



In The Context of Developing the Digital Economy Modern Forms of Employment

**Nishonqulov Shohruhxon
Farxodjon Ogli**

Students of Kokand University, Uzbekistan

Rajabboyev Botir Odil Ogli

Students of Kokand University, Uzbekistan

ABSTRACT

The accelerated development of digital technologies leads to increased employee mobility and the creation of qualitatively new jobs. The current stage of development of the world economy requires the development of modern forms of employment, in particular, the development of distance employment. Based on this, this article analyzes the possibilities of using modern forms of employment in the conditions of the Republic of Uzbekistan and develops recommendations.

Keywords:

Market, employment, labor relations, remote employment, freelance

1. INTRODUCTION

Today, the world's digital economy is developing at a rapid pace. The development of the digital economy will allow to fully meet consumer demand and increase labor productivity in sectors and industries of the economy. E-commerce allows to prevent crises by accelerating the sale of goods and services. At the same time, the virtual payment system accelerates the turnover. Internet advertising, in turn, allows you to expand your advertising audience around the world.

In order to further develop science in our country, to bring up young people with deep knowledge, high spirituality and culture, to accelerate the work on the formation of a competitive economy and bring it to a new, modern level, 2020 is the Year of Science, Enlightenment and Digital Economy. named. The task is to develop a program "Digital Uzbekistan - 2030", according to which the goal is to accelerate the process of digital transformation of Uzbekistan.

With the development of information technology today, new directions of employment are emerging. Employers are able

to hire employees voluntarily and at will, and the difference in geographical location and time does not matter. Employees are able to perform their tasks remotely using information technology and are able to perform the assigned task at any time without leaving home

2. Review of the literature on the subject

Modern forms of employment, a number of scientists have conducted research on remote employment. Carl Schwab, founder and president of the Davos Economic Forum, argued that the key factor in the digital economy would still be human capital, not capital, adding that "the fourth industrial revolution will create fewer jobs in new industries compared to previous revolutions.

Odegov Yu.G. and Pavlova VV, "Based on the accumulated knowledge, today we are facing the disappearance of differences and segregation between industries, the integration of industries and the emergence of new professions, and this process is accelerating."

According to academician KH Abdurahmanov, the "distance relationship" between the employer and employees is an

integral part of the process of decentralization of labor in time and space. It also contributes to the formation of a flexible virtual labor market. The main feature of this form of employment is the establishment of a virtual "distance economic relationship" between the employer and the employee.

According to Zokirova N.K., Abdurahmanova G., Sagidullin F.R. "Technological progress and the transition to the information society require highly skilled and mobile, that is, changes in the labor market quickly adaptable staff."

Based on the above and other research, this article analyzes the possibilities of using modern forms of employment in our country, as well as the regulation of remote employment, which is relevant in today's conditions.

3. Analysis and results

The Fourth Industrial Revolution was based on the development of information technology along with automation, computerization and robotics, leading to technical as well as socio-economic changes. Employment digitization can lead not only to the emergence of new professions and jobs in the field of analysis and software development, but also to the disappearance of certain employment areas that can be automated and robotized. As a result, the gap between high-paying and low-paying jobs is widening. It can be said that information technology is changing the forms of employment. The digital revolution is affecting the employment structure in two ways: organizational-technical and socio-economic. The organizational and technical side leads to the emergence of new jobs in the field of creating products of the digital revolution, as well as new forms of employment, the emergence of new professions. The socio-economic sphere, on the one hand, is manifested in terms of expanding human capital development opportunities; Information technology can serve the public interest and, for personal gain, can lead to the emergence of sustainable forms of employment. Therefore, the digital revolution

has both positive and negative aspects for the economy and society.

According to Klaus Schwab, "the fourth industrial revolution will create fewer jobs in new industries compared to previous revolutions.... Only 0.5% of the U.S. labor force is employed in industries that did not exist at the turn of the century; less than 8% of new jobs were created in the 1980s and 4.5% of new jobs were created in the 1990s. In order to attract investment in information and other advanced technologies in the digital economy, it is necessary not to create many products that require additional labor, but to replace existing workers with highly qualified ones. According to the impact of technological innovation on unemployment: "According to this study, about 47% of jobs in the U.S. are likely to be automated over the next two decades, characterized by a wider range of occupations that will be eliminated faster than labor market changes during past industrial revolutions. . In addition, there is a growing trend of polarization in the labor market. Employment is higher in high-income cognitive and creative occupations than in low-income manual labor, but decreases in standard occupations with average incomes.

The introduction of digital technologies will accelerate all economic processes, but what changes will take place in the country as a result of the acceleration of these processes - economic growth or recession - will undoubtedly depend on the development of human capital. In the era of digitalization of the economy and the rapid growth of the value of information, society is experiencing radical changes. It should be noted that in a digital economy, the main asset of the country will be human capital and its quality, that is, professionals with in-depth knowledge in the field of new technologies, able to apply them, improve the old.

The digital economy is a socio-economic system in the form of electronic, Internet, network and virtual economy, aimed at increasing the efficiency of production of goods and services through digital data, which is directly related to the development of information and communication technologies.

The development of the digital economy has led to a sharp increase in the amount of information needed to make management decisions in the economy at different levels. Ultimately, the knowledge of the staff and the development of information and communication technologies in the national economy show an increase in its level of development and competitiveness. In developed countries and newly industrialized countries, the share of the digital economy in GDP has reached 7 %¹. The emergence of digital economies in these countries is leading to an increase in high efficiency in their economies. In particular, the United States spends \$ 400 billion annually. exports more than \$ 1 billion worth of "digital services". More than 5% of its GDP falls on the Internet and information and communication technologies.

In the digital economy, workplaces are being informed through modern technologies such as robotics, large-scale data and artificial intelligence, and production is radically improving, resulting in a sharp increase in labor productivity, which has a strong impact on the global labor market.

The development of the digital economy is directly determined by the development of information and communication technologies:

- production of goods and services, as well as increasing the share of value-added knowledge and information. This is reflected in the increase in the capacity of the product, the cost of research and development;
- increase of economic efficiency of digital products (services) due to reduction of production costs;
- the scope of countless use of one labor and other resources within the infrastructure of enterprises, specialized regional "digital clusters";
- Rapid development of Internet trading, financial exchanges due to the unlimited number of trading platforms on the Internet;
- reduction of the scale of enterprises, the emergence of virtual enterprises, etc. to gain a competitive advantage in the markets.

One of the most important issues in the effective organization and conduct of labor in the context of the development of the digital economy is the issue of attracting qualified personnel. Today, the rapid development of globalization of the world economy and the emergence of access to the Internet on a large scale provide an opportunity to solve this problem.

The development of the economy is leading to the emergence of modern non-standard forms of employment:

- informal employment;
- virtual employment;
- part-time employment;
- self-employment;
- temporary unemployment.

With the development of information technology today, new directions of employment are emerging. Employers are able to hire employees voluntarily and at will, and the difference in geographical location and time does not matter. Employees are able to perform their tasks remotely using information technology and are able to perform the assigned task at any time without leaving home.

There are also significant changes in the nature of the traditional workplace, working hours, location of workplaces, forms of remuneration. In the digital economy, the content of unemployment is now radically changing, as digital technologies are now distributing labor functions rather than jobs.

Digital technologies require the employee to take responsibility and perform work activities independently, along with high qualifications and knowledge. Now the employee regulates his work, the salary is paid via the Internet. External control of the employee's work is carried out through data, reports without his involvement.

The fact that the transition to the digital economy is also accompanied by significant changes in the field of employment is evidence of the fact that the demand for professionals with modern knowledge and skills is constantly growing. At the same time, there are changes in the workplaces and working conditions of employees. The transition to a digital economy

will lead to a change in the structure of employment, the effective use of the intellectual potential of employees and the expansion of the impact of factors that increase the effectiveness of innovative processes. At the same time, innovative forms of employment associated with the development of information and communication technologies are becoming increasingly popular: including telecommuting, telebandry, the expansion of non-standard employment, the development of e-employment, virtual jobs, freelancing. Integration processes and globalization, labor market information, increased employee mobility, and the emergence of qualitatively new jobs are creating increased competition between the workforce for jobs and between employers for skilled labor.

In our country, as in the rest of the world, the process of innovative development of the labor market in line with the innovative economy is taking shape. This process requires the formation of a specific mechanism for improving and stimulating the socio-economic, institutional framework for the introduction of innovative forms and types of employment in the labor market. The development strategy of the labor market in the innovative direction sets new requirements for the theoretical, methodological and practical analysis and systematization of modern socio-economic phenomena, the system of employment regulation, changing the quality of its traditional areas.

Accordingly, in the context of the transition to a digital economy, taking into account the regional characteristics of the development of the labor market in Uzbekistan, the introduction of modern forms and types of employment and improving their institutional framework is of particular importance.

In our country, it is important to promote innovative forms of employment and create conditions. Studying the experience of developed countries, we can say that one of the modern and promising forms of employment is remote employment. The main advantage of housework is its flexibility. Employees have the opportunity to organize work remotely on the

basis of mutual agreement, regardless of the location of the enterprise.

In our opinion, remote employment is a form of employment in which the employer and the employee interact in separate buildings through information and communication technologies.

The following types of remote employment can be distinguished:

- housework. Involves performing certain tasks at home. Home-based work is an example of this;
- remote employment, in some literatures they are listed as telebands or telecomputers. They carry out labor activities remotely. An employment contract is concluded between the employer and the employee;
- mobile remote employment. It can also be done without a personal computer or Internet connection. Examples include sales agents;
- freelance, in which the employee performs certain functions, labor activity without registration as an employee of the enterprise

It is expedient to regulate the relations between the state, the employer and the employee, to protect their interests, and to reflect the following: the regulation of wages and the system of remuneration of remote employment; reflect the interests and rights of remote workers; determination of obligations and rights of employers, regulation of means of influence on remote employment; regulation of employers' obligations in emergencies; remote employment, mechanisms for regulating their labor activity and labor results; regulation of relations with the trade union; regulation of relations with the subjects of remote employment; norms of state regulation of remote employment; determination of the procedure for taxation of the employer and employees; it is expedient to reflect the state guarantees that ensure the interests of employers and employees in remote employment.

We highlight the advantages and disadvantages of modern forms of employment. The advantage of modern forms

of employment is the rational use of working time for both the worker and the employer. Therefore, the flexibility of the labor market is increasing, as everyone chooses an employer for a short period of time (before completing the assigned task) and becomes highly competent, leads to an increase in employment of citizens, including people with disabilities, new jobs are created, the procedure for hiring and firing will be codified. For enterprises, costs are reduced due to the ability to retain the required workers in the event of a decline in staff production.

Modern forms of employment, such as freelance and remote employment, allow you to establish employment relationships with employers from anywhere without being limited by boundaries and long distances.

When selecting a freelancer, the employer pays attention to work experience based on appearance, age, gender, ability rather than education, and presentation of work performed.

The main disadvantages of non-traditional forms of employment can be seen as informal and the development of unemployment, as labor relations are not always formalized, resulting in the risk that the employee will not be able to defend their rights in the event of a dispute.

Modern forms of employment lead to the emergence of independent professionals with high motivation and significant human and social capital. In this regard, they are important actors in the modernization of the economy of our country, and the possibility of using digital technologies to carry out their activities expands the prospects for personal development.

4. CONCLUSION AND SUGGESTIONS

In conclusion, the legalization of certain aspects of telecommuting will prevent informal employment, formalize income, and formally allow for remote employment, self-realization, and income, especially when there are no jobs in the area of residence.

In the effective organization of remote employment, the main focus is on

improving the labor legislation, improving the system of guarantees for remote employment, ensuring control and communication and information security.

In the information age, a person sees the workplace as a situation regardless of when choosing a modern form of employment, despite the fact that the workplace is a lifelong choice. The main reasons for this choice are to gain work experience in various fields, using education and professional opportunities. Therefore, with the development of the digital economy, it is advisable to prioritize the development of human capital. It is necessary to make qualitative changes in the field of employment, create high-performance jobs, achieve technological growth, upgrade equipment and develop new innovative industries

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