



CONCEPTUAL APPROACHES TO EMPLOYMENT MODELS AND ECONOMIC-STATISTICAL STUDY OF TENDENCIES OF EMPLOYMENT CHANGES IN UZBEKISTAN

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**Annotation.** *The article describes the study of the patterns of changes currently occurring in the labor market based on the study of the nature and features of employment models that are formed on a global scale and operate in certain periods of development. In the course of the study, the influence of factors affecting the territorial status of employment in the regions of the country is analyzed economically and statistically based on the grouping of regions by the level of employment.*

**Keywords:** *global, employment model, economy, statistic.*

**Relevance of the topic.** In our country, the economic and statistical study of trends in the labor market is important in ensuring employment, increasing employment and managing the factors affecting it. What is happening in the global labor market is global changes in employment models are also taking place under the influence of the changes. The main aspects of global changes in the labor market are explained by the growing scientific and technological progress, which leads to significant changes in the structure of the labor market and the requirements for the qualification of labor resources.

**Level of study of the article.** In this context, the importance of studying the changes and trends in employment models is growing, given the nature of the major changes taking place in the global and national economies.

Today, the Law of the Republic of Uzbekistan "On Employment" [1] and the Labor Code of the Republic of Uzbekistan [2] are important legal frameworks in the regulation of relations in the national labor market. The above-mentioned normative legislation recognizes unemployment, employment, the right to choose the form of employment, guarantees of social protection against unemployment. In practice, despite the fact that the legal and regulatory framework governing relations in the labor market of the country is sufficiently formed, there is a need to employ an average of 1.5 million people annually, and only 30-45% of the existing need is employed. This situation requires special attention to ensure the balanced development of the national labor market and its infrastructure, reducing unemployment. Especially in the context of the global pandemic, which began in December 2019 and continues today, the issue of employment has become an acute social issue.

Given the above, from 2020 onwards social support and employment legal framework for pandemic mitigation in our country defined as one of the main functions in the normative documents [3].

In assessing the changes in the labor market based on the results of ongoing reforms, it is important to identify the patterns of change and economic and statistical assessment of trends. Given the above, national labor economic and statistical study of changes in the market and face It was

decided to conduct a study in order to methodically substantiate the changes. In recent years, many foreign and local economists have been conducting research in the areas of employment policy, employment, labor relations and some aspects of employment.

**Level of study of the article.** Approaches to employment models, characteristics of employment and economic-statistical study of employment from foreign scientists V.T. Perekrest, V.A. Kurzenev, S.G. Ermolaeva, G.N.Sokolova, R.G.Emtsova, A.I.Rofe, B.G.Zbyshko [4].

Socio-economic significance, components, elements, main tasks and functions of the labor market and infrastructure have been studied by academician Q.Kh. Abdurahmanov [5]. At the same time, A. Asrakulov's research, along with the scientific and theoretical study of conceptual approaches to the study of employment models [6], analyzes the impact of factors on the types and forms of employment from an economic and statistical point of view [7].

In the framework of this study, we analyzed the situation of employment in the regions of the Republic of Uzbekistan and its trends on the basis of statistical data, and analyzed the factors influencing changes in employment on the basis of statistical grouping. Scientific abstraction, statistical grouping, statistical comparison, analysis and synthesis methods were used as research methodology in the research process. Theoretically, to date, several theoretical and methodological approaches to employment and unemployment have been developed, and each of them corresponds to certain stages in certain periods of economic development. One of the most common theories of employment is the classical theory of employment, which states that full employment is a prerequisite for competition in the labor market the classical theory is based on the ratio of aggregate demand to aggregate supply in the labor market [8].

The basic principles of classical theory are based on an approach to improving the mechanism of free market activity, which can be out of balance as a result of external market interference. Occasional wars, conflicts, and natural disasters in different regions are considered as factors that hinder the full functioning of this mechanism and are interpreted as a self-regulatory mechanism that restores its production and ensures the balance of revenues and expenditures [9]. The new concept of employment theory was first reflected in 1936 in J. Keynes's General Theory of Employment, Interest, and Money [10]. It introduces a new conceptual approach to the theory of employment, J. Keynes completely rejects the classical theory, arguing that the mechanism of employment regulation is not specific to a market economy, and argues that the equilibrium of the economy is achieved through the regulatory role of the state.

By now, Keynes's model of employment has been replaced by the model of an industrial society that embodies its distinctive features. According to the laws of development, at the end of the second half of the twentieth century, the model of industrialized society began to become a postindustrial model. The change in models is largely determined by the structural changes in the employment process associated with the growth of labor productivity and changes in the dynamics of demand in the field of material production. One of the main features of these changes is the decrease in the share of those employed in industry with the increase in the level of material production. In developed countries, the decline in industrial production and the share of workers in it coincides with an increase in its total volume [6]. It is worth noting that Keynes's approach is proving to be more sophisticated in a new knowledge-based economy.

In the literature, the rapid development of the service sector is considered as a condition of the employment process in this area. According to M. Porter, such changes in the employment process

are due to a number of factors - the growth of demand for services and its change, that is, the transfer of specific functions that serve production to enterprises outside the enterprise [11].

Beginning in the 1980s, labor began to vary around the world in terms of the main types of production or services employed. At the same time, the role of high-tech services in this area is growing, which leads to an increase in demand for skilled labor and stands out as an independent type of business.

According to researchers, in the late 1990s, the development of the service sector was influenced by the law of attraction of needs, the growth of intellectual resources and the long-term factors of economic development caused by changes in the quality of human capital [12].

A necessary condition for the rapid development of employment as a key factor of employment is a highly developed material production, because it is on the basis of this condition that the conditions for the redistribution of workers in the service sector. A. was the first to respond to this trend. Toffler points out that his research found that physical labor began to decline by more than 50% in the activities of the population of developed countries as a major change in the consumption of forms of labor. Among these factors that create the necessary conditions for the development of employment in the service sector are the structural needs of scientific and technological development, the dynamics of living standards, changes in consumer psychology in society.

The new model of employment is similar to the postindustrial model, in which the role of traditional factors of production changes, in which information and knowledge play a special role, the main development is focused on intellectual activity. In this model, a special place is given to the service sector, which includes the function of creating new, highly skilled jobs for production services and low-skilled jobs related to service to the population (Table 1).

The changes based on the models discussed above provide a theoretical interpretation of the nature and characteristics of labor market trends in different countries.

**Table 1**

**Employment models and their specific features [6]**

<b>Employment models</b>	<b>Features of employment models</b>
Classical theory of employment	Full employment of the population is defined as a necessary condition for the existence of competition in the existing market, which is based on the fact that aggregate demand corresponds to aggregate supply.
Keynes model	Employment is not balanced by the market mechanism, but it is stabilized as a result of government intervention in the economy to regulate unemployment and inflation.
Industrial model of employment	In proportion to the development of the material production sector, there is an increase in the number of people employed in the sector.
Postindustrial model of employment	The decline in material production and the share of workers employed in it occurs at the same time as its total volume increases. The process of transition of employment from material production to services begins.
A new model of employment	The role of traditional factors of production will change. In this, information and knowledge play a special role, the main development is focused on

intellectual activity. In this model, a special place is given to the service sector, which includes the function of creating new, highly skilled jobs for production services and low-skilled jobs related to service to the population. The system of labor motivation will change, the approach to the concept of "labor" will change.

An economic-statistical analysis is required to analyze changes in employment trends in each country. For this purpose, the main indicators of the State Statistics Committee of the Republic of Uzbekistan on demography and the labor market for 2011-2020 were studied.

The permanent population of the country in 2011 amounted to 29339.4 thousand people, in 2020 this figure reached 34232.1 thousand people, and over the past 10 years the permanent population increased by 16.7% (growth - 4892.7 thousand people).

The number of permanent residents of working age increased from 17286.4 thousand in 2011 to 19142.3 thousand in 2020, and the number of permanent residents increased by 10.7% over the past period (increase - 1855.9 thousand people).

The number of economically active population of working age permanently increased by 10.9% in 2011-2020 (growth - 1877.6 thousand people), over the years from 17169.4 thousand to 19047.2 thousand people, respectively.

The number of people employed in the economy of the economically active population also has a steady growth trend, in 2011-2020 this figure increased from 11919.1 thousand to 13239.6 thousand and increased by 11.1% (growth - 1320.5 thousand people).

**Table 2**

**Statistical analysis of employment indicators, in% [14]**

Indicators	YEARS									
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Permanent population	100	100	100	100	100	100	100	100	100	100
The share of the working age population in the permanent population	58.9	59.0	58.9	58.7	58.4	58.1	57.6	57.1	56.4	55.9
The share of the economically active population in the permanent population	42.7	43.2	43.5	43.9	44.0	44.0	44.3	44.4	44.3	43.2
The share of the economically active population in the working age population	72.6	73.2	73.9	74.8	75.3	75.8	76.9	77.8	78.5	77.3

The share of employment in the permanent population of the economy	40.6	41.1	41.4	41.7	41.7	41.8	41.7	40.3	40.3	38.7
The able-bodied population of the employed in the economy percentage	69.0	69.6	70.3	71.0	71.5	71.9	72.4	70.5	71.5	69.2
The share of employment in the economy in the economically active population	95.0	95.1	95.1	94.9	94.8	94.8	94.2	90.7	91.0	89.5

Source: Data of the State Statistics Committee of the Republic of Uzbekistan

Statistical analysis of the structural changes in labor market indicators shows that there have been specific changes in individual indicators over the past 10 years (Table 2).

In particular, the share of the number of employed in the economy in the permanent population of working age (0.2%), the share of the economically active population in the permanent population (0.5%) and the share of the working age population in the permanent population (4.7%) However, the share of the working age population in the permanent population (-3.0%), the share of employment in the permanent population (-1.9%) and the share of the economically active population (-0.5%) decreased.

**Conclusion.** It can be concluded that along with the level of employment, the unemployment rate is also rising.

Based on the results of the study of conceptual approaches to employment models by the method of scientific abstraction, the following conclusions were drawn:

1. The main trend in the level of employment in the labor market in developed countries is the migration of the economically active population from the spheres of material production to the service sector.

2. With the rapid development of the services sector, the involvement of temporary workers is becoming more widespread. Therefore, the current model of employment is characterized by an expansion of the use of temporary labor.

3. Another trend associated with the rapid development of the services sector is an increase in the share of women in the total labor force.

4. According to the level of labor intensity in the employment model, workers can be divided into two groups: a group with low labor capacity but high professional training, and a group with high labor capacity and low demand for vocational training.

Based on the above analysis and conclusions, in order to ensure that the level of employment in the national labor market is effective, taking into account the level of natural unemployment, it is

necessary to take into account changes in global employment models and effectively manage employment in our country.

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