

## **EMPLOYMENT IN INDUSTRIAL ENTERPRISES DURING DIGITALIZATION OF THE ECONOMY IN OUR COUNTRY MANAGEMENT OF ORGANIZATION AUTHORITY**

Tursunova Sevara Takhirdzhanovna  
Assistant, Tashkent State Agrarian University, TSAU, Uzbekistan

### **Annotation:**

This article outlines the theoretical foundations of labor organization in industrial enterprises in the context of digitalization of the economy, analyzes the state and trends of labor organization in industrial enterprises, and makes proposals for improving the organization of labor in industrial enterprises in the context of digitalization of the economy. conditions of digitalization of the economy.

**Key words:** virtualization, compensation, virtualization, television device, ecosystem, investment, digitalization of the economy.

### **Аннотация:**

Ушбу мақолада иқтисодий рақамлаштириш шароитида саноат корхоналарида меҳнатни ташкил қилишнинг назарий асослари ёритилган, саноат корхоналарида меҳнатни ташкил қилишнинг ҳолати ва тенденциялари таҳлил қилинган, иқтисодий рақамлаштириш шароитида саноат корхоналарида меҳнатни ташкил қилишнинг такомиллаштириш бўйича таклифлар берилган.

**Калит сўзлар:** виртуализация, компенсация, вертуализация, телеаппарат, экотизим, инвестиция, иқтисодий рақамлаштириш.

### **Аннотация:**

В данной статье излагаются теоретические основы организации труда на промышленных предприятиях в условиях цифровизации экономики, анализируются состояние и тенденции организации труда на промышленных предприятиях, даются предложения по совершенствованию организации труда на промышленных предприятиях в условиях цифровизации экономики. условиях цифровизации экономики.

**Ключевые слова:** виртуализация, компенсация, виртуализация, телеустройство, экосистема, инвестиции, цифровизация экономики.

### **Introduction**

In the process of digitalization of the economy, on the basis of large-scale reforms carried out in our country, special emphasis is being placed on improving the organization of labor in production enterprises. Effective organization of labor in industrial enterprises is not only the basis of the development of society, but also an

element of social production, the improvement of the quality of life of the population, and the conditions for the development of human potential. Therefore, in the development strategy of New Uzbekistan for 2022-2026, the task of "wide introduction of labor productivity improvement programs in industrial sectors" is set<sup>1</sup>.

The effective solution of these tasks requires effective organization of work in the industrial enterprises of our republic, development of scientifically based proposals and recommendations in this regard.

Currently, the development of an effective mechanism that ensures the transformation of management decisions in the field of production into a finished product and the organization of cost-effective production is one of the urgent issues of our national enterprises. This creates the need for the formation and effective development of labor in industrial enterprises in the context of digitalization of the economy.

Laws of the Republic of Uzbekistan No. ORQ-642 dated October 20, 2020 "On Employment of the Population", No. PF-4947 dated February 7, 2017 "On the Strategy of Actions for the Further Development of the Republic of Uzbekistan", dated April 3, 2020 "Population during the Corona Virus Pandemic, Ensuring the execution of the decrees "On additional measures to support economic sectors and business entities" and "On additional measures to support the population and business entities during the coronavirus pandemic" dated April 27, 2020, and other related regulations This article acquires a certain importance in the implementation of the tasks specified in the documents.[1]

### Literature Analysis

Among the foreign scientists, the importance of work in the development of the state was widely covered in the works of famous scientists in the field of classical economics, A. Oaken, K. McConnell, D. Ricardo, D. Keynes, taking into account the relationship between cause and effect.

Adamchuk V.V., Blyakhman A.S., Kuzmin S.A., Maslova I.S., Odegov Yu.G., Pavlenkov from CIS countries to study the problems of labor efficiency, unemployment, population employment, employment service V.A., Romashov O.V., Rudenko G.G., Slezinger G.E., A. Kibanov, A. Kotlyar, G. Avagyan, V. Plaksya, D. Markovich and others contributed. Uzbek scientists K. Abdurahmonov, R. Ubaidullaeva, S. Abdullaev, Sh. Zaynutdinov, B. Murtazaev, N. Tokhliev, Kh. Abulkosimov, D. Rahimova, O. Ata-Mirzaev, B. Umurzakov, Sh. Kholmo'minov were involved in the study of these problems, D. Ortikova and other scientists' scientific works are dedicated. The nature of the labor market, its formation, causes of unemployment and ways to reduce it are fully revealed in these scientific studies.

As of January 1, 2020, the number of permanent residents of the Republic of Uzbekistan amounted to 33,905,800 people, which increased by 650,300 people or 2.0% from the

<sup>1</sup> Appendix 1 of the Decree of the President of the Republic of Uzbekistan No. 60 of January 28, 2022 "Development Strategy of New Uzbekistan for 2022-2026" // Lex.uz

beginning of 2019. 30.5% of the country's permanent population is under working age, 58.9% is working age and 10.6% is older than working age. By the beginning of 2020, the number of labor resources in Uzbekistan reached 19 million 7.8 thousand people. The number of people employed in economic sectors is 13541.1 thousand. 5 million 712.1 thousand of them are employed in the official sector, and 5 million 368.3 thousand are employed in the informal sector.

The unemployment rate in the country at the end of 2019 was 9.0 percent of the economically active population. The number of people in need of work is 1 million 335.3 thousand, unemployment among 16-30-year-old population reached 15%, and among women 12.8%. By the end of 2019, the number of people who went to work outside our country was 2 million 460.2 thousand, which is 103.2% compared to 2018.

The above-mentioned statistical data clearly show that the provision of decent permanent employment to the able-bodied population in Uzbekistan is a very important and pressing social issue. State management in the field of labor in our country is entrusted to the Ministry of Employment and Labor Relations of the Republic of Uzbekistan and its territorial bodies.

The following are defined as priority tasks and directions of activity of the Ministry and its structures:

- ✓ on the basis of an in-depth analysis of the real situation in the labor market in the regions of our republic, to develop regional and sectoral programs to ensure employment of the population and coordinate their implementation, to develop state orders for the creation of new jobs, and to set a quota of jobs for the socially needy segments of the population. implementation of directed complex measures;
- ✓ ensuring employment of the unemployed who have applied to the labor authorities, involving the population in public works, primarily in the implementation of large investment projects, construction, repair and reconstruction of road and housing and communal infrastructure, beautification of cities and districts, participation in seasonal agricultural work;
- ✓ fundamental improvement of the system of vocational training, retraining and upgrading of skills of persons who need employment, especially unemployed youth, persons with disabilities and the unemployed based on the real requirements of the economy and the labor market;
- ✓ implementation of measures to ensure the employment of graduates of higher and secondary special, vocational education institutions in accordance with the specialties they acquired, together with ministries, agencies and economic management bodies;
- ✓ normative legal documents that correspond to the conditions of market relations in the field of labor market regulation, employment, labor relations, labor protection, professional and labor standards, compliance with gender equality, vocational training and retraining of the unemployed population, social protection of the unemployed development, implementation and control of their implementation;

- ✓ active introduction of advanced information technologies to the job placement process, including creation and continuous development of the National vacancy database;
- ✓ creation of modern infrastructure and competitive environment in the market of employment assistance services, formation of effective mechanisms for ensuring the mutual cooperation of state and economic management bodies, local authorities, educational institutions, non-governmental organizations, citizens' self-government bodies and the public in matters of ensuring employment of the population;
- ✓ ensuring control over compliance with legislation in the field of employment and labor protection, carrying out expertise of labor conditions, implementing concrete measures to further improve labor relations, mechanisms of financial incentives for labor;
- ✓ carrying out extensive information-explanation work on issues of labor rights and protection between the population and employers;
- ✓ monitoring the payment of allowances and financial assistance to low-income families, ensuring the employment of able-bodied family members and developing individual programs to lift the family out of poverty by increasing entrepreneurial activity.

In Uzbekistan, the Ministry of Employment and Labor Relations is the single policy-making public administration body in the field of population employment, labor migration and labor relations. The Ministry has a system of providing employment to the population of the country:

The State Fund for Employment Assistance was established in order to ensure the effective organization of financing of activities related to the implementation of the state policy in the field of labor, employment and labor protection, as well as to develop the priority directions and projects of the Ministry of Employment and Labor Relations, its regional organizations. The following are defined as the main directions of the Employment Fund:

- ✚ financing the implementation of specific targeted complex measures to ensure stable and proportionate development of the labor market, increase the level of population employment and rational use of labor resources;
- ✚ participate in the financing of the implementation of guarantees established by law on the employment of the unemployed, graduates of vocational colleges, academic lyceums, higher education institutions, as well as those who are having difficulties in finding a job and cannot compete on equal terms in the labor market;
- ✚ financing the costs of organizing the provision of high-quality services to the unemployed and unemployed population, primarily to young people, women and persons with disabilities, related to vocational training, retraining and social protection of the unemployed, as well as strengthening the material and technical base of labor bodies. [2]

The Ministry of Employment and Labor Relations, the Ministry of Employment and Labor Relations of the Republic of Karakalpakstan, the main employment departments

of the regions and the city of Tashkent are the managers of the funds of the Employment Fund. Fund funds are used for the following purposes:

- ✓ financing work related to vocational training, retraining and upgrading of the persons who are looking for a job and registered as unemployed persons in district (city) employment assistance centers;
- ✓ payment of unemployment allowances, compensations for the unemployed, financial assistance, as well as scholarships paid by the employment assistance center to citizens during vocational training, retraining and professional development in connection with voluntary relocation to another place for work at the suggestion of employment assistance centers;
- ✓ covering the expenses of the non-budgetary Pension Fund under the Ministry of Finance in connection with the appointment of early pensions to the unemployed;
- ✓ financing of the state order for employment, training and skills development, skills assessment services, and then paying the fees to private employment agencies, training centers for the unemployed and unemployed population, and skill development centers, respectively;
- ✓ material and technical provision and maintenance of certain divisions of employment assistance centers, temporary one-time employment centers, regional centers for vocational training of unemployed and unemployed people, training centers for vocational training, retraining and upgrading of their skills, in accordance with legislation, as well as financing the purchase, construction, repair and capital repair of buildings, rooms and structures for the accommodation of labor bodies;
- ✓ partial financing of activities related to the creation of specialized jobs for the use of the labor of persons with disabilities and other socially vulnerable categories of citizens;
- ✓ financing the development of normative-methodical and instructional materials on the issues of employment, labor protection, regulation of labor relations, standardization and payment of wages;
- ✓ conducting social studies at the national and regional levels, conducting a survey among certain groups of the population on the issues of employment, labor protection and labor migration;
- ✓ reimbursement of expenses related to employment of unemployed population, including counseling and vocational training, organization of transportation and other services, including meals on the road, providing assistance;
- ✓ financing the establishment and maintenance of co-working centers;
- ✓ in districts and cities where the labor market situation is acute;
- ✓ development of regional programs aimed at the specific goal of creating employment and jobs for residents, including the preparation of concepts of socio-economic development of certain regions;
- ✓ financing the design of engineering communication networks and the development of an architectural-planning assignment for the creation of objects in the service sector, industry and agriculture;

- ✓ payment for services for conducting consultations, seminars, roundtable discussions, preparation of articles, pamphlets, manuals and other informational materials, including video and audio clips, films, scientific and practical articles and organization of other activities related to employment and labor protection issues;
- ✓ creation, development and technical support of information-computer systems and technologies in the field of employment, ensuring employment and labor protection, registration of vacancies and unemployed population, including software development and procurement of technical tools;
- ✓ organization, maintenance, re-specialization of centers for vocational training and qualification assessment of unemployed citizens and unemployed population;
- ✓ training, training and practice of employees of the Ministry of Employment and Labor Relations in the republican courses for improving the qualifications of employees of labor bodies, including in the educational and practical base of the Sergeli district employment assistance center in Tashkent, as well as in scientific monographs, educational and other institutions of foreign countries organization;
- ✓ financing of international cooperation in the field of population employment;
- ✓ financing expenses related to the implementation of international projects and agreements on the issues of organizing employment and ensuring social protection of citizens of the Republic of Uzbekistan sent to work abroad;
- ✓ provision of subsidies for the installation of light greenhouses, purchase of seeds, seedlings and irrigation equipment in the amount of 3 times to 10 times of the base calculation amount based on the tripartite agreements concluded between "Tomorqa Service" LLC, employment assistance centers and the owners of the estate land;
- ✓ placement of resources on credit lines opened in commercial banks, and then allocation of micro-loans for the implementation of small and mini-projects by banks that provide for the creation of new jobs in the districts and cities of the republic;
- ✓ providing one-time subsidies to unemployed persons who are registered in employment assistance centers and who want to start entrepreneurship, to pay the expenses for registration as an individual entrepreneur, state registration of small enterprises and micro-firms;
- ✓ providing one-time subsidies to organizations that employ persons belonging to the socially vulnerable strata of the population, including persons with disabilities, in excess of the reserved (quota) minimum number;
- ✓ providing one-time subsidies to employers to finance the costs of vocational training and professional development of employees belonging to the socially vulnerable strata of the population, including persons with disabilities, hired on the referral of employment assistance centers;
- ✓ allocating grants to vocational training institutions to finance expenses for vocational training of unemployed persons registered in employment assistance centers, especially women belonging to low-income families;

✓ allocating grants for vocational training in vocational training centers, colleges and higher educational institutions, retraining of managers and employees of farmers' and peasant farms, as well as landowners in the field of agro-technologies, horticulture, vegetable growing, animal husbandry, poultry, fisheries and beekeeping, as well as improving their qualifications;

✓ providing incentive benefits to self-employed citizens and citizens who have received a temporary work permit.

Centers for training the unemployed to become competitive professionals in the labor market have been established in the country. In particular, a vocational training center is operating in Tashkent with the participation of Korea International Cooperation Agency (KOICA).

Vocational training (retraining) of unemployed citizens in the center is carried out free of charge in the following main areas:

✓ repair and maintenance of cars (car mechanics, motorists, specialists in car diagnostics);

✓ mechanical engineering professions (turners, millers, welders, metalworking specialists);

✓ specialists who repair electronic equipment, radio and television equipment;

✓ information technology - computer operators, specialists in servicing and repairing computers and other household appliances.

The period of vocational training at the center is 10 months, of which training at the center is 6 months, and production practice at enterprises is 4 months. "Ishga Merhamat" monocenter was also established under the Ministry of Employment and Labor Relations. The Monocenter has signed a memorandum with the People's Republic of China's Nianzi Polytechnic Institute, as well as established mutual cooperation with the British Consulate, KOICA International Cooperation Agency. The following training courses are organized for the unemployed population in the "Ishga Marhamat" monocenter:

✓ in the field of construction: a qualified painter, bricklayer, master of plastering, master of working with plasterboard profiles, master of working with aluminum profiles, in the field of technology:

✓ a crane operator, an electrician, a repairman of household appliances, a miller, a welder, a plumber.

Special attention is paid to ensuring the employment of women in the monocenter. They are trained as confectioners, chefs, medical cosmetologists, nail stylists, waiters, hairdressers, massage therapists, tailors, babysitters, and elderly care workers. Those who have fully mastered these areas have the opportunity to study in 6 more foreign language courses. Those who have mastered the English language take a special "Aptsis" test at the monocenter itself. Russian, German, Turkish, Japanese, Korean languages are taught by professional experts. Upon completion of the courses, they are awarded the "WORLD SKILLS" certificate of international status. In the monocenter, innovative

rooms are equipped with the latest equipment. Trainings are conducted by highly qualified specialists.

The main directions of improving the organization of labor in industrial enterprises in the conditions of digitalization of the economy.

In the current conditions of digitization of the economy in our country, improving the organization of labor in industrial enterprises is one of the main directions of increasing the production capacity of GDP (gross domestic product) in our country.

In fact, it is an industry that develops the economy of our country and produces goods that can compete equally in the world market. The fact that the development of this industry is growing at a steady high growth rate can be seen as a result of the consistent implementation of the industry programs for modernization, technical and technological renewal in this industry.

The main goal of the socio-economic reforms implemented in our country in recent years is to further strengthen the economic power and increase the well-being of our people. For this purpose, available reserves and opportunities are being used, in particular, high-tech and modern important industrial facilities and production facilities are being put into operation.

Effective use of available labor resources is first of all expressed on the basis of indicators such as labor results, labor efficiency and product quality. Determining labor efficiency and researching its evaluation based on various quantitative approaches is an actual problem of the theory of economic efficiency. That's why economists in the scientific development of the socio-economic essence, principles and criteria and indicators of increasing production and labor efficiency in production enterprises in the conditions of the development of the innovative economy based on comparative approaches, the factors influencing the efficiency of the economic analysis "correlation", "regression", "With the help of the "chain connection" and "absolute superiority" methods, the mechanisms of organizing labor on a scientific basis, managing labor efficiency, and materially stimulating labor are substantiated scientifically and practically. Also, scientific proposals and practical recommendations on the directions of increasing the level of labor efficiency in production enterprises have been reflected.

Currently, the stage after industrial development is typical for the development of the world's leading countries, and the role and place of economic growth factors are changing at this stage. The main focus is on the development of modern production networks based on the effective introduction of the intellectual potential of labor resources, science and technology innovations into the production process. Such a situation in the development of society requires wider development of the production sector compared to other sectors of the economy. By the President of the Republic of Uzbekistan Shavkat Miromonovich Mirziyoev, "... completely new, high-tech industries, in particular, petrochemical, chemical, automotive industry, agricultural and railway engineering, pharmaceutical, electrical engineering, textile industry, production of

modern building materials and other fields are consistently developing<sup>2</sup>. The formation and development of the industrialized production economy has an impact on the changes in the composition of the GDP of developed and developing countries based on the market economy.

Currently, the share of the industrial production network in the GDP, which is being created to include a specific country among the developing countries in terms of the industrial production network, is considered to have a high growth tendency compared to the development of other industries and sectors. The rapid development of GDP in developed countries is explained by the increase in the volume and quality of products with high added value created in the leading sectors of the economy.

These changes lead to the use of network models being considered as a more successful approach in the modern economy. Viewing the economy as a system of developing communication networks provides a completely different socio-economic perspective. An important feature of network interactions is that they affect the state of the economy in aggregate. At the same time, a number of studies show that recently entrepreneurship has become the most effective network form of economic interaction. Ecosystems include direct and potential competitors at any level". The network form of economic interaction becomes an entrepreneurial ecosystem. "An ecosystem is an economic community based on the foundation formed by interacting organizations and individuals". "The ecosystem includes consumers, market intermediaries, suppliers, property owners and other stakeholders, and is also a collection of government agencies and regulatory bodies, associations and organizations that implement standards that represent consumers and suppliers.

On the other hand, the formation of the digital economy is closely related to the development of digital technologies and Industry 4.0, where virtual and physical production systems interact on a global level, providing the formation of new operating models. [3]

At the same time, foreign experts say that the introduction of network digital technologies into the production cycle, vertical and horizontal integration processes by enterprises will transform their equipment, warehouse systems and means of production into cyber-physical systems with the ability to exchange data, initiate certain actions and control each other. brings together.

**In conclusion**, the laws of modern production activity and the emergence of new types of social and labor relations require the formation of an appropriate concept of labor organization, the content of which is inextricably linked with the decisive factors (growth factors) of the development of industry 4.0 and the digital economy in general. In turn, the growth drivers of the digital economy include the following technologies that have a significant impact on the organization of modern labor processes:

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<sup>2</sup> The speech of the President of the Republic of Uzbekistan Shavkat Miromonovich Mirziyoyev at the joint session of the legislative chamber and the Senate of the Oliy Majlis". T., "Khalk sozi" newspaper, September 9, 2016.

production automation and the Internet of Things (IOT); digital design; virtualization (including remote office); cross-functional communication and mobile technologies.

In recent years, digital technologies have created a radically new type of work process, changing all its main elements: the subject of work, tools of work, the result of work.

In the digital economy, the subject of labor is increasingly becoming electronic. This is the information necessary for the performance of work, presented in digital format, primary data. The activity of a modern specialist is aimed at working with them, he makes the necessary changes thanks to his knowledge and experience, and the ability to produce innovations. Various digital devices become labor tools, and the result of labor is a finished information product.

Since the labor process itself has a network nature and is carried out with the mandatory use of information and communication technologies, and the interaction of the employer with the employee is increasingly carried out remotely, including the process of receiving tasks by the contractor, control of the time and quality of execution, and the delivery of work results to the client delivery and payment - all this allows us to talk about the transition to the organization of digital work. In a broad sense, it can be defined as follows: organization of digital work is a comprehensive dynamic system of organizational support and use of work based on digital technologies.

In particular, based on modern information and communication technologies, it can be considered as the organization of digital work, which ensures the effective operation of the "Human-Technical-Knowledge-Environment" (work system) system at any level and the best execution of work processes.

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