on scientifically based strategic modeling, introduce project management, etc. based on a comprehensive approach that includes

The changes taking place in Uzbekistan, including the development of the digital economy, led to the redistribution of workers by economic sectors, the expansion of the service sector, the emergence and development of new atypical forms of employment. Thus, the following non-standard forms of employment were identified: part-time, temporary, casual, secondary, informal employment, temporary employment, employment based on civil legal contracts, outstaffing, outsourcing employment in companies that hire engaged employees, as well as freelancing.

The expansion of the service sector, the growth of the intellectual component of labor determined the importance of developing new atypical forms of employment listed



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above. Digitalization of the economy also leads to changes in employment. Since the digital economy involves the creation of high-tech jobs, further sustainable development of the economy will require highly qualified employees with certain competencies. In this regard, employers resort to searching for such specialists, regardless of their location. Thus, legislation should be adapted in a timely manner to new emerging employment relations in order to prevent the emergence of social tensions in the labor market.

Thus, the conducted research fully confirmed the relevance and relevance of the topic.

In accordance with this issue, the following tasks were set and solved:

As a result, the following results were obtained:

1. the basics of digitalization of the economy that affect the transformation of the employment market are studied;
2. an analysis of the application of new forms of employment in the international and national markets is carried out;
3. risks associated with the introduction of a new form of employment are analyzed;

As a result of the research, the problems and trends in the development of modern non-standard forms of employment are generalized and systematized. The main prerequisites for their emergence and development in the foreign labor market are investigated.

Through the introduction of new forms of employment, it is possible to make significant progress in solving the problem of unemployment, especially among the younger generation. The development of modern forms of employment can activate the processes of transformation of the country's economy, provided that a competent stimulating state and regional policy respects the interests of all three parties: the state, the employer and the employee.

However, for the market as a whole to work effectively, it is necessary to develop a better legal framework that defines, regulates and regulates the existence and development of the modern employment market, as well as mechanisms for its control.

The effectiveness and expediency of using these recommendations to minimize costs and risks are revealed. These recommendations are universal and can be further developed and changed in connection with the development of information and communication technologies, labor relations and changes in the legislative framework. The research results can be developed in the following main areas: improving the theory and methodology of managing new forms of employment, developing and implementing measures for the development of freelancing and other new forms of employment, the number of which increases with the progress of the digital economy.

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