

## IMPROVING LABOR RELATIONS IN THE DIGITAL ECONOMY

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**Abstract:** This article explores the challenges and opportunities in improving labor relations within the context of the digital economy. It discusses the impact of technological advancements, automation, and gig work on traditional labor structures. The article emphasizes the importance of fostering collaboration between employers, employees, and digital platform operators to create fair, transparent, and sustainable work environments. It highlights the need for updating labor laws and policies to accommodate the unique dynamics of digital work while ensuring workers' rights are protected. The article also addresses the role of unions, collective bargaining, and the potential for new forms of worker representation in the digital economy.

**Keywords:** labor relations, digital economy, gig economy, technological advancements, automation, worker rights, collective bargaining, unions, digital platforms, labor laws, remote work, fair work practices, employment policies, workforce innovation, future of work.

**Introduction.** In the current Strategy of Actions for the Socio-Economic Development of the Republic of Uzbekistan for 2017-2021, labor market policy is being implemented on the basis of methods and forms of state regulation and the development of new forms of economic management. The State Employment Service is a structural part of the implementation of state policy on the labor market, determining the main directions and tasks of its implementation. The State Employment Service is aimed at achieving positive social and economic results in the labor market. On the one hand, this creates conditions for the allocation of funds to the State Employment Fund according to the normative number of employed persons, and on the other hand, the number of unemployment benefit recipients is reduced and conditions are created for active areas. This, in turn, increases the quality indicators of their employment.

**Main part.** In ensuring employment of the population, the effective use of labor force has been ensured by the Law of the Republic of Uzbekistan "On Employment of the Population", Presidential Decrees, Resolutions, Resolutions of the Cabinet of

Ministers, and a number of regulatory legal documents, and positive changes are taking place in this area. However, despite this, a number of scientific and practical problems regarding the attraction of labor resources to useful work, the creation of new jobs, and the effective use of labor force at the regional level still remain relevant. Employment, first of all, is understood as the fact that the economically active population has an income-generating activity in accordance with the legislation. According to Article 2 of the Law of the Republic of Uzbekistan “On Employment of the Population”, employment is an activity of citizens that does not contradict legislative acts, is related to satisfying their personal and social needs, and brings them a salary (labor income). “In 2020, 1,335.3 thousand people are in need of job creation and employment. The number of people employed is 388,531 people. According to preliminary data, the number of permanent residents in our republic as of April 1, 2020 was 34,036.8 thousand people, and in 2020 it increased by 131,6 thousand people or 0.4%. Including, the urban population is 17,183.7 thousand people, the rural population is 16,853.1 thousand people, that is, the urban population is 50.5 percent of the total population, and the rural population is 49.5 percent. Based on the Samarkand region program, 45,114 new jobs were created, an increase of 12.9 percent from 39,952. In the current conditions of socio-economic development in our country, associated with the implementation of economic reforms, the priority task is to develop and implement the goals and objectives of the employment policy of the population that correspond to the conditions for economic development. Employment of the population includes various forms and areas of labor activity related to ensuring a modern quality of life, creating conditions for the development of human capital, and ensuring the transition of the division of labor to a relatively high level. It is impossible to ensure social stability, advance further along the path of economic reforms and ensure a modern labor market without ensuring reasonable employment of the population. In this regard, it is important to develop targeted programs based on stimulating active employment trends, taking into account the specifics of our national economy, which means that employment policy should be closely linked to the anti-crisis program, accelerating the process of re-establishing a multi-sector economy, reforming structural changes in the economy, and the general strategy for the development of labor resources.

The state policy of employment of the population in the regions is manifested in the development and implementation of national and regional employment programs based on the labor market situation and its development prospects. In this area, as a result of the reforms being implemented in our Republic, the development of new forms of economic management is of great importance for the implementation of effective state policy in the labor market. The emergence of new forms of economic management is taking place in accordance with the processes of diversification of the

economy and modernization of developing industries. The necessary conditions for the growth of self-employment to a greater extent correspond to the conditions for the effective growth of a free market economy. In practice, the very existence of self-employment depends on the private sector, therefore, political and economic conditions that promote the growth of the private sector also contribute to the development of self-employment. One of the tasks of the second stage of economic reforms was to attract more people to small and private businesses, to form a class of entrepreneurs and owners in the country, and thereby ensure employment of the population. In order to ensure employment of the population, the following tasks are envisaged in the development of the labor market: increasing the implementation of measures aimed at increasing demand for labor and reducing its supply; creating a powerful and rapidly developing system of employment services and its infrastructure; forming rational employment of the population; reducing unemployment to an acceptable level; increasing the skills, competitiveness, social protection and export of unemployed local workers, creating effective organizational, economic and legal mechanisms for regulating employment and unemployment in the labor market, etc. During the development of the employment service over the years, laws, requirements and socio-economic conditions are changing, and accordingly, detailed and specific adjustments are being made to the changing areas of activity.

**Conclusion.** However, the formation and development of the organizational structure of the state employment service bodies has remained almost unchanged for many years. Today, it is important to study such issues as analyzing the employment situation in the Republic of Uzbekistan, studying the situation of creating new jobs at enterprises, analyzing and forecasting the state of labor utilization based on the use of observation methods (surveys, monographic observation), and assessing the activities of small businesses and private entrepreneurship as the main factor in employment of the population.

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