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PROBLEMS OF EMPLOYMENT AND SOCIAL PROTECTION

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Abstract:
In our country, in recent years, strengthening social protection of citizens and reducing poverty have been identified as a priority area of state policy in terms of reforming the national economy, and providing the population with new jobs and a guaranteed source of income, qualified medical and educational services, and decent living conditions have reached a qualitatively new level. As a result of the reforms carried out over the past five years, the necessary political, legal, socio-economic, and scientific and educational foundations for building a New Uzbekistan have been created in our country.

Keywords: Population, employment, social protection, lifestyle, economic development, efficiency, employment, resource-efficient economy.

Introduction

In order to further improve the field of statistics in Uzbekistan, it is necessary to form a system that comprehensively reflects the state and development of the country's economy at the macro, meso and micro levels of employment by types of economic activity, combines statistical indicators obtained from various sources into meaningfully coherent groups, increases the reliability of data and the validity of their comparative relationship, and makes decisions on the development of regions based on the data of this system. For successful management of employment at the national and regional levels, it is necessary to develop statistical criteria that will allow revealing the quantitative patterns of labor market indicators. Their use in making informed decisions on employment issues by types of economic activity will serve to increase the efficiency of labor market activities. Based on the above, a comprehensive statistical analysis of population employment by types of economic

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activity at all levels and the development of a system of indicators of the distribution of the number of employed people in regions (districts and cities), the creation of econometric models, and the definition of promising directions are urgent issues.

The dissertation work is based on the Resolution of the President of the Republic of Uzbekistan dated January 28, 2022 "On the Development Strategy of New Uzbekistan for 2022-2026" No. PF-60 and "On measures to further improve the state policy in the field of employment and radically increase the efficiency of the activities of labor bodies" No. PF-5052 dated May 24, 2017, the Decree of the President of the Republic of Uzbekistan dated December 21, 2022 No. PF-269, the Decrees of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan, the Ministry of Poverty Reduction and Employment of the Republic of Uzbekistan, dated August 30, 2022 No. PQ-366, dated August 3, 2020 "On measures to further improve the national statistical system of the Republic of Uzbekistan and "On measures to develop" No. PQ-4796 and "On measures to improve and increase the efficiency of work to ensure employment of the population" No. PQ-3856 dated July 14, 2017, Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated December 22, 2017 No. 1011 "On determining the number of the population in need of employment, including conducting studies on household employment issues, as well as improving the methodology for forming a balance of labor resources, employment and employment of the population" and other regulatory legal acts related to this area serve to a certain extent in the implementation of the tasks set forth in.

Literature review

A number of scientific research works have been carried out in foreign countries on the nature of population employment, employment models, the influence of factors on employment, improving employment indicators and modeling them based on statistical and econometric research. In particular, the scientific works of such foreign scientists as E. Toffler, O. Williamson, R. Dornbush, S. Fisher, G. Menkeu, K. Inada, K. Hart, G. Grossman, Hernando de Soto are of particular importance.

Theoretical aspects of regulation and management of employment processes in the labor market in the countries of the Commonwealth of Independent States (CIS)

have been studied in detail by such scientists as M.B. Genkin, A.Ya. Kibanov, V.A. Vaisburd, E.G. Zhulina, A.I. Rofe, Yu.D. Odegov, L.A. Kostin, S.A. Aronova, K.V. Zaytseva, I. Chernyshev, A.V. Sygankova, S.G. Rezinkina. These scientists paid attention to the theoretical assessment of employment and its characteristics, forms and types, conditions of emergence, the influence of factors on employment, modeling the employment process at the regional level based on factor analysis, and improving the mechanisms for regulating and managing the labor market.

The issues of developing the labor market in our country, ensuring effective employment of the population, the characteristics, forms and types of employment, employment models, the influence of factors on employment indicators, and modeling employment processes are reflected in the scientific research of our scientists such as S.S. Gulyomov, Q.Kh. Abdurakhmonov, B.A. Begalov, T.Sh. Shodiev, B.K. Goyibnazarov, M.M. Mirzakarimova, H.T. Mukhitdinov, M.A. Umarova, D.B. Bahramova, and H.N. Shadmanov.

Research methodology

The article uses research methods such as scientific observation, systematic approach, induction and deduction. Based on the analysis of existing methods and approaches in the world, a proposal was developed on the unemployment rate, which represents the efficiency of the population, and on the problems and solutions for reducing it.

Analysis and results

For a comprehensive study of the employment situation of the population, its trends, and factors affecting the indicators, complementary statistical indicators are necessary. However, any system of statistical indicators is not just a simple mechanical sum, but a dialectical unity reflecting the interdependence of signs and phenomena, each element of which performs a specific task, has its own specific place and naturally complements the other characteristics used. Therefore, the system of employment statistics indicators should be developed within the framework of certain requirements that are strictly observed. At the same time, it is

necessary to distinguish and take into account the economic and statistical approaches. The general economic requirements for the system of indicators are:

- compliance with economic laws;

- adequate reflection of the essence of economic policy in the current state of socio-economic development;

- taking into account the characteristics of the object under study and ensuring its impartial representation.

The statistical requirements for the indicator system are as follows:

- compliance with specific goals and creation based on the objectives of economic and statistical research;

- ensuring the possibility of comparing system indicators;

- the presence of a single calculation method;

- logical connection between system indicators;

- comprehensive and holistic reflection of the object under study in statistical indicators.

In addition, the following are also necessary: the presence of a reliable primary information base based on current statistical reports; the possibility of economic interpretation of the results; the integrity of the system, which suggests the intersection, continuity and stable periodicity of indicators. The system of statistical indicators develops in tandem with society. Recently, social development has been proceeding at a rapid pace. Naturally, the system of indicators should also change regularly and in a timely manner in order to accurately reflect the current situation. Statistical indicators, that is, the system of expressing the formation of population employment, should consist of four sections that take into account the state of the research object and the factors influencing it. The logical structure of the system of statistical indicators, presented in the table below, is based on two principles (Appendix 2): 1) in the system of statistical indicators, general, previously known indicators that can be summarized and obtained on the basis of existing statistical reports are summarized and interconnected; 2) In the system of statistical indicators, sections are arranged in a logical sequence.

1. Absolute indicators	2. Relative indicators
- the average annual number of people employed in the economy by type of economic activity; - distribution of people employed in the economy by region; - the number of men and women employed in the economy by type of economic activity; - distribution of men and women employed in the economy by region; - the number of employees hired and dismissed by type of economic activity; - distribution of employees hired and dismissed by region; - the average number of employees working in small enterprises (excluding external substitutes); - the number of employees working part-time in organizations. The average annual number of people employed in the economy by type of economic activity; - distribution of people employed in the economy by region; - the number of men and women employed in the economy by type of economic activity; - distribution of men and women employed in the economy by region; - the number of employees hired and dismissed by type of economic activity; - regional distribution of hired and fired employees;	- coefficient of employee turnover by type of economic activity; - coefficient of employee turnover by type of economic activity; - coefficient of employee turnover by type of economic activity; - share of positions by type of economic activity to the total number of employed persons; - share of positions by region to the total number of employed persons; - share of the number of employed women by type of economic activity to the total number of employed persons in the economy; - share of the number of employed women by region to the total number of employed persons in the economy. coefficient of employee turnover by type of economic activity: - coefficient of employee turnover by type of economic activity; - coefficient of employee turnover by type of economic activity; - share of positions by type of economic activity to the total number of employed persons; - the share of total employment by region in relation

Production characteristics reflect the location and development of productive forces. They include, first of all, the structure of the economy, the form of ownership of enterprises, the nature, scale and volume of investment of the means of production and labor.

The analysis of the stability of changes in employment by type of activity is carried out in two directions: first, fluctuations in the number of employed are assessed relative to the trend line; second, the stability of these trends is studied.

The dynamic series characterizing employment by type of economic activity $(I_{\bar{y}})$ when assessing the level of volatility, it is important to consider the average values of favorable periods of time. $(\bar{y}_{comf})$ The stability coefficient is calculated based on the average value $(\bar{y}_{uncomf})$ for unfavorable periods: $I_{\bar{y}} = \bar{y}_{comf} / \bar{y}_{uncomf}$ (1.1)

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The situations above the linear trend in the case of the approximated population were considered favorable moments of time ($\bar{y}_{comf}$), and those below the trend were considered unfavorable periods ($\bar{y}_{uncomf}$).

When analyzing the degree of fluctuation of time series, the scale of values of this coefficient is used: $I_{\bar{y}} < 1,1$ – high stability;

$$1,1 \leq I_{\bar{y}} < 1,2 \text{ – average stability;}$$

$$I_{\bar{y}} \geq 1,2 \text{ – weak stability.}$$

Within the framework of the relative growth model, the dynamics of the average number of people employed in economic activities was compared with the dynamics of the indicators of the economy of our country. For this purpose, the Spearman coefficient was modified:

$$r = 1 - \frac{6\sum(a_W - a_C)^2}{(n^2 - 1)} \qquad (1.2)$$

here, d_w – the annual average dynamic level of employment in the national economy; d_c – the annual average dynamic level of employment in a particular type of activity; n – number of periods.

The mass value changes of structural displacements are calculated using the following formula: $M_{t,j} = D_{t,j} - D_{n,j}$ \qquad (1.3)

here, $D_{t,j}$ – of economic activity j – of items in the type t – annual amount (%); $D_{n,j}$ – economic activity j- type of clauses n – annual amount (%).

Analysis of existing traditions in the dynamics of the employment structure of the population shows that the population prefers those areas of economic activity that have made significant investments, ensure the competitiveness of their products and services in domestic and foreign markets, and, of course, pay high wages to their employees. The location of enterprises and organizations by region satisfies the desire of the population to be employed in social production. The lack of work that matches their specialization, qualifications and interests often leads to a long-term exit of the population from the labor force.

Conclusion and results

1. This chapter, based on the study of theoretical and methodological approaches to studying population employment, proposes to understand employment as a socio-economic category reflecting the relations between labor market entities (employers

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and employees, self-employed individuals, trade unions and the state) regarding the employment of economically active population, terms of remuneration, rights and obligations of production entities, social guarantees and benefits, vocational training and retraining, and economic and legal conditions for self-employed and entrepreneurial activities.

2. For a comprehensive statistical assessment of population employment, it is necessary to solve a number of interrelated tasks, the main of which are:

- determining the number of employed and unemployed;

- studying the composition of the employed and unemployed;

- identifying factors affecting changes in the number of employed people in the region in order to determine the mechanism of development of the process under study;

The above tasks create the basis for a detailed and comprehensive analysis of population employment as an independent object of statistical research.

3. Statistical analysis of population employment currently has a number of serious methodological problems, among which the following can be distinguished:

- the problem of improving the system of statistical indicators, i.e. the components that form employment;

- the problem of the reliability of statistical assessments of the number and composition of the employed and unemployed as a separate socio-demographic group of the population;

- the problem of selecting socio-economic factors that have a significant impact on population employment indicators.

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