

THE CURRENT STATE OF THE COCKTAIL MARKET IN UZBEKISTAN

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ABSTRACT:

In this article, the author points out that one of the main problems of the labor market in the current environment is not only the solution of the issue of effective use of labor resources, but also the finding and introduction of effective innovative approaches to the management of processes taking place in the labor market. The author also points to the fact that the current pandemic situation requires the promotion of promising modern forms of productive employment, including the widespread use of non-standard forms of employment, which are subject to the trends of social development

Keywords: labor market, labor resources, employment, part-time work, temporary employment.

INTRODUCTION:

Today, the whole world is experiencing a major test due to the coronavirus pandemic. This disease, unfortunately, had its influence on our country as well. Today, this disease is expected to cause a number of negative consequences in the economy of our country. In particular, he said: "First, the economic situation in the main partner countries of our republic will deteriorate. Second, the volume of international remittances from migrants will be reduced. Third, export earnings declined during

the coronavirus period. Fourth, a decrease in supply in the foreign exchange market creates devaluation pressure on the national currency. Fifth, deposits in the national currency will be decreased. Sixth, inflationary pressures will increase" [1]. The reality is that this threat must be addressed by the world community in unity and solidarity.

"On priority measures to mitigate the negative impact of the coronavirus pandemic and the global crisis on the economy" [2], "Additional measures to support the population, sectors of the economy and businesses during the coronavirus pandemic" [3] adopted by the President during this difficult period and three appeals to our people on the coronavirus pandemic serve to prevent the pandemic in our country as severe as in other countries.

In this article, we have tried to highlight the trends in the labor market, employment and its changes, the means of managing employment.

One of the main problems of the labor market in the current situation is not only to solve the problem of efficient use of labor resources, but also to find and implement effective innovative approaches to managing the processes taking place in the labor market. Life means the widespread use of non-standard forms of employment, including the objective trends of social development, which encourage modern forms of productive employment.

In developed and developing countries, the transition from standard to non-standard

forms of employment has been observed in recent decades. Non-standard forms of employment are a collective term that includes forms of employment, which differs from standard employment by at least one of several criteria. Forms of non-standard employment can be divided into four groups according to the definition of the International Labor Organization:

- 1) Temporary employment;
- 2) Unemployment in part-time work;
- 3) Multilateral labor relations or "distribution of employees", "hired employees";
- 4) "Masked employment", self-employment in dependence; false or misclassified self-employment.

The spread of non-standard forms of employment is due to changes in the labor sector, the transition from work in agriculture and industrial production to the service sector, the intensification of globalization, technological development, as well as changes in organizational strategies of enterprises. In addition to economic, demographic, social changes, a number of digitization, technological advances, climate and environmental changes are also having a significant impact on the expansion of forms of employment.

Due to the economic crisis, especially during and after the COVID-19 pandemic, workers with unsustainable employment are more likely to suffer, and the widespread use of flexible forms of employment to reduce poverty is highly crucial.

In the last decade, there has been an expansion of work in the service sector in many countries, and in 2015, almost half of the total employment in the world was in this sector [4].

Most researchers link the prevalence of non-standard forms of employment and attitudes to three main groups of factors:

- 1) Technical-technological and other transmission factors;

- 2) Factors related to the socio-economic consequences of the technological revolution;
- 3) Factors related to globalization.

In our opinion, the factors in the first group have a great influence on the regular development of these processes. J. Gelbright's [5] theory of a "new industrial society", D. Bell's [6] "post-industrial society", E. Toffler's [7] "superindustrial civilization" and M. Castels' [8] "information society" ideas on the transformational approach to social development and changes in employment relations are more popular.

At the same time, a number of areas of the service sector have specific features that contribute to the spread of non-standard forms of employment, primarily in the tourism sector: the spread of international hotel chains and franchises, outsourcing, seasonal demand changes and services in the hours which differs from standard schedule.

Some of these trends are gradually affecting the structure of the economy and the labor market, how business and production relations and social relations are conducted. These include the growth of the service sector, the fragmentation processes of production, the increasing participation of women and older workers in the labor market, new forms of employment and business models, and the changing demands and expectations of employers and employees.

These macroeconomic and social trends have a major impact on employment and working conditions. The examples of this include specific types of existing employment relationships - employment status and contract types, which inevitably affect the labor rights and social protection of employees.

In many countries, labor laws provide for full-time employment, a standard employment relationship that represents relationship based on subordination to the employer over the employee. Standard labor relations protect the

rights of employees, and are also useful for employers to perform the management tasks necessary to maintain a stable workforce, talented professionals, and organize the work of employees in their enterprises.

Today, the growth of non-standard employment is one of the hallmarks of labor market flexibility. Non-standard employment is a category of work that is considered to be full employment on the basis of a permanent employment contract, which is not included in the standard employment relationship.

First, non-standard employment as a factor in ensuring the flexibility of the labor market allows more freedom of movement in terms of performance, externalization of the organization of labor and production, and decision-making than standard employment.

Second, forms of non-standard employment are based on the use of non-standard organizational and legal conditions governing labor activity in one way or another.

Third, the emergence of special organizational and legal conditions is determined by the need for certain groups of employees to work part-time, which helps to reduce unemployment.

Fourth, non-standard employment occurs as part of the use of a flexible wage system that increases flexibility in hiring and firing employees and reduces production costs as a means of adapting employees and employers to ever-changing economic conditions.

Fifth, non-standard employment corresponds to the interests of the employee and the employer, the interests of the employer are expressed in non-standard forms of labor relations (hired labor, outsourcing, leasing, etc.), and the interests of employees in non-standard forms of labor (remote work, flexible work schedules, etc).

Sixth, when using non-standard forms of employment, the risks associated with

entrepreneurship are transferred to employees, which is reflected in the minimization of guarantees of full and permanent employment with a fixed salary.

However, each approach considered to tariff non-standard employment reveals one or two features that rate it as non-standard. In our opinion, it is possible to distinguish several general features that reflect specific types of non-standard employment, and the main criteria for its classification are:

- Flexibility of labor in relation to the duration of working hours;
- Non-standard form of regulation of labor relations between employer and employee;
- Non-standard organizational and legal conditions of labor activity;
- Reflection of constantly changing economic conditions;
- Harmony of interests of the employee and the employer in the choice of forms of work;
- Transfer of high business risk to the employee.

The types of flexible employment are diverse, including part-time employment or a reduced work week, job allocation, flexible schedule work, and outsourcing. Their spread is associated with the rapid updating of the technical and technological base on the basis of computerization, informatization, automation, flexible production and the introduction of technological systems. Flexible forms of employment may arise from the mutual benefit of their use for the employer, the employee, or both.

One of the main ways to reduce informal employment is to regulate the process of non-standard employment by the state, which can use the principle of project management, which is widely used today. It should be noted that the development of this approach is based on:

- Ensuring a balance between the strategic priorities of the republic and the regions in general, as well as business needs, the

interests of trade unions and the supply of available labor resources;

- -Compliance of the regional production structure of the economy with the characteristics of employment in the main types of economic activity of the population;
- -Creation of conditions for capitalization of human powers and skills in the labor market;
- Directing public authorities and the business community to the formation of decent working conditions.

The general view of the system of management of processes of increase of flexibility of employment on the basis of development of non-standard forms of employment is expressed in the diagram.

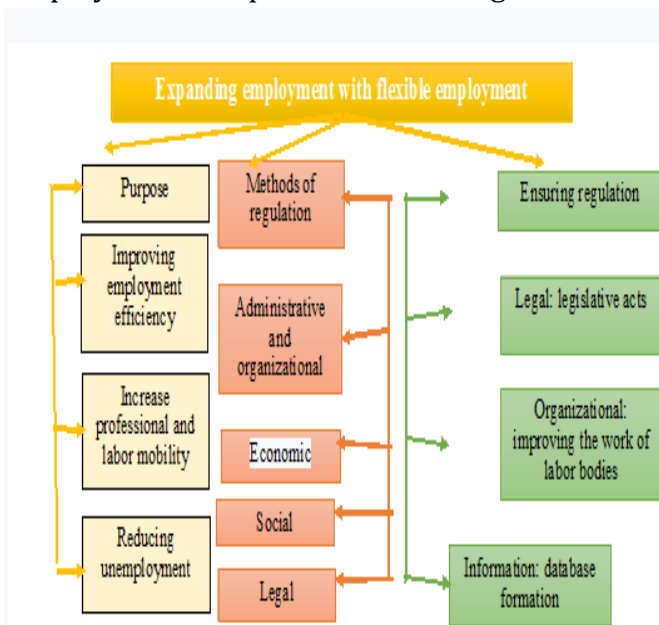


Figure 1. Flexible non-standard employment process management system

Accordingly, the activities of government agencies in the field of labor and employment, firstly, measures to improve the efficiency of labor formation, regulation of the distribution process, secondly, measures to increase employment, thirdly, monitoring and forecasting the economy's need for qualified personnel should be aimed at improving the system.

It can be shown that the employment method in the remote work method has great prospects in the following areas:

- Information and communication technologies;
- Financial and banking services;
- Linguistic services (artistic and technical translation; writing texts, including journalism; editing texts);
- Educational services;
- Medical services;
- Design, architecture, design;
- Consulting in the field of marketing, advertising, business processes.

The following sources of economic effect of the results of the project on expansion of employment practices in the method of remote work can be distinguished.

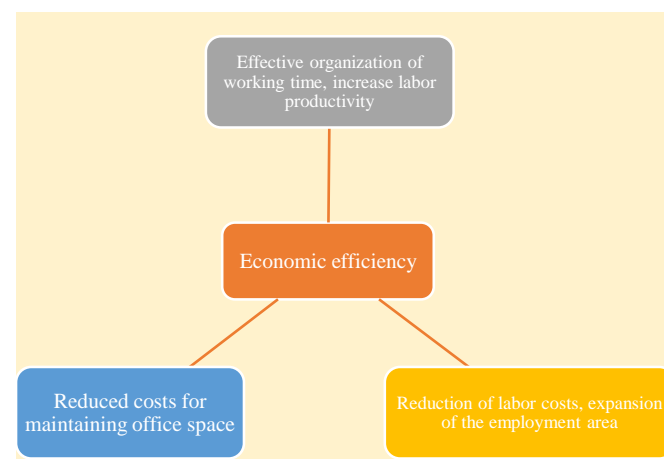


Figure 2. Sources of economic efficiency of remote employment

The main advantage of using remote work is the reduction of employers' costs. You can also see the following main sources of savings:

- Reduction of staff transportation costs;
- reduction of office delivery costs;
- Reduction of office maintenance costs (it is possible to rent space or reduce the rented area);
- Minimization of the cost of attracting labor from other regions and countries (no need for housing, etc.).

The introduction of non-standard forms of employment is directly linked with the provision of effective employment, which is very important in the current context. First, effective employment is inevitably based on new promising and time-appropriate forms, including non-standard forms of employment. Second, it is a guarantee of sustainable socio-economic development and "at the same time an important condition for the highest achievement and efficient economy" [9].

If the main goal of public policy today is to ensure sustainable employment and improve the living standards of employees, in the near future it will not be enough. Therefore, changes in the development of the economy, its conditions, first of all, set the task to ensure the conditions for the adaptation of employees to modern employment in the labor market. This requires not only ensuring the quality characteristics of personnel that meet the requirements of the modern labor market, but also achieving a balance of benefits between employees and employers in the optimal use of various forms of employment, in which non-standard labor relations take precedence.

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