ECONOMIC AND SOCIAL PROBLEMS OF UNEMPLOYMENT IN THE CURRENT PERIOD AND SOLUTIONS TO THEIR RATIONAL SOLUTION

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Abstract: This article is devoted to the consideration of unemployment from the point of view of the present time and the fact that this is a phenomenon that arises with the stages of development in the process of formation of market relations. At the same time, despite the specific characteristics of unemployment, it also shows that it has the characteristics of global unemployment. Over time, there have been changes in the attitude to unemployment as a socio-economic criterion of the state of society,it is stated that the damage caused by unemployment affects the country's lag behind other countries in terms of economic development.

Keywords: labor market, economic activity, employment, hidden unemployment, backwardness, employment.

Аннотация: Статья посвящена рассмотрению безработицы с точки зрения современности и того, что это явление возникает на разных этапах развития в процессе становления рыночных отношений. В то же время, несмотря на специфические особенности безработицы, показано, что она обладает и чертами глобальной безработицы. С течением времени изменилось отношение к безработице как к социально-экономическому критерию состояния общества; утверждается, что ущерб, наносимый безработицей, влияет на отставание страны от других стран по уровню экономического развития.

Ключевые слова: рынок труда, экономическая активность, занятость, скрытая безработица, отсталость, занятость.

Annotatsiya: Ushbu maqola ishsizlikni hozirgi davr nuqtai nazaridan ko'rib chiqish va bu bozor munosabatlarining shakllanishi jarayonida rivojlanish bosqichlari bilan yuzaga keladigan hodisa ekanligiga bag'ishlangan.Shu bilan birga, ishsizlikning o'ziga xos xususiyatlariga qaramay, u global ishsizlik xususiyatlariga ega ekanligini ham ko'rsatadi.Vaqt o‘tishi bilan jamiyat holatining ijtimoiy-iqtisodiy mezoni sifatida ishsizlikka munosabatda o‘zgarishlar ro‘y berdi, ishsizlikdan yetkazilgan zarar mamlakatning iqtisodiy rivojlanish darajasi bo‘yicha boshqa mamlakatlardan ortda qolishiga ta’sir etishi ta’kidlandi.

Kalit so'zlar: mehnat bozori, iqtisodiy faoliyat, bandlik, yashirin ishsizlik, qoloqlik, bandlik.

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Introduction

In the last ten years, our country has been experiencing an unstable trend of unemployment among the population. Today, the problem of unemployment is a macroeconomic problem that has an extremely negative impact on unemployed citizens and the economic situation in the country. As the unemployment rate increases, crime increases and negative situations arise in society. The problem of unemployment in the Republic of Uzbekistan requires deep analysis and development of methods for solving this problem, which determines the choice of the research topic.

Unemployment today is a complex phenomenon in the sphere of social and labor activity, which is associated with both the labor market and employment. As a result of the functioning of the labor market, unemployment significantly affects all aspects of public life. Today, economists are actively analyzing the features of unemployment, its nature and consequences. At the same time, not only economists, but also sociologists and psychologists are engaged in unemployment research. If we consider unemployment from the point of view of the present time, then this is a phenomenon that arises with the stages of development in the process of establishing market relations in the country. At the same time, according to local economists, despite the specifics of internal unemployment, it has the characteristics of global unemployment. Over time, there have been changes in the attitude to unemployment as a socio-economic criterion for the state of society, and economists agree that the damage caused by unemployment affects the economic development of the country.

The processes of increasing or decreasing economic activity play the role of the main reasons for the growth and decrease in employment, as well as the level of unemployment within the country. At the same time, in the total number of employed and unemployed citizens, certain fluctuations occur over several years, due to the cyclical development of the economy and the inherent processes of rise and fall in economic activity. Analyzing the opinion of some economists, the opinion of A.S. Polatov was highlighted, according to which "unemployment is a socio-economic phenomenon, a process in which a certain part of economically active, able-bodied citizens is not provided with work, acts as and is ready to work" [6, p. 36].

Thus, the unemployed are persons of working age who do not have a paid place of work (work), are looking for work and want to start working. At the same time, among the total number of unemployed, there is a category of citizens who have received the official status of unemployed, approved by the state employment service. Analyzing the Law "On ensuring employment of the population in the Republic of Uzbekistan", the interpretation of the term "unemployed" shows that

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the unemployed include citizens of working age who do not have a permanent job or income, as well as those who are in a permanent place of work, must register. Employment service for job seekers, as well as those who are ready to start work. At the same time, this law provides that the category of unemployed does not include persons under the age of sixteen, as well as citizens of retirement age.

Based on the authors' definitions, we can say that they consider the category of "employment" from different points of view, which can be reduced to two main ones: as a process of applying labor or involving people capable of working in production and as a set of economic relations associated with the participation of the population in the labor process. Doctor of Economics, Professor, Academician of the Academy of Sciences K.Kh. Abdurakhmanov considers the problems of the labor market, employment and ensuring decent work, and also determines promising areas of scientific research in these areas. Academician Abdurakhmanov K.Kh. named the factors associated with the mobility of labor resources, including the dynamics of the strategic development of the economy and its characteristics; innovative development of science and technology; changes in economic stability; investments in the economy; changes in inflation; increasing employee needs; changes in working conditions. In addition, in his opinion, "promoting full employment in a market economy becomes a strategic goal. The immediate tactical goal is to balance the demand and supply of jobs" [4, 275].

Analyzing the opinions of economists, it is noted that today there is no single point of view on the main manifestations of unemployment.

To date, the main causes of unemployment have been identified, which include:

- overpopulation, leading to a rapid increase in unemployment;
- setting wage rates above the equilibrium level under the influence of trade union pressure and socio-economic activity of the population;
- migration of labor at the expense of capital in the process of scientific and technological revolution;
- processes of low solvency (no demand for either goods or services, which leads to unemployment).

The causes of frictional unemployment are:

- characteristics of the geographical movement of the population;
- when a person moves to a new place, he may be unemployed at first;
- change in professional interests, retraining, retraining can become the cause of unemployment;
- new stages in a person's life, including education, birth of a child, etc.

As a rule, structural unemployment occurs against the background of technical progress, as a result of which the demand for specialists in one profession

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decreases and the demand for other professions increases. In other words, the emergence of structural unemployment is associated with the impossibility of employment due to differences in the structures of demand and supply of labor among different professions [4, p. 592]. The main causes of hidden unemployment among the population of the Republic of Uzbekistan are conditionally divided into two categories, among them:

- because the company's management avoids mass layoffs;
- due to the fact that workers do not leave the company on their own, despite the low level of wages.

Having analyzed this issue in detail, it was possible to determine that the first group of reasons for the persistence of hidden unemployment includes several aspects. Even if the production level decreases, the management of the enterprise tries to retain personnel for the future, while introducing part-time work, implementing the use of paid and unpaid leaves.

The second aspect is related to the possibility of ensuring state support from the state while retaining personnel. In addition, enterprises often do not have the funds to pay benefits and wages to a dismissed employee in accordance with the norms of labor legislation. Thus, dismissal often occurs under the article "at one's own request", but the main reason for dismissal is the deterioration of working conditions and a decrease in wages.

At the same time, analyzing the past experience of labor relations, it was noted that several years ago, at the initial stages of the privatization process, many enterprises retained the positions of employees for the purpose of corporatization. However, this method is not used today. The second category of reasons for the persistence of hidden unemployment is the reluctance of workers to leave their jobs even at an extremely low level of wages. This is due to several reasons. Firstly, residents of small towns and villages do not have the opportunity to find another job. In addition, able-bodied elderly citizens work in the field in order to have a continuous work record and develop their work activity. The third point: even when receiving unemployment benefits, wage losses are not covered. The fourth point is that citizens prefer part-time employment, believing that their employment is stable.

An analysis of the current unemployment situation in the Republic of Uzbekistan showed that unemployment has many negative social and economic consequences, and a high unemployment rate leads to an increase in crime, negative thinking among the population, deterioration of the country's economy, and many others can have negative consequences.

The study found that it is extremely important for the state to take urgent measures to reduce unemployment in our country. At the same time, we realized

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the importance of gradually mitigating all aspects of unemployment and increasing its acceptability.

It is important not to completely eliminate unemployment, but to change its nature. Thus, a decrease in the unemployment rate is manifested in the implementation of state programs to reduce unemployment in connection with the organization of public works, the implementation of training and transformation programs of the Government of the Russian Federation, the organization of support for small entrepreneurship. takes measures. and the use of modular training systems. Information gathering activities related to changes in the professional structure of the unemployed population allow employment services to organize timely retraining of personnel in the necessary professions. To increase the efficiency of retraining and employment systems for the unemployed and reduce the average period of stay of citizens in the status of unemployed. It is planned that unemployment will be of a frictional type.

It is evident that the government is actively involved in measures to reduce unemployment. At the same time, in order to achieve real results, it is extremely important to combine the efforts of the state and the population in the fight against unemployment. Analysis of the activities of the entire system shows that it is aimed primarily at eliminating unemployment, eliminating the consequences of the uneven distribution of production opportunities and human labor rights, and it is necessary to change this situation. Employment services must work to prevent unemployment. Their main task, let's say, in connection with the modernization of large enterprises, is to identify possible areas of mass layoffs of workers and to introduce new technologies at existing enterprises.

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