THE IMPORTANCE OF THE LABOR MARKET IN THE DIGITAL ECONOMY

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Abstract: In this article, the scientific-theoretical foundations of the effective development of the labor market in the conditions of the digital economy, the review of scientific literature on the subject, the scientific views of scientists, conclusions and proposals were studied. At the same time, statistical and dynamic analyzes of employment in the labor market were carried out in the article, problems in the effective development of the labor market were studied, and scientifically based conclusions and suggestions were made as a solution to these problems.

Keywords: labor market, demand, supply, development, digital tools system, rural,non-residential, business, jobs, entrepreneurship, balance, flexibility.

Аннотация: В статье рассмотрены научно-теоретические основы эффективного развития рынка труда в условиях цифровой экономики, проведён обзор научной литературы по данной теме, рассмотрены научные взгляды учёных, сделаны выводы и предложения. Также проведён статистический и динамический анализ занятости на рынке труда, изучены проблемы эффективного развития рынка труда, а также даны научно обоснованные выводы и предложения по их решению.

Ключевые слова: рынок труда, спрос, предложение, развитие, система цифровых инструментов, сельская местность, нежилая застройка, бизнес, рабочие места, предпринимательство, сбалансированность, гибкость.

Annotatsiya: Ushbu maqolada raqamli iqtisodiyot sharoitida mehnat bozorini samarali rivojlantirishning ilmiy-nazariy asoslari, mavzuga oid ilmiy adabiyotlar sharhi, olimlarning ilmiy qarashlari, xulosa va takliflari o'rganildi. Shu bilan birga, maqolada mehnat bozorida aholi bandligini ta'minlashning statistik va dinamik tahlillari o'tkazilib, mehnat bozorini samarali rivojlantirishdagi muammolar o'rganilib, ushbu muammolarning yechimi sifatida ilmiy asoslangan xulosa va takliflar ishlab chiqildi.

Kalit so'zlar: mehnat bozori, talab, taklif, rivojlanish, raqamli vositalar tizimi, qishloq, noturarjoy, biznes, ish o'rinlari, tadbirkorlik, muvozanat, moslashuvchanlik.

Introduction:

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The formation of the labor market, its implementation and development in the framework of the general socio-economic system is a complex and demanding multidisciplinary research. In its research, it is appropriate to take into account the general laws, principles and concepts of the labor force, to rely on the principle.

The study of the main objective characteristics and factors of the productive labor force makes it possible to determine its main criteria. The main direction of the country's socio-economic development is considered to be a part of the invention.

If labor productivity is analyzed as an important and integral part of economic development, it becomes easier to capture its main criterion and form a multi-seller system. Because, on the one hand, the efficient production of the labor force is a multiplier of the socio-economic development of the country, and on the other hand, it is a multiplier of the agricultural production.

The main criterion for the effective development of the labor market is the following: increasing the demand for the labor market; reduce labor supply; provide reasonable employment; increase to the level of natural unemployment [1].

The level of employment of the population is a multiplier representing the level of development of the state's economy. The development of labor relations in the field of labor and population employment requires a new and unique approach, regularity in the study of the elements of the labor force, updating the methodological base of labor categories and concepts. In the future, the implementation of the plan for the formation and development of a sustainable economy will require the acceleration of the institutional structure and the development of the regulatory and legal framework in the field of rational employment of the population in the future. The criteria justifying the increase in the demand for labor in the labor market include the following factors: non-agricultural job creation; attracting investors to the main fund; re-equipment of the workplace with new equipment and technology; comprehensive promotion of small business and private enterprise brewing; development of social infrastructure; training, re-training and upgrading and managing the labor force.

At the same time, the criterion that reduces the supply of labor in the labor market is formed on the basis of the following multiplier: development of the self employment sector; reduce inflation and unemployment; application of the best method of production and labor organization; expansion of flexible and random forms of employment; increase in the qualification and mobility of local employees; promoting and managing the labor market.

In the context of modernization of the economy, the criteria justifying the provision of reasonable employment of the population in the labor market include the following multipliers: reaching the balance of the market in terms of demand

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and supply of the labor market; increase non-agricultural employment; increasing the labor participation of the economically active population; ensuring the growth of labor productivity; to increase the wages of rural residents; increase to the level of natural unemployment, etc.[1]. Based on the research, it should be emphasized that in the country, the reform process is being carried out to improve the labor force, its formation, flexibility, and further development. However, there are several problems in the field, not at this stage:

- it is necessary to develop a new profession and improve the system of employee qualification in the framework of a multi-level economy ;
- the solution to the problem of increasing the effectiveness of temporary or temporary employment for unorganized youth, the population in need of employment, and the unemployed is only available in theory, and in practice it is not paid attention to at the stage level ;
- the system of retraining the unemployed person with a lot of special knowledge in a short period of time into a traditional and modern labor profession that is in high demand in the labor market is not at the level of demand; - improvement of the institutional basis of reducing the informal employment of the population is based on cooperation with the budget and financial support; - it is necessary to research and manage the efficient mechanism of the state's regulation of labor migration.

Analysis of literature on the topic

D.A. According to Kopzhova's opinion, the economic function of the efficient development of the labor force is the rational attraction, distribution, classification and use of labor [2]. V. Yu. According to Yakovets' scientific research, in the effective development of the labor force, the demand and supply of the labor force is affected by the number of the population, its distribution by gender and age, the birth rate, that is, the demographic factor. In particular, several factors of the demographic factor's impact on employment can be cited[3]: secondly, population growth forces people to look for new areas for marriage; secondly, in the case of population density, there is a huge demographic pressure on nature: the involvement of natural resources in production and the consumption of waste increases, the environment becomes polluted. In O. Kolesnikova's article "On the evaluation of the effectiveness of the employment service", the essence of the concept of labor market inflation, its functional element, classification of the creative part and its structure, and the level and function of labor market inflation were scientifically researched. Also, in the article, the idea of using the optimal method for evaluating the efficiency of the employment service is partially justified [4]. P. Yu. It is also necessary to mention the following factor that contributes to the efficient brewing of Stytsyuk's labor base [5]:

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- the general state of the national economy;
- salary increase;
- priority for the profession or, on the contrary, a decrease in the profession;
- changes in the demographic situation in the country ;
- differences in the sphere of free time of the population .

Sh.P. Formation of reasonable employment of able-bodied villagers in Kholmo'minov's asaplap can be realized only on the basis of effective development of the labor force and creative reformation of the economic sector. It defines the future of mass emancipation of the labor force from agriculture and the flow of labor to the processing industry and service development, personal labor activity and the national economy, the formation of the labor force and the formation and redistribution of the labor force based on the mechanism of labor[6]

N.U. Apabov is an important structure and tool for the formation and developmentof labor relations, and its subject is the formation of the labor relations system [7].

Therefore, the database should be complete enough to carry out real and labor related research at the maximum level , it should comprehensively reflect the situation that is occurring in it, it should not only describe the situation of the labor situation, but also be the basis for forecasting the researched situation and further improve the situation in the field of labor situation. It should strengthen the gap that occurs as a result of the implementation of the closed chopatadbiplap. The main demographic source of the formation of reasonable employment of the working population is the expansion of its economically active part. The employment rate of the economically active population reflects its status in the interconnected economic and socio-demographic population of Japan.

According to M.A. Umapova, the development of the labor force depends on the effectiveness of the structure of the labor force in its system, which supports the employment of the local population [8].

Z.A. Tolametova and B.E. In the process of forming an innovative economy, Elmonov explained the essence of the effective development of the labor force and the indicators that lead to it, as well as the importance of suggesting the priority direction of the development of the labor force. He suggested that the need to have a specific goal-oriented approach in the related field is related to the main law of the labor market and the growth of the economy [9].

Research methodology

Analytical and systematic approach to the study of economic structure and ratio,comprehensive assessment, comparative and comparative analysis, statistical and dynamic approach and grouping method to improve the quality information base of ensuring the relationship between the labor force and the labor force in

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Japan. was used, and appropriate conclusions were drawn on improving the labor force and improving the efficiency of the population in using the employment service. The labor market of Uzbekistan was studied as an object of research.

Analysis and Results

Since the labor market is a complex and comprehensive Japanese, the plural representing its composition has the same complex classification, based on the summative system. The labor productivity multiplier can be classified and grouped according to the content of the formula, the method of expression, the scope, and the method of calculation.

In Uzbekistan, there are several limitations that hinder the effective development of the labor force: lack of development of labor in the non-agricultural region; low level of wages; low qualification and mobility of hired labor; poor development of rural infrastructure, legal restrictions on hiring workers from the farm, etc.

In this field, it is important to study the demand and supply in the labor market, which is a bip from the main direction. Conducting an active policy in the labor market envisages the concentration of the existing labor force in the labor market in the form of a map of employment assistance. In this case, it is necessary to take into account the role of the labor force in reducing poverty and coordinating the flow of labor in the labor market system.

The multiplier of the labor market can be divided into two large groups: static and dynamic multipliers. In other words, a static multiplier can be called a quantity multiplier, and a dynamic multiplier can be called a quality multiplier. A static multiplier is a multiplier representing the state of the labor market. It includes the number of rural population, the number of rural labor force, the number of the rural population employed in the economy, the number of unemployed, the number of hired and unhired labor force, the number of people employed in the state and non-state sectors, the distribution of the labor force by type and region (territorial and type). , the age and sex of the labor force are calculated as a finding[1].

A dynamic multiplier is a multiplier that represents the change in the labor market over a certain period of time, and it provides the opportunity to determine the direction and scope of the labor market. This includes the growth rate of the labor force, the number of employed persons, the number of reduced and newly created jobs, the level of unemployment, dissatisfaction, the number of people who have moved from one place or region to another, the ratio of the demand and supply of labor force, the ratio of the employed to the total number of job seekers,the labor force index. , the shift in the location and territorial distribution of the employed person, the change in the distribution of the labor force by qualification, age and gender, the change in the ratio of the number of hired and non-hired labor force,

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and the change in the ratio of the employed in the state and non-state sector can be explained.

Conclusion and Suggestion

In order to ensure effective development of the labor force, its further development, reduction of unemployment and improvement of population employment, it is necessary to pay attention to the following directions:

- to determine the characteristics of the area based on the location of the population and to ensure the priority of the operation being carried out in this direction;
- it is necessary to increase the employment rate in parallel with the demographic difference, especially for the population with special education ;
- focus on increasing the demand for overtime study on the basis of improving the business environment, increasing investment attractiveness and providing wider opportunities for foreign investors;
- it is necessary to improve the system of retraining for traditional and modern occupations, which are in high demand in the labor force;
- implementation of the informal form of employment is bran ;
- development of practical recommendations on improving the process of providing employment to the population and creating new job opportunities in the framework of a multi-level economy;
- implementation of the effective mechanism of the government's regulation of labormigration;
- it is necessary to develop and organize a mechanism for organizing the unemployment insurance system - monitor the situation in the workplace;
- statistical assessment of effectiveness;
- forecasting the situation mainly using the "progressive" indicator system;
- determination of the priority level of the labor market;
- providing advice and methodological support to jobseekers and recruiters, as well as educational and retraining institutions;
- to determine the tendency and gainful employment in the population and to pay the main attention to the akhbopot, which will allow to develop a plan for brewing and improving the labor market. In connection with the expansion of the private sector in the economy, it is necessary to create agencies, non-state specialized labor bureaus, and private intermediary bureaus to assist in employment, and to provide the right to use the single labor bureau system during the period of activity. In fact, the joint cooperation of the state and non-state employment service in the formation of the information bank will ensure the proportionality of the rapid development of the regional labor market.

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