

# Employment Increase: Theory and Practice

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**Abstract** - In this paper have been investigated issues of increasing population employment under conditions of modernization country economy. By authors presented the main directions of promoting employment in 2019 and proposals for consistently developing the labor market in the country.

**Keywords:** Population, new jobs, employment, labour, small business, private entrepreneurship.

## I. INTRODUCTION

Employment and unemployment are two opposing, mutually exclusive concepts, and the higher the employment rate, the lower the unemployment rate, and vice versa. Full employment of the population does not mean that unemployment does not exist at all, because it is almost impossible to completely eliminate unemployment. According to the English scientist J. Keynes (1883-1946), the author of the scientific work "General Theory of Employment, Interest and Money" and a number of other developments, full employment of the population implies unemployment of about 3 percent. In this case, unemployment does not negatively affect the level and pace of economic development. Indeed, there are other views today, and we believe that an unemployment rate of 5-6 percent corresponds to optimal employment in the economy. Moreover, the existence of a certain "natural" level of unemployment in society is considered not only normal, but also acceptable.

In our opinion, the history of the emergence and decline of unemployment in Uzbekistan confirms the correctness of Keynes's views. Since the official registration of the unemployed, the unemployment rate has risen steadily to a certain extent, and employment rates have declined accordingly. It is known that the higher the employment rate, the higher the unemployment rate.

## II. LITERATURE REVIEW

There are different approaches to the concept of employment, including the Russian economist A. I. Rofe, who commented on this concept, saying, and "Employment is the availability of jobs for the economically active part of the population, i.e. with lucrative employment that does not contradict the current legislation is busy with" [1].

Also, leading economists I. M. Aliyev, N. A. Gorelov, L. O. Ilina commented on this concept: may be manifested as socially useful labor" [2].

In contrast to these definitions, in our opinion, the employment relationship is a socio-economic indicator that shows how many able-bodied people are involved in socially useful work. The employment of the population contributes to the growth of labor productivity and, in turn, to the growth of national wealth, while the negative consequences of unemployment are that it can not only lead to a decline in production, but ultimately to the onset of poverty.

The American economist Arthur Oaken mathematically expresses the relationship between the natural increase in unemployment and the lag in GDP: "... if the real unemployment rate is 1% higher than its natural level, the gross national product will decrease by 2.5% or 2.5 percent of GDP." So, accordingly, their ratio is 1: 2.5. This ratio is called Oaken's law in economic theory. Based on this ratio, it is possible to determine the absolute value of the gross national product lost.

Thus, the natural rate of unemployment is the level expressed by normative inflation and stable growth curves in the 'normal' period. Therefore, the definition of the natural rate of unemployment is a complex task, because in order to calculate this figure, it is necessary to create a model of "normal working economy."

There are also different views on clarifying the concept of unemployment. Russian economists N.V.Lyasnikov, M.N.Dudin, Yu.V.Lyasnikov called this concept "Unemployment is a socio-economic phenomenon in which a part of the active, able-bodied population can not find a job that they can do." [3], and other economists I.M.Aliyev, N.A.Gorelov, L.O.Ilina, "Unemployment is a phenomenon in the economy in which part of the economically active population is unemployed" [4] - they explain.

In our view, unemployment is the number of unemployed people who are able to work. It should be noted that in the context of globalization, it is not a question of natural unemployment, but its socially acceptable level, ie unemployment and the duration of job search, as well as the demographic composition of the labor force and the level of crisis in the labor market should go about the degree to which the hijab takes place.

### III. ANALYSIS AND RESULTS

Other principles of employment formation in the conditions of market relations also apply. At the same time, the state renounces any claims to the monopoly on the use of available labor resources in social production. On this basis, another principle is the principle of freely chosen employment, ie the right of the able-bodied population, which has a legitimate source of income, not to be employed voluntarily. In a market economy, the right to dispose of one's ability to work (labor force) belongs only to its owner, ie the employee himself, and no one has the right to force him to work (except as provided by law).

The most important criterion of a socially oriented economy is employment attitude to employment. The employment problem is a social problem. Therefore, the demographic aspects of the population at the highest level and its effective use, as well as its focus on the development of society, show that employment is an integral part of a comprehensive social policy. The social nature of the employment problems of the population is determined by the fact that it is focused primarily on the person, his interests and needs in the field of labor. The higher the level of human socialization, the more the quality level of human capital changes [5].

Academician K.Abdurahmanov said that "... employment should take into account at least four social aspects, employment is closely linked with the most important human right enshrined in the Constitution - the right to work, living standards and decent living conditions. Employment plays a crucial role. It is employment that increases the activity of labor, the most important guarantee of improving the living standards of able-bodied citizens and their families, the formation of a new factor of high productivity, which is the basis of everyone and society as a whole, it is labor activity that transforms, reveals and multiplies, encourages personal development" [8].

Indeed, these directions determine the redistribution of financial, material and labor resources in the national economy, the priorities of scientific and technological development, as well as the location of productive forces, ways to improve the quality of life. It is known that one of the most important problems in solving the problem of employment in the context of COVID-19 Global Pandemic, and, consequently, the formation of a new factor of high productivity, which is the basis of social welfare, is the success of economic reform. We have witnessed a degree of dependence. Therefore, one of the most pressing issues today is to increase the level of employment of the population at the regional level, which is the basis of social development.

Since demographic development is a part of social development, its regulation by the state has risen to the level of policy, it is expedient to study the definitions given to it by economists. For example, according to K.Kh.Abdurahmanov and N.K.Zokirova, the state regulation of demographic development is defined as follows: "Demographic policy is the purposeful activity of state bodies and social institutions in regulating the process of population reconstruction." [9] Well-known Russian demographers V.G.Glushkov and Yu.A.Simagina state that "Demographic policy is a system of measures taken by the state to achieve the definition of demographic results and to influence the natural movement of the population." [10]

P. I. Kosov more precise definition was developed by the Berendeevas, according to which "Demographic policy is closely related to social and family policy. You have to differentiate them at the base. Social policy includes the management of living conditions and the provision of assistance to those in need. Family policy is the activity of the state, political parties, public organizations aimed at the formation of families, family life, and the long historical path of development of society, the role of the family in society and the strength of families as a social institution. [4]

In our opinion, the authors may have described the close interdependence of demographic policy with social and family policy based on the specifics of the period in which they lived and the country. As the authors argue, it is a fact that the family lifestyle, the long historical path of development of society, the role of the family in society and the existence of efforts aimed at strengthening families as a social institution. But in the case, the authors could not give the recommended scientific chimpanzee. In their consideration they failed to provide a basis on which to base the strength of the family. We also had all the institutions related to the family. The effect of all the measures taken has not been resolved in recent years. The President of the Republic of Uzbekistan Sh. Mirziyoyev said at a select meeting on February 12, 2020, "... in particular, although there are more than 18,000 employees in the mahallas, their work is not effectively organized. There is no system in place to prevent situations that negatively affect the socio-emotional environment in families. As a result, in some neighborhoods, troubled families and crime have increased. "It's very sad that there are suicides among women and minors." In fact, he proposed the establishment of a Ministry of Neighborhood and Family Affairs, which would link the family with the Mahalla, which would directly contribute to their socialization. As a result, in accordance with the Decree of the President of the Republic of Uzbekistan dated February 18, 2020 No PF-5938 "On measures to improve the social and spiritual environment in society, further support the institution of the community and bring the system of work with families and women to a new level." In February 2013, the President of the Republic of Uzbekistan adopted a Resolution on the establishment of the Ministry of Mahalla and Family Support of the Republic of Uzbekistan [7].

Demographic aspects of increasing employment, in particular, the Resolution states that "... in order to strengthen the material and economic base of citizens' self-government bodies, expand employment opportunities, citizens' assemblies should be provided with social programs for entrepreneurship, including "Everyone. Family-Entrepreneur" program, "Crafts Development Program", "Youth - Our Future" program, "Self-government of citizens who directly contribute to the growth trends and prospects of economic growth in the country, increasing the investment attractiveness of the country and its regions. Given that an important indicator of the assessment of the activities of the authorities is the employment rate, the provision of the economy with quality human resources, especially in the formation and development of families. This in many ways leads to the stabilization of the current demographic situation [6].

Demographic stabilization the relevance of the analysis of these characteristics of employment is determined by the constant dynamics of changes in the age structure of the population.

Demographic aspects, population growth and current problems of natural movement, as well as population policy analysis, in particular, the demographic situation in the regions, as well as human capital development are analyzed in the study of living standards and quality of life in the regions). At the same time, it is no secret that insufficient attention is paid to the analysis of the demographic characteristics of the employed population (along with regional aspects of changing the age composition of the employed), which creates a number of problems.

There are more than 7.5 billion people in the world. The SOVID-19 coronavirus, detected in China in December 2019, has had a direct and indirect impact on the work and daily activities of people in more than 186 countries. , more precisely, the basis of human life and existence can be equated with the period of lack of oxygen, the basis of respiration.

The conditions of the pandemic have made the weakness of humanity in overcoming the problems in the eyes of the world public opinion. More precisely, "The water rose from the water."

The results achieved by the development of science and technology belong to us, to the people of the world. So where is the problem, why is humanity incapable of eradicating a virus or cell that is invisible in the fall? What is humanity's weakness and where? Where have mistakes been made since the dawn of mankind? With whom and what did we not reckon with?

Humanity can be justified by the fact that we live in a single space through a single space, the convenience or inconvenience of more than 200 countries and their geographical location, several religions, more than 1,000 nations and peoples, different levels of customs and values and mentality and other indicators.

Man is the main driving force of society. Whatever is done in the country, everything is done for the person, for his vital interests, for the welfare of the family. Therefore, in the context of a pandemic, the issue of employment should be viewed not only in terms of the increase or decrease in social labor productivity, increase or decrease in national wealth, but also in the first place, from the point of view of the individual himself. People

are mostly socially active economic entities. For them, the loss of a job means not only a reduction in income, but also the inability to feel necessary for society, a loss of social orientation, a loss of the opportunity to express oneself through work. It is not uncommon for a person who has lost his job but wants to work, earn money and support his family and educate his children at the expense of these funds to end up in a professional and intellectual decline as a result of unemployment.

#### IV. CONCLUSIONS

In conclusion, we draw the following conclusions from the above analysis and feedback:

- Employment in society is the responsibility not only of the state, but also of employers in the context of market relations - enterprises, organizations, institutions, companies, concerns and other production structures;
- It is known that new jobs are created mainly in enterprises, which means that enterprises should be the initiators of increasing employment in the first place;
- By successfully solving this problem, enterprises will protect people from unemployment and contribute to the maintenance of peace, prosperity and well-being in society;
- Given that employment is a key issue, it would be appropriate for home-based businesses or firms to be empowered to provide soft (low-interest) loans from commercial banks and state funds.

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