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Adabiy muharrir

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Bosh muharrir o'rinbosari

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PROMOTING EFFICIENT AND PRODUCTIVE EMPLOYMENT IN THE LABOR MARKET

Abdurakhmanova Gulnara Kalandarovna -
Doctor of Economic Science, professor at TSUE,
Kurbonov Samandar Pulatovich -
Independent researcher at TSUE

Annotation. *This article emphasizes the fact that the implementation of the recommendations of the International Labor Organization to increase efficient and productive employment in the country, its calculation and analysis based on national labor market indicators is one of the important tasks in the fight against poverty in many countries. The presence of a employed population among those suffering from poverty in the global labor market underscores the need to calculate productive employment. The article describes in detail the indicators of efficient and productive employment, their analysis and calculation. The article also concludes with recommendations for increasing efficient and productive employment.*

Key words: *globalization, global labor market, productive employment, productive employment, people affected by employment poverty, deficit of productive employment.*

Аннотация. *Ушбу мақолада Халқаро Меҳнат Ташкилоти томонидан мамлакатда унумли ва маҳсулдор бандликни ошириш бўйича тавсияларини амалда қўллаш, уни миллий меҳнат бозори кўрсаткичлари асосида ҳисоблаш ва таҳлил этиб бориш кўплаб мамлакатларда камбағалликка қарши курашишдаги муҳим вазифалардан бири эканлигини ёритиб берилди. Жаҳон меҳнат бозорида мавжуд камбағаллик таъсир доирасидагилар орасида иш билан банд аҳоли мавжудлиги унумли ва маҳсулдор бандликни ҳисоблаш лозимлигига урғу беради. Мақолада унумли ва маҳсулдор бандлик кўрсаткичлари, таҳлили ва уни ҳисоблаш усули батафсил ёритилган. Шунингдек, мақола сўнггида унумли ва маҳсулдор бандликни оширишга қаратилган тавсиялар жой олган.*

Калит сўзлар: *глобаллашув, жаҳон меҳнат бозори, унумли бандлик, маҳсулдор бандлик, иш билан банд камбағаллик таъсир доирасидагилар, унумли ва маҳсулдор бандлик тақчиллиги.*

Аннотация. *В данной статье подчеркивается тот факт, что выполнение рекомендаций Международной организации труда по увеличению производительной и продуктивной занятости в стране, ее расчет и анализ на основе национальных показателей рынка труда является одной из важных задач в борьбе с бедностью во многих странах. Присутствие занятого населения среди тех, кто страдает от бедности на мировом рынке труда, подчеркивает необходимость расчета продуктивной занятости. В статье подробно описаны показатели продуктивной и производительной занятости, их анализ и расчет. Статья также завершается рекомендациями по увеличению продуктивной и продуктивной занятости.*

Ключевые слова: *глобализация, глобальный рынок труда, производительная занятость, производительная занятость, люди, затронутые бедностью занятости, дефицит продуктивной занятости.*

Introduction. The globalization of the world economy is increasingly influencing the evolution and change of socio-economic systems and institutions, the structural features of national and regional economies. The world economy is the only economic system capable of operating “on a global scale in real time” [E.A. Kokoreva et al., 2020].

Globalization has become one of the most pressing problems of our time, as evidenced by the fact that over the past 30 years the world community has paid special attention to global problems and events of globalization in general at world congresses and symposia.

The ILO was founded on the basis of many revolutions around the world, as well as the difficult and unacceptable working and living conditions of the workers of that period. The next event in the development of the ILO after the creation of the organization was the adoption in 1944 of the Philadelphia Declaration, which defined and approved the main goals and objectives of the ILO in the post-war period. The Philadelphia Declaration sets out the basic principles of the ILO, namely: labor is not a commodity; freedom of speech and trade union activity are important factors for development; poverty should be seen as a destabilizing element of socio-economic development and should be eradicated through sustained and united international efforts based on tripartism in each state. At the same time, the ILO contributes, for example, to the development and adoption of programs to ensure full employment and living standards for the population, protect the life and health of workers in all workplaces, and so on. This, in turn, requires compliance with the conditions of efficient and productive employment in the labor market of each country.

The globalization of the economy has now led to the need to consider the labor market as a new specific socio-economic phenomenon, the study of the world of work in the modern world economy requires new approaches, conceptual development, new methodological problems.

As noted by the economist [Sh.Kudbiev, 2020], the global labor market is a set of relations between buyers and sellers of labor and market infrastructure (government and local authorities, employment services, international organizations, recruitment agencies, trade unions). Modern processes in the labor market determine the impact of employment and unemployment on economic results and determine the fate of people. Therefore, taking into account the global aspects of the development of the world labor market, it should be noted that the labor market reflects the results of the development of society.

According to the laws on the labor market, economically active citizens of working age who enter the labor market for a number of reasons, both subjectively and objectively, cannot always find a place for themselves in the field of employment.

In many countries around the world, there are two ways to measure unemployment. The first is based on the results of citizens' registration with the employment service, the second - on the results of regular labor force surveys, in which the status of the unemployed is determined based on the ILO criteria.

The data show that the number of unemployed identified and counted varies significantly. This is due to the fact that the number of citizens officially recognized as unemployed by the competent authorities at the workplace is actually much less than their actual number, since most of them are not registered with the employment authorities.

Each state, based on its own and international experience, determines the strategy and tactics for solving the problems of employment and social protection, while improving methods of regulating the labor market.

In recent years, Uzbekistan has also developed a policy of active employment of citizens, strengthening the position of the population to encourage self-employment, which will make it possible to replace unemployment benefits with social benefits - financial assistance to those who suffer from poverty.

Goals and objectives

While the concept of efficient and productive employment by the International Labor Organization (ILO) has a solid foundation, it has undergone major changes. This is now becoming an important political goal, along with such components of employment as workers' rights, international labor standards, social protection and social dialogue.

Efficient and productive employment is also overarching and has become a clear and undeniable form of employment that can be pursued in any country. And its study is one of the important tasks for every scientist in the working world.

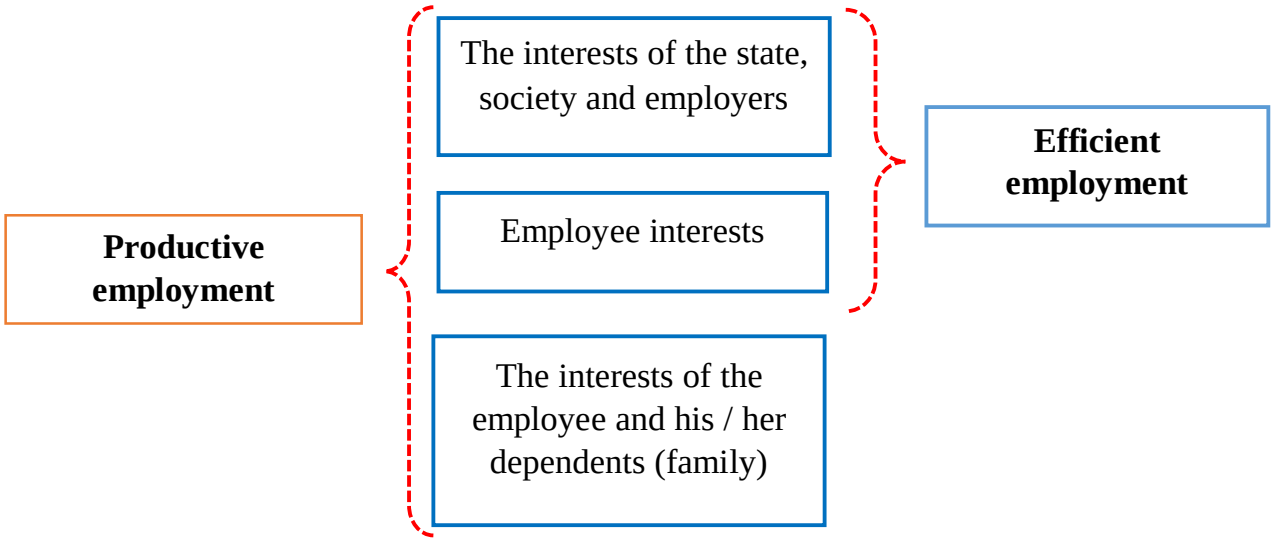


Figure 1. The intersection of the interests of the employed employee in efficient and productive employment[16]

According to the International Labor Organization (ILO), productive employment is an activity that provides "sufficient labor productivity to enable workers and their dependents to achieve consumption levels above the poverty line" [ILO, 2012].

It is also an important link between economic growth and poverty reduction and a key instrument for poverty reduction along with social protection.

Literature review. This problem can be solved by paying or increasing the amount of social benefits and financial assistance to citizens affected by poverty, but this is a one-sided approach and does not completely solve the problem.

Sustainable economic development moves employment to modern industries [McMillan, M.S.; Rodrik, D.; Sepúlveda, C., 2016] and requires support for actions that increase the efficiency of any economic activity, such as investing in technological innovation, developing skills, and at least leveraging institutional capacities.

Lavopa, A. and Szirmai, A. analyzed the relationship between the trajectories of structural modernization and the ability of countries to get out of poverty, emphasizing

[16] Developed by the author

that increasing the size of the modern sector is not enough to ensure sustainable growth, since the process of absorbing technologies is necessary to reduce the technological gap [Lavopa, A.; Szirmai, A., 2018]. Economic development and labor productivity are closely related to the knowledge capital and innovation of countries, as education is seen as a driving force of productivity and economic development, especially in both developing and developing countries.

In 2018, the ILO estimated that 79 percent of all working people in the world lived in poverty, while 13 percent were moderately poor and 8 percent lived in poverty. This means that for a small proportion of the world's employed, the fact that the job is not enough to keep them and their families out of poverty is a sign of unproductive employment in the workplace, especially lack of income.

A. Karnani, E. Herman, M. Georgescu, R. Islam, A. Szirmai, A. Lavopa on the specifics of productive employment in conditions of economic growth, labor potential of the economically active population and unemployment, as well as the specifics of employment poverty. Systematic research was carried out by such scientists as Decker, S. Bugelsdijk, J. Hayes, R. Gammarano.

Sustainable and sustainable growth of gross domestic product (GDP) per capita, employment growth, a steady decline in poverty and income inequality, sustainable improvement in human development indicators and basic social protection for all are important elements of inclusive growth and development [Herman, E., 2016]. Production efficiency is seen as the link between economic growth and poverty reduction [UN, 2020].

A World Bank report [WB, 2013] considers jobs as the basis for economic and social development. While effective employment and inclusive growth do dominate development policy, productive employment “dominates in many parts of the global South as a more realistic endeavor” [Rammelt, C.F.; Leung, M.; Gebru, K.M., 2017].

Employment-based poverty reduction is the most effective reform.

Many scholars have conducted research on poverty reduction through employment. For example, in a study by A. Karnani, professor at the University of Michigan, “poverty reduction through employment requires three main factors: employment, capacity building and labor market efficiency.” In his opinion, the factors are described as follows [Karnani A., 2011]:

The first factor “works” according to the demands of the labor market, creating jobs that match the skills of the poor;

The second factor relates to the supply of the labor market, which increases the employment of the poor through education and training programs;

The third factor is that the labor market, especially in developing countries, faces many challenges due to the lack of data for sufficient analysis and labor mobility. In this way, programs such as job coordination and job placement services on job portals can help make the labor market more efficient and thus increase employment. Improving employment opportunities, employability and labor market efficiency is certainly not an easy one that can be quickly addressed.

In countries with well-developed social safety nets, productive employment is made up not only of the poor, but also of the unemployed. Both those who join the ranks of the unemployed and those who suffer from poverty are unproductive

employment. This, in turn, is eliminated under the influence of economic conditions and institutional factors.

In their studies of employment and living standards, such scientists as E. Herman, R. Anker, I. Cherneshev, R. Eggar, F. Mehran, J. Ritter, called efficient and productive employment the driving force of inclusive and sustainable development. [Herman, E., 2016; Anker, R .; Chernyshev, I.; Egger, P .; Mehran, F .; Ritter, J., 2002].

Scientists from the United Nations University A. Zyrmay, M. Gibreissus, F. Guadagno and B. Verspagen identified three aspects of efficient and productive employment in the workplace; recommended that it be an activity that includes wages, employment stability and working conditions [Szirmai, A .; Gebreeyesus, M .; Guadagno, F .; Verspagen, B., 2013].

Productive employment is viewed as employment that provides adequate labor productivity to enable the worker and his dependents to maintain consumption levels above the poverty line, respectively.

Measuring efficient and productive employment helps to understand how important growth in absolute income is in conditions of poverty.

The level of efficient and productive employment indicates a change in income relative to the baseline, and not a certain monetary value.

Some of the researchers noted in their studies that the real problem of national economies is their limited ability to support employment growth in the process of economic growth [Herman, E., 2014; Islam, R., 2013; Fosu, A., 2017].

Professor R.Islam, emphasizes that the limited ability to generate employment growth is insufficient for such an all-encompassing economic growth and development [R.Islam, 2013].

The efficient and productive employment indicator is useful for target groups such as a farmer on a normal working day or moving from one permanent job to another. The measure is not to lengthen working hours to make more money, but to maximize the benefit from the same level of effort. Overtime earnings, not overtime earnings, are calculated using a full day's equivalent.

Empirical studies [Herman, E., 2016] have shown a positive two-way relationship between quality jobs and per capita income. It was also pointed out that sustainable development cannot be achieved without decent and productive work [ILO. World of Labour Report 2014]. In addition, one of the most important factors for sustainable economic development and improving living standards of the population is the effective use of the potential for structural change to create a large number of good jobs [World Employment and Social Outlook: Trends, 2018]. Thus, the transition of workers from agriculture to the service sector, especially the transition of workers to skilled, skilled and highly productive service industries, requires the creation of jobs that can create productive employment.

Considering that economic growth by itself cannot be inclusive and sustainable, according to the studies of M. Shkare and R. Druzheta, the nature and essence of economic growth are important for job creation and poverty reduction [Škare, M .; Druzheta, R., 2016].

Professor J. Hayes focuses on the main causes and mechanisms of employment of poverty, which manifests itself primarily as a form of productive unemployment,

low wages, personal characteristics and professional qualifications of an employee, temporary and underemployment, focused on various negative aspects. factors in the structure of the household, the labor market and the social security system [Heyes, J., 2013].

The results of an empirical study of the Romanian scientist E. Herman and Professor R. Islam revealed a positive two-way relationship between quality jobs and per capita income [Herman, E., 2016; Islam, R., 2006]. They stressed that sustainable development cannot be achieved without job creation through decent and productive work [ILO. World of Labor Report 2014].

Economic development and labor productivity are closely related to the knowledge capital and innovation of the country [Beugelsdijk, S .; Klasing, M.J .; Milionis, P., 2018], as education is seen as a driving force of productivity and economic development, especially in both developing and developed countries.

In the study of the scientist E. Herman, efficient and productive employment is called the driving force of comprehensive and sustainable development [Herman, E., 2016].

Research methodology .When preparing a scientific article, the methods of data grouping, analysis and systematic analysis, comparison and expert assessment were effectively used. In addition, monographic observation and analysis of its results were studied.

The methodology for calculating the deficit of efficient and productive employment was developed and analyzed on the basis of indicators of the world labor market. It turned out that the deficit of efficient and productive employment depends on the number of unemployed.

Analysis and discussion of results. Poverty in employment is caused by inadequate wages, inadequate income and working conditions. Conversely, the impact of poverty on the unemployed or those outside the economically inactive population may be largely due to a lack of adequate employment opportunities and inadequate social protection.

It took over 50,000 years for the world's population to reach 1 billion. Since 1960, it has increased to over one billion every ten to twenty years. In 1960, the world's population was 3 billion, by 2000 it reached 6 billion, and according to the forecasts of the United Nations (UN) by 2037 it will exceed 9 billion [D.I.Blum, 2020].

At the same time, according to the International Monetary Fund [Herman, E., 2016], population growth rates are declining: in the late 1960s, the annual rate increased to more than two percent, now it is about one percent, and by 2050 year it will double. Between 1960 and 2000, per capita income worldwide more than doubled, life expectancy increased to 16 years, and enrollment in primary school remained nearly universal, but rapid population growth created many complex problems in the private and public sectors. These challenges include the growing demand for food, clothing, housing, education and infrastructure, as well as the need for more people to be involved in productive work and more environmental protection. While global population growth is no longer relatively rapid, decade-long growth rates have persisted compared to increasingly high-income populations.

According to the UN forecast, by 2050 the world's population will choose more cities as their habitat, and the number of children under the age of 5 will lag behind the number of people over 65.

By age nine, only nine countries are expected to expect half of the world's population growth: India, Nigeria, Pakistan, Democratic Republic of the Congo, Ethiopia, Tanzania, Indonesia, Egypt, and the United States (in descending order). The population of sub-Saharan Africa could double and the population of Europe could decline.

Although the world's population is still growing, some countries are experiencing a decline in the overall population. In almost all countries, the population is aging (Fig. 2).

The world's population, which stood at 6,956.82 million in 2010, will reach 7,794.8 million by 2020. Today, natural growth in developing countries is demonstrating high rates.

The world's population continues to grow, albeit at a slower pace than at any time since the 1950s, due to declining birth rates. With a global population of 7.7 billion in 2019, the average projection predicts that the world's population could grow to about 8.5 billion in 2030, to 9.7 billion in 2050 and 10.9 billion in 2100 [UN report, 2019].

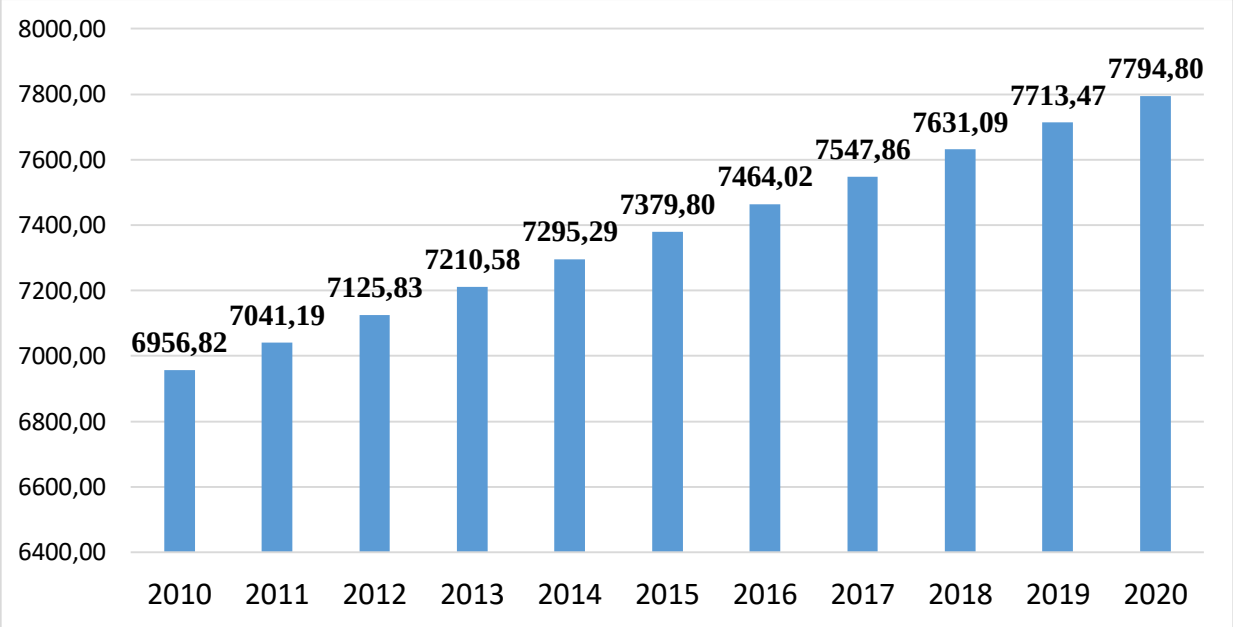


Figure 2. World population, million[17]

By mid-2019, the world's population had reached 7.7 billion, an increase of one billion since 2007 and two billion since 1994.

World population growth peaked in 1965-1970, when it averaged 2.1 percent per year. Since then, global population growth has slowed in half and fell below 1.1 percent per annum in 2015–2020, and is expected to slow until the end of this century.

In the context of structural and innovative changes in the modern economy, the need to solve economic and social problems requires a constant increase in labor

[17] Developed by the author based on ILO Statistical (ILOSTAT) data

productivity and efficiency of employees, as well as an increase in the productive employment of employees.

Table 1

The number of efficient and productive employed people in the world labor market, million

Indicators	Sign	2010	2012	2014	2016	2018	2020
Total number of employed, mln	***E***	2984,9	3053,8	3120,4	3185,5	3263,4	3324,7
Total employed population affected by poverty, mln	W_{POOR}	940,6	830,0	731,0	685,2	651,2	622,6
Number of productive employed population, mln	***PE***	**2044,3**	**2223,8**	**2389,4**	**2500,3**	**2612,2**	**2702,1**

Source: *Developed by the author based on ILO Statistical (ILOSTAT) data*

At this stage of such structural change, it is particularly important to focus on implementing policies that ensure the implementation of measures to promote decent, efficient and productive employment that will generate income growth. It plays a special role in solving problems of employment structure and optimizing jobs while introducing digital transformation. In this context, one of the important links in the formation of a modern economic mechanism for ensuring efficient and productive employment of the population is the comprehensive improvement of the promotion of productive labor.

According to the proposed methodology for calculating productive and productive employment of the population, the amount of efficient and productive employment is calculated using the following formula:

$$PE = E - W_{POOR},$$

here:

E *— number of employees;*

W_{POOR} *— employment, the number of people affected by poverty.*

The deficit of productive employment is calculated as follows:

$$PE_D = LF - PE,$$

here:

LF *— labour force;*

PE *— productive employed population.*

Table 2

The deficit of efficient and productive employment in the global labor market, million

Кўрсаткичлар	Белги	2010 йил	2012 йил	2014 йил	2016 йил	2018 йил	2020 йил
Total labor force, mln	***LF***	3172,7	3240,9	3306,6	3376,8	3449,2	3515,0
Total productive employed population, mln	***PE***	2044,3	2223,8	2389,4	2500,3	2612,2	2702,1
The deficit of productive employment, mln	PE_D	**1128,4**	**1017,1**	**917,2**	**876,5**	**837,0**	**812,9**

Source: *Developed by the author based on ILO Statistical (ILOSTAT) data*

As can be seen from the tables above (Tables 1 and 2), the number of employed in the world increased in 2010-2020, and, accordingly, the level of productive and productive employment also tends to grow.

In 2010-2020, the total number of people employed in poverty changed from 940.6 million to 622.6 million, or the share of total employment from 64.4% to 76.9%.

The deficit of efficient and productive employment in 2010 in the world labor market amounted to UAH 1,128.4 million. in 2020, their number was 812.9, or its deficit in relation to efficient and productive employment changed from 64.4% and 35.6%, respectively, to 76.9% and 23.1%, respectively.

International organizations included the self-employed mainly in the structure of the deficit of efficient and productive employment and the vulnerable stratum of the total number of employed: persons engaged in self-employment and persons engaged in family business (Table 3).

Table 3

Percentage of the world's employed population by employment structure, in percent (%)

Employment structure	2010	2012	2014	2016	2018	2020
Wage and salaried employment	48,8	50,2	51,2	52,1	52,7	52,8
Employers	2,5	2,5	2,5	2,5	2,6	2,6
Own-account workers	34,6	33,9	33,7	33,6	33,5	33,8
Contributing family workers	14,1	13,3	12,6	11,8	11,1	10,8
Жами:	**100**	**100**	**100**	**100**	**100**	**100**

Source: *Developed by the author based on ILO Statistical (ILOSTAT) data*

According to the structure of the world's employed population in 2010, the share of those employed on a monthly basis was 48.8%, the share of those employed as an employer was 2.5%, the share of self-employed, self-employed was 34.6%. , family share of those engaged in entrepreneurial activity in total employment was 14.1%. Significant changes were observed in the structure of employment in 2010-2020. In particular, the share of self-employed, self-employed and family entrepreneurs in total employment tended to decline. In 2020, the share of self-employed, self-employed decreased by 0.8%, while the share of those employed by family businesses in total

employment decreased by 3.3%. Between 2010 and 2020, the proportion of those who work on a monthly basis and those who work as employers increased.

The share of the employed world population in the distribution of income of countries by the structure of employment differs sharply (Table 4).

The data in Table 4 show that in low-, middle- and high-income countries, the proportion of persons working on a monthly wage basis in the employment structure is correspondingly increasing. In high-income countries, the bulk of the employed population works on a monthly basis, while the opposite is true in low-income countries. In particular, in 2010, the share of working on a monthly basis in low-income countries was 16.2%, in high-income countries this share was 86.3%, in low-income countries - 29.3%, in middle-income countries - this share was 54.4%. This shows that the higher the income in the country, the higher the employment rate, based on the monthly wages of the population.

In addition, the share of employees in the total number of employees as an employer in 2010 was 1.5% in low-income countries, 2.3% in low-income countries, 2.2% in high-income countries. rather than in high-income countries. the share was 3.9%. According to the data for 2020, the share of those employed as an employer in the total employed population tended to increase in all countries.

Table 4

The share of the employed world population in the distribution of incomes of countries by the structure of employment, percent (%)

Employment structure	2010	2012	2014	2016	2018	2020
Low-income countries						
Wage and salaried employment	16,2	16,9	17,3	17,5	17,8	18,1
Employers	1,5	1,7	1,7	1,7	1,8	1,8
Own-account workers	51,7	51,2	50,6	50,9	51,1	51,3
Contributing family workers	30,5	30,2	30,4	29,8	29,3	28,8
Total	100	100	100	100	100	100
Lower-middle-income countries						
Wage and salaried employment	29,3	31,7	33,0	34,6	35,7	36,3
Employers	2,3	2,5	2,5	2,6	2,8	2,8
Own-account workers	51,3	49,8	49,4	48,8	48,7	48,8
Contributing family workers	17,1	16,0	15,2	14,0	12,9	12,2
Total	100	100	100	100	100	100
Upper-middle-income countries						
Wage and salaried employment	54,4	55,8	57,2	58,2	59,2	59,6
Employers	2,2	2,2	2,2	2,2	2,3	2,3
Own-account workers	29,2	28,8	28,5	28,4	28,3	28,3
Contributing family workers	14,1	13,2	12,0	11,1	10,2	9,8
Total	100	100	100	100	100	100
High-income countries						
Wage and salaried employment	86,3	86,7	87	87,4	87,6	87,8
Employers	3,9	3,7	3,6	3,5	3,4	3,4
Own-account workers	8,5	8,4	8,3	8,1	8,0	8,0
Contributing family workers	1,3	1,2	1,1	1,0	0,9	0,8
Total	100	100	100	100	100	100

Source: *Developed by the author based on ILO Statistical (ILOSTAT) data*

While employment poverty is declining in many countries around the world, very limited progress has been made in many developing countries. High employment growth in these countries is mainly due to the creation of substandard jobs, and the number of working poor is expected to increase in 2020-2021. As a result, the goal of ending extreme poverty by 2030 - Goal 1 of the Sustainable Development Goals (SDGs) - will become even more challenging. Insufficient economic growth per capita is one of the reasons why it is not yet possible to significantly improve the situation of most workers in low-income countries, which lag behind middle-income countries in this regard[18].

In reducing poverty, it is desirable not only to provide employment, but also to provide productive employment.

The number of people employed in the world labor market in 2010 amounted to 2,984.9 million people. is formed (Fig. 3). Of this number, 940.6 million were employed in poverty. people or 31.5%. In 2014, the number of employed people increased by 135.5 million compared to 2010. per capita, while the number of people in poverty among the employed population tended to decline, reaching 209.6 million. per capita. This means that in 2010 the share of the population affected by poverty in the employed population decreased by 8.1 points to 23.4%. Situation 2010-2020 She also noted a downward trend in the number of those under the influence of poverty among the employed population, as in 2010-2014. In particular, the number of employed in 2020 compared to 2010 will reach 339.8 million people. per capita, while the number of people in poverty among the employed population tended to decline, reaching 318 million. per capita. During 2010-2020, the share of the employed under the influence of poverty has significantly decreased.

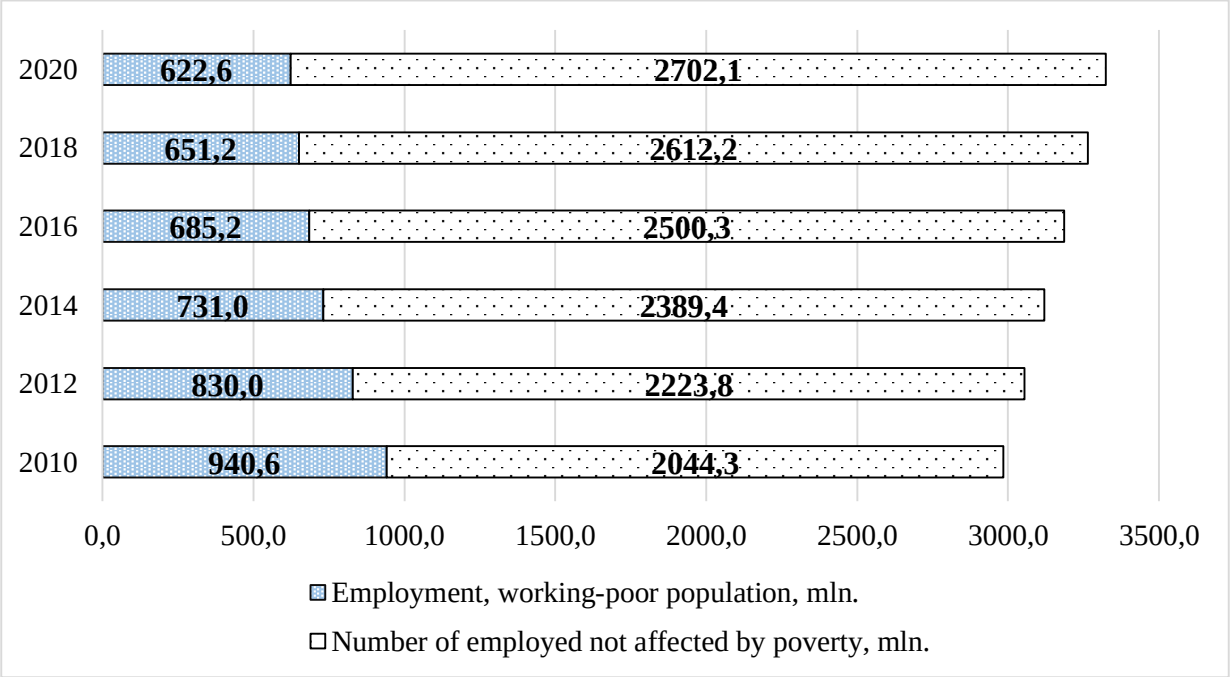


Figure 3. Persons affected by poverty in the world's employed

[18] World Employment and Social Outlook - Trends 2020. p11.

population*, million

***Source:** Developed by the author based on ILO Statistics*

The results of the above analysis show that population growth rates in high-income countries are lower than the world average. Other conditions, created to ensure a high standard of living, stable wages, high-quality jobs and good qualifications, "protect" the affected population from falling into the realm of poverty.

The results of this analysis show that all middle and low-income countries, with the exception of high-income countries, have a working population below the poverty line.

Thus, a study of the share of the population affected by poverty in the working-age population as part of reforms to reduce poverty in middle and low-income countries, as well as statistical calculations, will help to accurately assess the situation.

Conclusion. Reducing the deficit of efficient and productive employment is one of the important components of the human development strategy defined at the international and national levels.

The implementation of the most effective social policy aimed at material support for the well-being of the population requires adherence to the principle of maximum targeting. Accordingly, it is extremely important to identify the factors affecting the efficient and productive employment of the population, and to study the nature of their manifestation. At the same time, special empirical studies are needed in order not only to identify the "roots" of the emergence of this negative socio-economic phenomenon, but also to describe them.

Accordingly, one of the objectives of this study is to study and analyze factors such as geography, characteristics, dependence of regional and social development on the prevalence of deficit of efficient and productive employment in a particular region.

Each process corresponds to a certain force, a combination of forces necessary to carry it out; these forces are called factors. Actions, a chain of cause-and-effect relationships, conditions that determine the quantitative and qualitative characteristics of the process, together form the mechanism of the process.

The main causes and mechanisms of employment poverty are low wages, temporary and underemployment, personal characteristics and professional status of the worker, the structure of his household, the labor market and social protection, which are primarily manifested as a form of lack of productive employment, including various negative factors in the system. ...

Rapid identification of existing problems and obstacles to the determination of lower incomes of the population after employment requires in-depth study, scientific conclusions and the introduction of modern scientific approaches aimed at solving problems in a timely manner.

The existence of poverty among the employed proves that the employment of people is not always enough to avoid the risk of poverty [Georgescu, M., Herman, E., 2020]. Therefore, it is important to accelerate the transition from inefficient and unproductive employment to efficient and productive employment.

The persistence of employment poverty is a warning that the labor market is not reaching its full potential. Only the presence of the working poor should prompt

relevant ministries and agencies to take action to develop strategies that will help all able-bodied citizens find decent work, efficient and productive employment.

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IQTISODIY TADQIQOTLAR

ELEKTRON ILMIY JURNALI

Tahririyat manzili:
100003, Toshkent sh., Chilonzor tumani, I. Karimov ko'chasi 49-uy
Telefonlar *****