



## FEATURES OF THE ORGANIZATION OF MODERN JOBS

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In developing countries with a market economy, the social status of the unemployed is protected by law, and types of work and guarantees are provided for them. Workers working part-time also have several benefits, such as the abolition of the tax burden. On the other hand, benefits primarily apply to pensioners, students, and people with disabilities. State institutions of employers cannot independently decide on the issue of changing working hours without the permission of the authorities. In the Republic of Uzbekistan, the social protection of all unemployed, regardless of the type of unemployment, is enshrined in law.

In many industrialized countries, unemployment monitoring is carried out through regular selection of the working-age population. Hidden unemployment in Uzbekistan is characterized, first of all, by the fact that it does not have official status, by setting working hours at the initiative of the employer, bypassing the law.

In hidden unemployment, the relationship between employer and employee is a phenomenon with both positive and negative characteristics. Firstly, the fact that the employer does not pay wages or does not pay them properly, does not pay for leave, creates the possibility of maneuvering against employees. On the other hand, employees are considered employees of the enterprise regardless of whether they work or not. A negative trend for employers is the threat of losing employees who do not agree to latent unemployment status over time and, as a result, a decline in development, affecting overall potential. In addition, there is a risk of leakage of the company's confidential information. The downside for employees with hidden unemployment is the deprivation of certain legal benefits. Also, unlike the usual rhythm of life, hidden unemployment is more likely to be under the influence of negative psychological pressure, to be deprived of professional qualification retraining. In our opinion, "hidden unemployment" is an unacceptable method for both sides. "Part of the hidden unemployed who found temporary work on the sidelines will not return to their previous jobs, which will lead to additional difficulties in the near future, especially in the sphere of commodity production." It should be especially emphasized that hidden unemployment can at any moment emerge in the open field, causing extreme social tension in the country



and sharply increasing anti-reform sentiment among various segments of the population.

It is known from research that the phenomenon of unemployment occurs and turns into a process in each country in its own way. This is a cycle accompanied by established socio-economic and natural factors. In some regions, it becomes more complex, in others it is optimal. In this regard, the territory of our country can be divided into three large regions: regions with industrial and raw material resources, large trade and industrial centers, and remote areas. Naturally, today it is a problem that the country can legally provide labor migration for so many people. The unemployment rate is significantly lower in rapidly developing capitals and cities with large trade and industrial complexes. However, heavy and light industry, mining and light industry sectors need socio-economic protection.

Statistical materials show the highest level of unemployment in industry, construction, trade, catering establishments, material and technical supply institutions, science, and scientific services.

Summarizing the above, the phenomenon of unemployment in Uzbekistan has its own peculiarities, and it undergoes appropriate changes in each region. Based on the unemployment trend, it can be seen in the following criteria:

1. according to the level of accounting - actual and registered;
2. initiative in dismissal - voluntary and mandatory;
3. by the degree of manifestation - structural, cyclical, systemic, seasonal, and frictional;
4. in terms of social composition - disabled persons and those returning from correctional institutions under demographic, professional, and social control;
5. form of appearance - open and hidden;
6. coverage level - general, regional;

The aforementioned aspects are always inextricably linked, making each other conditional. In this regard, this monograph covers the study of unemployment and the problems of its elimination in a dialectical connection with complex approaches to minimizing unemployment, improving the social protection system.

It is known that the development of the economy and the development of production, which is its basis, does not proceed uniformly. Ups and downs occur periodically or within a certain period. At one time, due to necessity, raw material development accelerated, and such industries expanded significantly.



Subsequently, as a result of technological changes and the prevention of material intensity, and with the decrease in natural raw materials, these sectors become shorter, and its impact also extends to the primary processing sectors of raw materials. The number of small business entities is increasing in rural areas and district centers, but its impact on the primary processing of food and agricultural products is still significantly less. The growth of business entities in cities and rural areas is very positive. The problem of widespread use of private and collective property should be taken into account in their widespread development, and cooperatives can also play a specific role in this. Business entities are not limited to the aforementioned sectors but are also developing in other areas. For example, further widespread use in production, construction materials, and the service sector is positive. For example, today Japan is rapidly developing in the electrical engineering, radio and television industries, and the automotive industry of China. In addition, modern jobs will appear in newly created industries. At the same time, opportunities are expanding for home-based work, the development of home-based work, the expansion of sewing and knitting, handicrafts, and especially the development of production related to trade. The tourism sector, the influx of foreign tourists, requires the production of commercial goods.

As is known, unemployment has a dual nature; the former, as we have already said, causes great damage to the economy and slows down the development of productive forces. Most importantly, it worsens the employee's social status and causes them material and psychological harm. But, secondly, it has a positive impact on production as a whole, that is, the worker participates in the competitive struggle to avoid unemployment. In this case, the worker tries to be superior to competitors in order to be qualified, disciplined, work productively, and maintain the workplace. They are important in maintaining a high level of labor productivity and increasing efficiency. It becomes necessary for the state to guarantee the following to the population in need of employment:

- assignment and payment of unemployment benefits;
- vocational training, training and advanced training, as well as material support, depending on the employer's referral;
- opportunity to participate in paid public works;
- reimbursement of expenses related to voluntary relocation for work to another locality at the invitation of labor authorities.



Unemployment benefits are of paramount importance in providing material assistance to unemployed persons, paid to persons officially recognized as unemployed for a period of no more than twenty-six calendar weeks (six months) per year, and to persons who have not previously worked at all and are seeking work for the first time - for a period of thirteen calendar weeks (three months) per twelve-month period.

The long-term goal of employment means full, effective, and freely selectable employment in the aforementioned activities, which implies the availability of jobs that can be selected in sectors of the economy.

Therefore, it is necessary to fight against unemployment and prevent it as much as possible. The main task in this area falls on the state. It is beneficial for the state to take a number of measures, even to create artificial jobs as a necessity.

During the period of receiving unemployment benefits, the unemployed person is obliged to seek work and apply to the local labor authority at least once every two weeks to obtain a referral for employment (application for assistance in employment) or a referral for vocational training, retraining, or advanced training.

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