



SOCIAL AND ECONOMIC CONSEQUENCES OF UNEMPLOYMENT IN THE  
COUNTRY AND THE IMPORTANCE OF ITS ELIMINATION

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**Abstract:** *This article discusses public and economic problems of non-existent jobs in the society and the importance of appropriate measures to solve them.*

**Key words:** *unemployment rate, population standard of living, UN, International Labor Organization, labor income, employment policy, democratization, flexibility, market economy, ownership*

It is difficult to imagine the concepts of the labor market and social labor relations without adequate research into the problems of unemployment. Unemployment is an integral feature of the market economy. The main goal of studying the problem of unemployment is to develop measures related to the expansion of the country's production and the further improvement of the living standards of the population by increasing the employment of labor resources. In particular, President Islam Karimov focused on this issue and said, "... small business and private entrepreneurship in forming modern structures that ensure meeting the rapidly changing market requirements of the economy, creating new jobs and increasing the income of the population. we definitely deeply understand that it plays a very important role" - he emphasized.

In fact, in order to reduce the level of unemployment in the society, the creation of additional jobs and their implementation should not lag behind the natural growth of the population. In addition, it is necessary to rapidly develop socio-economic relations in harmony with the world community. It is known that the countries of China and India are distinguished among the countries of the world community by the rapid growth of their population. The population of our republic is increasing by 550-600 thousand people every year, and the number of labor force resources is increasing by 250-300 thousand people. Such a situation, in turn, requires continuous scientific research to increase the employment of the workforce and reduce unemployment. For this, it is necessary to develop measures to expand production and create new jobs. Otherwise, the increase in the number of unemployed will lead to a decrease in the standard of living of the population. From this point of view, first of all, we need to study the concept of unemployment and its content more deeply. Because, before preventing existing problems, regular and deep scientific study of it is the demand of the times. Usually, countries of the world develop the concept of unemployment according to the requirements of the UN, the International Labor Organization (ILO), and the Society for Economic Cooperation and Development. According to the definition of the 13th Convention of the International Labor Organization, "unemployed persons" means citizens who do not have jobs, are ready to work and are looking for work. For example, in the US, you have not been employed in the last one week, you have tried to get a job (directly to an employer or by applying to the state employment



service) in the last four weeks, you have the ability to work. citizens are recognized as unemployed persons.

In Japan, an unemployed person is defined as a person who has not worked for an hour during the last week, and in Great Britain, a person who has not worked during the last week, who has been looking for work during this period, or who has not been able to look for work due to illness. According to the laws of some countries, the unemployed are defined as those who have been dismissed from their jobs and have a long work experience.

According to the Law of the Republic of Uzbekistan "On Employment of the Population" Those who do not have (work income), who are registered as jobseekers in the local labor body, who are ready to work, undergo vocational training and retraining, and improve their qualifications, are recognized. To be recognized as an unemployed person, the following four conditions must be met.

1. The first condition is that the citizen must be able to work and not have the right to pension according to the current legal documents. In accordance with Article 77 of the "Labor Code", the minimum level of legal ability to work is defined as 16 years old;

2. The second condition is that the citizen should not have a job or salary (labor income);

3. The third condition is that the citizen must be ready to work. A citizen's willingness to work is confirmed by his official application to the local labor body looking for a job, re-registration at the labor body within the specified period, and acceptance of an acceptable job offered by the labor body;

4. The fourth condition is that a citizen must register as a job seeker at the local labor authority, having submitted all relevant documents.

Clarifying the concept of unemployment, it should be noted that the unemployed are people who actively offer their services in the labor market, are looking for work, and this should be taken into account by the state in regulating the economic relations of employment. Sometimes the broad interpretation of the concept of "unemployed" in the economy as those who are able to work without a job is not acceptable, because it includes both those who are actively looking for work and those who are not looking for work, as well as those who are not looking for a paid job. Those who are working, but who do not help him to be suitable in terms of his profession, health, and internal organization, were also included. According to the standards of the International Labor Organization, the unemployed include those who have reached a certain age, were unemployed during the reporting period, are ready to start work immediately, and are actively looking for work. Thus, in the countries based on the market economy, a person who has the status of unemployed must meet the following criteria:

❖ the unemployed must be registered as a job seeker in the employment service offices;

❖ in order to be considered unemployed, a citizen must actively search for a job (usually one to four weeks before contacting the service of the employment assistance body);



- ❖ the status of unemployed and the right to receive unemployment benefits are granted only to previously employed persons;
- ❖ unemployment should not start voluntarily;
- ❖ an unemployed citizen should not refuse a job offer that the employment service considers "suitable" for him;- the unemployed should not have other sources of income;
- ❖ an unemployed citizen receives unemployment benefit for certain months, after which the amount of the benefit is reduced or its payment is completely stopped<sup>6</sup>.

The unemployment rate is the main indicator that gives an idea of the current state of the labor market and changes in it over a certain period of time. The unemployment rate (N) is defined as the ratio of the number of people with unemployment status (I) to the number of economically active labor resources (F) on the relevant date according to the situation at the beginning (or end) of the period:

$$N = I / F * 100\%$$

The level of unemployment is considered one of the most important social factors of economic development in most countries.

The main characteristics of employment in a socially oriented market economy:

- balancing full and effective employment;
- equal responsibility of the citizen and the state for the voluntariness of work and the harmonization of human rights and duties in the field of work, the elimination of social dependency of employees, and the opportunity to find a job that provides a decent living;
- free movement of labor force between sectors, industries, professions and regions, in order to increase labor efficiency;
- a new reason for work, entrepreneurship and strong interest of employees to work with high productivity;
- mitigating the negative consequences of the market economy for the benefit of the workers with a specific goal.

These characteristics determine the new qualitative characteristics of employment, the quality of employment related to their formation should correspond. In this

the goals of the employment policy should reflect the normative state of employment, which can be achieved by solving the current problems. Employment policy has several levels: national (macro), regional and local levels. All levels of employment policy are united by a single concept of employment, which reflects the accepted type of economic development. Employment policy at the macro level is aimed at forming the main features of employment in the social market economy: ensuring full employment, which is a necessary condition for realizing the right to work of citizens and achieving a high standard of living. It is known that the management methods of the market economy are aimed at increasing the efficiency of the economy, displacing jobs that are not economically feasible in the field of economic management, regrouping the labor force in order to increase the efficiency of production and meet the consumer demand of the population. is directed. In such conditions, the promotion of full employment remains a strategic goal. The main tactical goal is to balance the supply and demand for jobs. This can be achieved only with a comprehensive approach to the conditions for achieving a balanced supply and demand for



labor force. Often, in solving this problem, attention is paid to the development of the system of jobs, which is a necessary condition for the prevention of mass unemployment.

To reduce the demand for jobs of the labor force, to eliminate the overemployment of some of its groups, to improve labor productivity, to improve the social assistance program for women with children, young people who join work with education, pensioners should be considered as a necessary condition for ensuring full employment in the conditions of acceleration. Here we are talking about the social and economic regrouping of labor resources between the spheres of labor, education and voluntary employment. Democratization of the employment sector, emancipation of the working person means abandoning the strictly regulated conditions of employment, balancing professional opportunities with the personal interests of different groups of the working-age population. Business or executive activity, public service or favoring one's own commercial work, working during the entire period of working ability or at some of its stages, diversity of the labor regime - all this is necessary to satisfy the various professional interests of citizens. Therefore, the more actively the transition to the diversity of employment conditions is carried out, the faster a new labor cause of highly productive work will appear and the opportunity to ensure full employment will expand.

The main thing in the problem of flexibility of employment is the freedom of choice and the organization of work in a way that allows you to work in less time and get a fair wage. As the market tools have not yet been fully operational, it will be necessary to strengthen the state's support for the development of alternative labor regimes. A well-thought-out income policy and regulation of their level with the tax system is necessary for the efficient flow of labor between enterprises and different forms of ownership and management of labor regimes. The removal of restrictions on the growth of wages from business entities should be combined with well-thought-out measures of financial incentives for employees of organizations that are provided with funds from the budget. To a certain extent, this is related to the stimulation of intellectual work (science, education, medicine, culture). One of the most acute problems of reforming the entire economy and creating a qualitatively new state of employment is the cause of labor. The reason for work depends on the general set of working conditions and human life, in particular, the ability of a person to work more efficiently than he is currently working. Therefore, in addition to reforming the ownership and management forms, remuneration and the entire distribution policy, encouraging the employee to work well, the ability to work intensively and more efficiently is stable only in the conditions of sufficiently high professional qualifications and developed work ability. it can. Conditions for restoring human health and working capacity are also important to a certain extent. In the conditions of the market economy, the requirements for the quality of the labor force from the point of view of health of production increase.

### Summary

In addition, today, in the conditions of deep restructuring of socio-economic relations, the social mood of citizens is given the first place in the reasons for work, and this mood does not mean the actual improvement of living conditions at the moment, but the inevitability of positive changes, the correctness of the chosen path of reforms. , it is also



understood that there is a belief in the fairness of the social protection implemented by the state. Currently, there is a lot of talk about social protection, but it is often understood in a narrow sense, as state assistance to the unemployed, especially the most socially vulnerable part of the population. However, preventing mass unemployment and taking care of the system of its prevention is one of the important aspects for the society. The most important of these measures is the state's comprehensive support for every member of the society to truly freely choose their place in the field of employment, to increase the social and professional mobility of the workforce, and to form its high competitiveness. All this requires the development of social and economic processes that lead to the democratization of the employment sector. First of all, it is necessary to: increase the freedom of moving around the territory, people's confidence that it is possible to change the profession, and the prestige of work in the field of mental work and service provision; development of alternative labor regimes, etc. is required.

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