

THEORETICAL ISSUES OF EMPLOYMENT OF POPULATION AND ITS GEOGRAPHICAL STUDY

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Abstract. The indicators, types and forms of employment, indicators reflecting the effectiveness of the employment, and the factors affecting population employment were mentioned in this work. In addition, the description is also given to the characteristics of the formation of the labor market. Along with this, in this chapter, the main directions of state policy based on the provision of population with employment in some countries have been.

Introduction. In recent years, in different countries of the world, changes are taking place in the field of distribution of jobs opportunities. First and foremost, these changes are related with the direction of the technological advance (the development of information and communication technologies, modern technologies in the field of industry, agriculture, service sectors, and so on). However, these trends in the process of development are affecting the Republic of Uzbekistan as well. Therefore, comprehensive measures need to be elaborated and implemented on a regular basis regarding the provision of the population with jobs and the occurrence of new jobs by the government of the republic.

Every stage of economic development of the society is characterized by a balanced proportion between a certain demographic structure, economic structure, and employment configuration. Different examples in this area emphasize that the larger the degree of proportion between the structure of employment and jobs, the higher the economic cost-effectiveness of the use of workforce is. Therefore, taking into account the demographic processes, the most important issue of Republic of Uzbekistan is facing today is to ensure that the proportionality is in accordance with the process of innovation development of the society. The demographic processes should be taken into account for solving some of the issues. Moreover, greater attention should be given to identify regional differences in this

area and to eliminate them in order to analyze and forecast changes in structure composition of employment as well as the regional labor market.

Main part of the paper. Nowadays, almost all economic theories are more or less related to different degrees of labor and employment values. As might be expected, labor market failures are heavily reliant on the monetary theory of product specialization which was expressed at the beginning of the twentieth century.

However, a clear understanding of population preferences in labor market leads to the need to identify the types of employment: a full, productive and freely chosen employment. These types of employment which are based on the employment needs of the population, in terms of the balance between quality and quantity of jobs, are reflecting the state of the society. In addition, favorable conditions were created to maintain a sustainable economic growth. Practical need of calculating population means was shown separately i.e. the types of employment. Therefore, the following types of employment show the condition of supporting the size and quality of tendency between working places and the needs of the working population. Hence, it creates the possibility of the social-economic development of the society.

It is very important for rebuilding the engine which provide employment for population. It opens one of the most important sides of the social perfection of human employment. However, it is related to the needs of labor and its field. Also, it created several political theories in the world of science, labor market, and the employment of the population during the past 200 years. It includes: classical and non-classical theories, Marxist, Keynes theory and others.

The interest of the experts in economics and science, which turned out to influence the pace of development of society, has a deep background concerning the difficulties encountered on the employment and labor market. At the same time, the approaches regarding this topic are manifold. Among the launchers of the classical theory of economic science is important to mention some of the authors which inspired this research: Adam Smith (1723–1790), David Ricardo (1772–

1823), Thomas Robert Malthus (1766-1834), Jean-Baptiste Say (1767-1832), Alfred Marshall (1842-1924), John Maynard Keynes (1883-1946), Arthur Pigou (1877-1959), Milton Friedman (1912-2006), Paul Anthony Samuelson (1915-2009) and many others who, according to the needs of solving economic problems, stated different ideas of labor market and the employment of population.

Thus, the purpose of the theory of the labor market and employment research is to scientifically describe the event correlation which take place in this field. The following theories are practically important because they improve the knowledge which has been collected in this sphere together with the economic, social, political, and other human activities. Furthermore, this fact put into consideration the basis of analyzing the rules and tendencies of developing labor market and employment, identifying general problems of this field, preparing recommendation which is scientifically based on the skills and ways of solving them, producing modules which serves to increase labor market, and entering possible clearness for the plans of social-economic development in the regions.

The meaning of the concepts of “Employment of population”, “unemployment”, and “labor resources” was firstly approached in Eastern countries. Then it was differently perceived at different periods. Basically, the meaning of employment of population and unemployment are against each other. Due to this fact, the connotation of these two concepts are inversely proportional. This means that when the degree of employment is very high, the degree of unemployment is very low. Total employment of population does not lead to the disappearance of unemployment rate because it is impossible to completely remove the factors that encourage the growth of this social phenomenon. According to the ideas of English scientist, John Maynard Keynes (1883-1946), who is the author of several research papers, one of the most popular being named as *“The General Theory of Employment, Interest, and Money”*, the total employment of population shows approximately 3% of unemployment (Lerner,

2013). This condition does not have a negative influence on the degree and level of economic development of unemployment.

Keynes ideas show that the condition of full employment with job is equal to zero unemployment (Currie, 2014). Based on the following situation, the number of employed people can be reached when additional extension of request remains unchangeable. Keynes first ascertainments involve the production of goods and services, and influencing recommendation through growing interest activating ability of total request and general purchase. Thus, this led to a rise in the degree of employment. Basically, Keynes ideas are not just a simple analysis of spiritual approaches of economic development, but their importance is emphasized by being a functional connection between socio-economic phenomena. It aims to create general theoretical roots of analyzing between relations, the economic development process, and to show the influence on tendency.

Keynes ideas were developed in multiple research papers by several scientists like William Henry Beveridge (1879–1963), John Strachey (1901–1963), Alvin Harvey Hansen (1887–1975), Joan Violet Robinson (1903–1983), Robert Merton Solow (1924 age 93), and others. The important ideas of Keynes have long been studied by specialists for the economic development in Uzbekistan. The economist scientist, Ashram Haiti, stated: “The origin unemployment and development history in Uzbekistan confirms the reality of ideas by Keynes” (Khaitov, 2014). It is known that where the number of employment is high, the number of unemployment will be low.

Subsequently, there are many approaches which exist based on the meaning “Employment with job”. For example, Russian economist scientist, Aleksandr Rofe, gives the following ideas: “employment with job exist in form of free job vacancies for people in the economical active part of the country” (Rofe, 2011). Ismail Aliev, Nikolai Gorelov, and Lyudmila Ilina stated that: “It depend on proving private – social needs of citizens as an event of social-economic condition of employment with job and as social useful labor which bring income from work” (Aliev et al., 2009). Apart from these definition, *based on our opinion*,

employment relations are the social-economic indicator indicating how many and in what level working - age population are participating in social useful work. The development of the productivity of the employment of population, in turn, brings the development of national wealthy. Therefore, the negative reasons for unemployment are not only in making low production, but it also results to poverty.

Based on the studies of the US economy, American economist, Arthur **Melvin** Okun, formulated the law named later as Okun's law. Under this law, for each 1% increase in the actual unemployment, gap in GNP (Gross National Product) will increase by an amount of 2.5% (Colander, 1982).

“Stability of employment” was written by Alfred Marshall, and as a result of being part of the reality of that time, the topic immediately intercepted the attention of the public. But, according to the collected reason the reality seems very different...” there is no any reason that the stability of employment with job is increasing”. The author thought that the government intervention is not necessary if the market economy regulates itself.

As another member of the non-classical theory, Alfred Marshall thought the high salary definitely lowers the employment and increases unemployment. To approve this fact, he used the “Theory of minimum wage” (Whitaker & Wood, 1983). Arthur Pigou (1877-1955) was Marshall’s student and follower. His personal marks regarding employment in “The theory of unemployment” was published in 1933 and the main rules on employment classical theory have been detailed by him (Knight, 2016). Pigou’s ideas reveal that the reason of the highest degree of unemployment was high salary because it reduces the expenses of production and creates more vacancies for supporting new job places. The level of unemployment was low when his researches were completed. However, it was not a sharp problem. “Stability of employment” was written by Alfred Marshall. It was perfect that it attracted the view of people. According to the collected reason, “the reality seems very huge...there are no reason why the stability of employment with

job is increasing”. Subsequently, he opines that there was no need for regulation by the government since the market economy regulates itself.

Reducing production expenses according to his ideas was made to reduce the general prices of goods. Also, he confirms that a poor group of people can live without a job salary. These are the reasons for the creation of additional request: to produce request and to awake the interest of the extension of employment. Keynes followers who carried on this field have different approaches to labor power market and the tasks of employment with job. According to the Keynes followers, there was no mechanism that guarantees full employment in the market economy condition. It is not dependent on the outer factors for increasing the level of employment and reducing unemployment. In contrary, only internal factors actively influence labor empowerment. For example, it can be achieved with capitals and deposits. Keynes investigation has also paid attention to effective demand. Keynes’ theory of employment is based on the principle of effective demand. By “effective” demand, Keynes refers to the total demand for goods and services in an economy at various levels of employment. Therefore, the total demands for goods and services by the people is the sum total of all the demand meant for consumption and investment (Pavlenkov, 2004). If there is 97-98 % of the ability to work working-age population, a full unemployment counted by some economic scientists would exist. Many years of experience of labor, employment, and unemployment in developed countries shows that 94-95% of the ability to work of the population work economy was counted as developed (Melikyan et al., 1996).

Many countries take advantage of the recommendations of International Labor Organization (ILO) to define the employment-to-population ratio. For example, the following method is being used since 1993 in Uzbekistan (Kholmurodov, 2012). According the law of “About employment of population”, which was enacted in 1998 in Uzbekistan, there were published international standards of market conception of employment with job. “Employment is an activity which depend on satisfying the private and social needs of people, not

illegal, but brings good salary” (The law of employment of population, 1998). According to this, everyone has a right to use the possibility based on the ability of work, to work, or not to work, temporary, permanently or partly usage of ability. An example in this case could be the organization of several events which are not cost-related.

On the basis of the above-mentioned documents, compulsory labor is not allowed. According to this, it can be said that those employed with jobs in the economy were counted. This is exception of employed moral and physically active in work with temporary, periodical, seasonable, unexpectedly or one timely. The active population refers to the people in a region or country who are able to work and earn money and it is used to define employment signs. Usually, there are five signs (Ziyaev et al., 2011):

1. Voluntary staff signed contract for work requirement between labor and the owner of the company or people who are involved with oral agreement. They can receive salary for an agreed time of the activity.

2. The individually employed are the people who carry out work individually, busy with getting more benefit for themselves, and they are only used or not used for a short period.

3. Entrepreneur is a managing person who is busy with his LTD, firm and etc.... or a representative given by the government. Entrepreneur can give his responsibility or functions to voluntary person fully or partly. Also, he bares the responsibility for the successful development of the organization.

4. The staff with relatives without salary who created his own family business firms.

5. The person who is not equal to be dealt with as a staff gets its own benefit from their private business. It is impossible to add the person to such sign of employment.

Subsequently, there are full, useful, and free types of employment of population. Here, we give brief information about them. Full employment - this is a supporting job according to this specialty: it brings opportunity and benefit to the

person, and creates possibility for good life for themselves and their family (Frolova, 2006).

The next type is useful employment. It is a more extended conception which is beneficial. It is not any kind of work, but it should answer two main request works which may be counted possible in social point. Firstly, useful employment should bring benefit to labor and must support the comfort of the human life. Therefore, this shows the connection with income policy of employment policy, and activities which led to loss in the value of money and following things. Secondly, beneficiary employment is put against official employment. Particular type of legal official employment is creating official new job places or keeping of surplus employees. The governmental policy encouraged equality through economic point of view of each person and enrichment in benefits for the society.

Consequently, the above-mentioned types of employment underline the tendency between job places and supporting condition according to the value and quality of job places of the population of each need for employment. Here, possibilities were created for the socio-economic development of the society. According to the move in relation to market condition, the degree of professional labor employment is reduced throughout the whole country. The reason for this fact is that a highly effective economy needs a large number of workers. Also, the interest based on other types of social usefulness of the labor of population reduces their needs to the job.

Theoretically, in this present research on employment of population, the conditions which influence “full employment” and “effective employment” were described differently. However, “productive employment” attracts employment of population through supporting high efficiency. Nevertheless, social security of the population point of view shows the condition of the following employment. Practically, its usage possibility is very low.

To achieve the aim of this study, two comments were given with regards to this employment. They are:

1. The level of supporting with employment of labor force which exists in the society.

2. Effective level of supporting the employment of labor force.

Special advantage and limitation were shown in both conditions from the above-mentioned situation while supporting the following tasks. Thus, this entails: full support of the employment of the whole labor power in the society based on full employment condition. In addition, solving full unemployment general result by using them might be very low.

In condition of effective employment, support situation of the high efficiency of labor activity can be the reason for high level of unemployment (Abdurakhmonov & Shoyusupova, 2011). According to this, it is important to use the tasks of “optimal employment” condition in moving the economy period. It consists of generalizing both the above mentioned general factors of optimal employment. “Optimum employment” support real distribution of staff according to branches of production. Therefore, this helps in the achievement of high efficiency of working staff. “Optimum employment” always take into consideration changes of repeated age of labor and the changes of producing condition and characters of producing activity. In addition to this, it is not used in the context of optimum use of resources. It has to do with the amount of employment, and not the direction of employment (Means & Lee, 2015).

Conclusion. In the scientific works of East specialists on labor rights, labor agreement is defined as “It is an agreement to get responsibility to work for salary of staff and legal subordinate.” Agreement refers to the different views of private-legal purchase. According to this, it is defined as the usage of the possibilities and the needs of the norm and rules of the citizen’s law.

The main characteristic of labor agreement is to really make workers subordinates and to make them become dependent. This is not inclusive except it means trust on the legal relations and long-term characters. Labor, which is economically voluntary, is looked as the main sign of labor agreement. Subsequently, this is according to the rule which was not only social-economic,

technical, organizational, but also legal character and which answers to all requirement of legality. Recommendation on labor force in labor market was emphasized. Also, there is the need for them to come against each other through the factor of salary rate and to come in agreement with economic relations.

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