



PROSPECTIVE DEVELOPMENT OF THE LABOR MARKET AND WAYS OF INCREASE EFFICIENCY IN THE DIGITAL ECONOMY

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Abstract

The present article analyzes how working through the mediation of Internet platforms of the International Labor Organization affects global employment, addresses the main problems in this regard, and forecasts the annual growth of the number of workers required at the global level in the main perspective directions, and four main trends in the development of the economy are highlighted and on the basis of these trends, options for assessing the impact on the effectiveness of the cocktail market in 2021 - 2024 were calculated.

Key words: Digital economy, Labor market, Information resources, Digitalization, Intellectual capital, Digital technologies, Labor market efficiency, Evaluation criteria and IT field.

1. Introduction

In Uzbekistan, creating conditions for the full implementation of labor and entrepreneurial activity of the working population, improving the quality of the workforce, expanding the system of vocational training, retraining and upgrading of skills of persons in need of work, continuing the policy of training highly qualified personnel in line with the modern needs of the labor market to carry out task is defined. Implementation of this task requires further development of the mechanism of formation and operation of the labor market in the national economy. Therefore, the development of labor market efficiency assessment methods and their further improvement is a priority issue. In the near future, structural changes in population employment are projected to grow in areas such as the creative, digital and virtual economy, environmental restoration, and emerging human-oriented services in the technological sector.

New areas of activity aimed at realizing the creative potential of a person will appear. Based on the analysis of trends and research results conducted by foreign experts, it is possible to list the main skills that an employee in almost any position will need in the 21st century:

- Concentration and control (they are necessary to overcome information overload and control complex equipment).
- Emotional literacy (understanding your feelings and empathy helps you interact with colleagues).
- Emotional literacy (will be in great demand, like the ability to write and read).
- Creativity (when automating any continuous activity, the need to create non-standard and new ones increases).
- The ability to self-educate is related to the fact that in a rapidly changing world, a person must continue to learn throughout his life, sometimes independently acquire new skills.

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The listed skills are not considered necessary for performing regular physical or intellectual tasks, but their number will decrease in the future. Accordingly, the labor exchange imposes the above requirements on researchers. This is confirmed by the results of the SuperJob company research. They say that starting in 2018, offers for low-skilled workers will decrease by 5 percent every year.

2. Literature Review

The positive aspects, in our opinion, are the following:

- a) Many researchers say that "dismissed citizens have the opportunity to replace monotonous, physically difficult and often health-damaging jobs with other interesting jobs" (Digital Russia, 2017).
- b) Another positive aspect is that digital technologies create additional opportunities for work in the form of electronic exchange and remote work platform, along with improving the educational process and self-learning. Thus, digital platforms especially helps to develop additional skills and improve skills for people who previously did not have opportunities due to geographical limitations (Makhammadiev and Abduvokhidov, 2020).
- c) With the development of the digital economy, there are many new professions that will take the place of jobs and occupations that will be squeezed out of practice. will be During the history of the development of economic activity, the emergence of new methods and tools of farming led to the disappearance of some professions and the emergence of others. This is a process that helps reduce unemployment. It is known from history that "many professions related to the use of horses as a means of transport have disappeared, but many professions have appeared in the field of transport (car, subway, public transport, railway)" (Makhammadiev and Roziev, 2020). "If professions such as

programmer and database designer have been popular for some time, in recent years big data analysis of data sets and personal data protection, specialization in digital marketing and social media activity, blogger profession and other specialties have become popular," the Digital McKinsey expert group notes in their research.

- d) One of the consequences of the digital economy is the replacement of human labor with modern innovative technologies. However, automation and artificial intelligence remain areas where little or no use is being made. These are professions related to emotions, creative thinking, creativity (in terms of creating new, emotional, unusual things that cannot be entered into an algorithm). Thus, working in professions that cannot be "digitized" is a real opportunity to avoid the risk of unemployment with the development of ICT" (Makhammadiev and Abduvokhidov, 2020).
- e) The digital economy leads to the transfer of employees from production to management, coordination and control. Therefore, "the impact of the digital economy consists in reducing the number of people working directly in production and increasing the number of workers in the services and management sector" (Makhammadiev and Mirzaeva, 2018).
- f) In our opinion, the downsides are: The level of inequality between labor and capital increases. Owners of intellectual or physical capital will have more wealth. That is, those who understand their work in the traditional classical sense and live as a result of using their work will achieve little success. According to Schwab, "as a result, suppliers of intellectual or physical capital - inventors, investors, shareholders - are the main beneficiaries of the fourth industrial revolution. This explains the growing difference in the level of well-being between those who live on the results of their labor and those who have their own capital".



- g) Gender inequality will increase as the digital economy creates predominantly male jobs. I.L. Sizova and T.M. Khusyainov wrote in their research that "the increase in gender inequality in the labor force is due to the new nature of professional positions: one new job is expected to appear for three lost male jobs, and women are expected to get one new job instead of five lost jobs".
- h) Due to the creation and expansion of jobs due to new professions, an increase in demand for existing professions in the IT field, a shorter time spent searching for a job due to the fact that a large number of people looking for work use Internet services for their purposes (as a result, frictional unemployment decreases) and remote workers such as the increasing number of workplaces that allow standing work factors affecting employment growth. Automation of workplaces, which makes a number of specialties unnecessary; The fact that the time lag between the emergence of the demand for highly qualified workers and the retraining of workers can lead to the emergence of structural unemployment is a factor that causes unemployment to increase.

Problems for evaluation of textile and clothing industry clustering capabilities in Uzbekistan were researched by Ergashxodjaeva (2018); Kyvyakin and Tursunov (2021).

3. Research Methodology

Indexing and comparison methods were used to improve the labor market in the digital economy. Another important factor in the consistent development of information and communication technologies is the creation of favorable conditions for the development of competitive products and services in the field, their promotion in domestic and foreign markets, and the use of innovative developments. Methods were used to assess the impact of digitization processes on economic sectors and production.

4. Analysis and Results

The annual growth of the number of workers required globally in the main prospective areas is as follows:

- Big data - 2.95 %
- Mobile Internet and cloud technologies - 2.47 %
- Internet products - 2.27 %
- Production automation - 0.36%

As noted above, the current stage of economic development is characterized by a rapid increase in the importance of knowledge available in the organization and the source of which is its employees. Four main trends of economic development are distinguished:

- i) Population urbanization
- ii) Growth of entrepreneurial activity
- iii) Development of digital technologies
- iv) Increasing importance of human resources.

These trends are the main driving force of the innovative development of the economy as a whole. Digital technologies naturally affect transformation processes in almost all spheres of life. German economist Klaus Schwab, founder and permanent president of the World Economic Forum held in Davos, rightly states that "the lesson of the first industrial revolution remains relevant today: the main indicator of development is still the measure of the adoption of technological innovations by society".

The introduction of new digital technologies, which are spreading rapidly, leads to the development of the list of professions (specializations), changes in professional knowledge and skill sets. It is necessary to provide the basic model of the digital economy and the list of basic competencies, the personal profile of competencies and the trajectory of human development, the increase in the number of students studying in IT fields, the needs of digital economy companies for employees with the necessary competencies. Number of students admitted to higher education programs in the field of IT We believe that it is appropriate to plan to bring it to 25,500 people in the



2021/2022 academic year, and to 35,000 students by the 2024/2025 academic year. But this indicator will enter the active labor market after four years and reduce the existing probability of not being able to fully cover the existing demand.

Based on the analysis of such data, we can conclude that the efficiency of the current labor market is directly related to the OMS in ICT. Because, in our opinion, OMS in ICT is measured by "the number of people employed in the ICT sector" and "the average salary in the ICT sector" which are the indicators of the labor market in the context of the digital economy; in addition, the volume of computer and programming services and the volume of export of software products and services in our republic are evaluated by the dynamics of their joint values. Here, special attention should be paid to the fact that OMS in ICT First of all, the development of the digital economy should be determined using the forecasts of the increase in the share of ICT in the GDP, as well as the number of people employed in the ICT sector and their average wages. In other words, we need to determine the multivariate forecast indicators of increasing the share of the ICT sector in the GDP based on the forecasts of those employed in this sector and their average monthly wages.

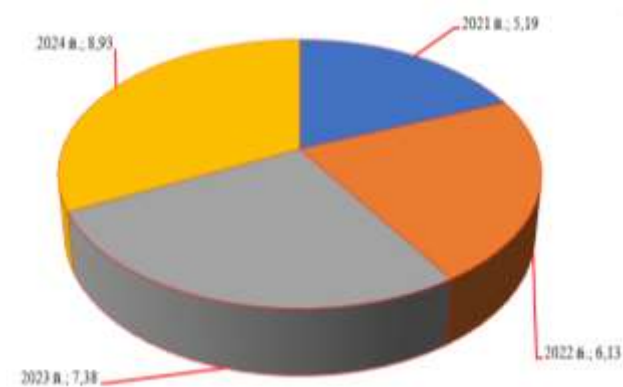


Figure – 1: Dynamics of wage growth in the field of information and communication (million som, 2021-2024)

According to the dynamics of the main economic indicators in the field of ICT in the Republic of Uzbekistan in 2017 - 2020, we suggest using the information presented in Figures 1 - 2 below to calculate options for assessing their impact on the effectiveness of the cocktail market in 2021 - 2024 in the context of the digital economy. If the multivariate analysis of these trends is preserved in Figures 1 and 2, and according to the calculations made according to the "Digital Uzbekistan-2030" Program, the combined values of our forecast indicators, that is, the volume of computer and programming services in our republic and the volume of export of software products and services in 2024, will be 6.93 trillion soums and the number of people employed in the ICT sector will be 32.3 thousand people and the average monthly salary will be equal to 8.93 million soums.

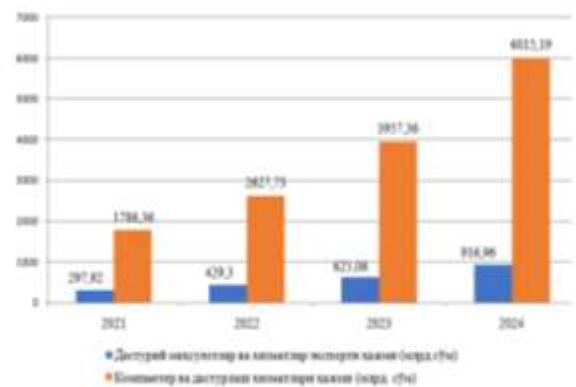


Figure 2. Employed in the field of ICT (activities in social networks, development of software, mobile applications and websites, word creation and processing) (individuals, 2021-2024)

So, we can see the effectiveness of the labor market based on the characteristics of the digital economy, that is, its dependence on the characteristics of labor in this area and the trends of increasing the value of products created in the field of ICT. This, in turn, will largely depend on the future employment of the population and the efficiency of the labor market on the digital transformation of the economy and on the issue of providing personnel, which is the basis of supporting this transformation to one degree or another; of course, the support in this is



evaluated by the extent to which the incomes of those employed in the ICT sector increase.

5. Conclusions and Suggestions

All types of markets, including the labor market, will be transformed under the influence of digitalization of the economy. In our opinion, as a result of the development of the digital economy, the possibility of remote work or virtualization of workplaces is the most "revolutionary" phenomenon in the field of employment. In the future it is becoming more and more common for an organization to work to achieve results regardless of whether a specific employee is in the office or at a remote location. Here, the main feature is the implementation of various operations by an employee working at a distance from the place where the final results are collected, using telecommunication, computer and Internet technologies. Progressive form and mechanism of labor market regulation in the digital economy as a virtual "distance economic relationship" is established between the employer and the workers. At the same time, flexible seasonal virtual work teams can be created to perform a specific workload. In the future, the territorial location of the worker, in essence, will not be important, the performance of work functions will be spatially and temporally decentralized, and this, in turn, will affect the efficiency of the labor market.

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