

**SCIENTIFIC-THEORETICAL BASIS OF PROVIDING EMPLOYMENT IN THE
SOCIAL SPHERE**

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Annotation. This article examines the scientific and theoretical foundations of ensuring employment in a region. Based on the scholarly views of foreign, CIS, and Uzbek economists, the study analyzes labor market issues, employment and unemployment, and their impact on economic growth, regional development, and social stability. Particular attention is paid to regional employment policy, labor market segmentation, and job creation through the development of small business and private entrepreneurship. The research findings contribute to the formulation of theoretical conclusions and practical recommendations aimed at improving employment efficiency at the regional level.

Keywords: employment, labor market, unemployment, regional development, socio-economic policy, small business, entrepreneurship.

INTRODUCTION. In the context of globalization, economic integration and technological progress around the world, the issue of ensuring employment is one of the most important factors determining the sustainable socio-economic development of each country. The level of employment is directly related to the efficiency of the country's economy, social stability, the standard of living and growth of citizens' incomes. In Latin America and the Caribbean alone, the unemployment rate in 2024 was around 6-7%, but many jobs remain in the informal sector and the quality of work remains low.

International experience shows that countries that have achieved sustainable economic development have paid special attention, first of all, to regulating the labor market, creating and constantly improving effective mechanisms for ensuring employment. In particular, in developed countries (including OECD and other high-income countries), the main policies and practical directions for increasing employment are presented on a numerical basis and scientifically, including institutional, economic and social measures. As of 2025, the unemployment rate in the OECD area is estimated at 4.9%, which indicates a high level of employment. The employment rate has reached 72.1%, which indicates a relatively stable labor market in developed countries.

MAIN RESULTS AND ANALYSIS. The scientific and theoretical foundations of ensuring employment in the region are highlighted by the opinions of several economists. In particular, in the scientific studies of economists such as J. M. Keynes, A. Sen, G. Becker, P. Krugman, R. Layard, D. Autor, O. Blanchard, T. Piketty and J. Stiglitz, the problems of the labor market, employment and unemployment are theoretically substantiated as the main factors of economic growth and social stability.

In particular, in Keynes' macroeconomic theory, the employment rate is directly related to the volume of effective demand, and the creation of jobs by the state through fiscal and monetary policy is considered an important mechanism for stimulating economic growth (Keynes, *The General Theory of Employment, Interest and Money*, 1936). According to A. Sen's "opportunity approach", employment is not only a source of income, but also an important condition for the development of human capital, social justice and sustainable development (Sen, *Development as Freedom*, 1999). G. Becker, through the theory of human capital, scientifically substantiates that investments in education and professional skills in the labor market are crucial in increasing the level of employment and reducing unemployment (Becker, *Human Capital*, 1964). Studies by P.

Krugman and O. Blanchard show that cyclical and structural forms of unemployment have a serious impact on macroeconomic stability, and high unemployment reduces economic growth rates (Krugman, *End This Depression Now!* 2012; Blanchard, *Macroeconomics*, 2017).

R. Layard also theoretically and empirically substantiated the social consequences of unemployment, including its negative impact on the level of well-being and social stability in society (Layard, *Happiness: Lessons from a New Science*, 2005). D. Autor analyzes the impact of technological changes and automation processes on the employment structure in the labor market and emphasizes the need for active regulation of the labor market (Autor, *Work of the Past, Work of the Future*, 2019).

In the scientific works of T. Piketty and J. Stiglitz, it is theoretically proven that unemployment and low employment increase income inequality, which threatens the long-term sustainability of economic growth (Piketty, *Capital in the Twenty-First Century*, 2014; Stiglitz, *The Price of Inequality*, 2012). Thus, the views of these scientists show that ensuring the labor market and employment of the population is the main theoretical foundation for accelerating economic growth and strengthening social stability.

Among scientists from the CIS countries, the scientific works of researchers such as A. Atkinson, N. V. Zubarevich, S. N. Bobilev, S. V. Soloveva, V. A. Polozov, S. A. Lipina, Ye. V. Agapova, E. von Weizsäcker, V. M. Zakharov, and T. V. Vashalova have provided in-depth theoretical analysis of issues of regional development, labor market segmentation, interregional employment differences, and the impact of social policy on employment.

In particular, A. Atkinson in his research shows that income and employment differences between regions are one of the main sources of social inequality, theoretically substantiating the crucial importance of active social policy in mitigating imbalances in the labor market (Atkinson, *Inequality: What Can Be Done?* 2015). In the work of N. V. Zubarevich, the sharp differences in the level of economic activity and employment across regions are considered one of the main causes of interregional socio-economic disparities in Russia and other CIS countries (Zubarevich, *Regional Development and Inequality in Russia*, 2010).

In the research of S. N. Bobilev and S. A. Lipina, ensuring employment of the population within the framework of the concept of sustainable regional development is considered an important condition for social stability along with economic growth, in which the state's territorial policy is manifested as a factor actively influencing the labor market (Bobilev, Lipina, *Sustainable Development of Regions*, 2016).

Also, the work of S. V. Solovyova, Y. E. V. Agapova, and V. A. Polozov scientifically substantiates the fact that labor market segmentation — that is, the differences between formal and informal sectors, high- and low-skilled jobs — directly affects the quality of employment and incomes of the population (Soloveva, *Labor Market Segmentation*, 2014).

The studies of E. Von Weizsäcker and V. M. Zakharov emphasize that when regional economic policy is carried out taking into account environmental and social factors, the possibility of ensuring long-term sustainable employment increases (Weizsäcker, *Factor Five*, 2009; Zakharov, *Regional Policy and Employment*, 2012). The work of T. V. Vashalova sheds light on the role of social support mechanisms and active labor market policies in reducing unemployment from a theoretical and practical perspective (Vashalova, *Social Policy and Employment*, 2015). Thus, the scientific views of scientists from the CIS countries theoretically prove that the level of regional development, labor market structure and social policy directly affect employment and that reducing interregional employment disparities requires a comprehensive state policy.

In the scientific research of Uzbek economists - Q. Abdurakhmonov, A.E. Ergashev, T.K. Iminov, A.V. Vahabov, T.Z. Teshaboyev, M.T. Butaboyev, Sh.Sh. Shohimardonov, B.Yu.

Khudoyberdiyev and other researchers, the socio-economic mechanisms of ensuring employment of the population, regional employment policy, and job creation through small business and private entrepreneurship have been deeply analyzed theoretically and practically. In particular, in his scientific works, Q. Abdurakhmonov emphasizes the need to regulate the labor market, justify the mutual harmony of state policy and market mechanisms in increasing employment, and form an employment policy taking into account regional characteristics (Abdurakhmonov, Labor Economy and Employment, 2018). In the studies of A. E. Ergashev and T. K. Iminov, the impact of demographic factors, the composition of labor resources, and the level of economic activity on employment in the regions is scientifically substantiated.

In the works of A. V. Vahabov, B. Y. Khudoyberdiyev and M. T. Butaboyev, the development of small business and private entrepreneurship is considered one of the most effective sources of creating new jobs. They theoretically prove that it is possible to ensure stable employment in the regions through financial support for business entities, tax incentives, and improving the institutional environment (Vahabov, Small Business and Employment, 2019).

Also, in the studies of T. Z. Teshaboyev and Sh. Sh. Shohimardonov, the specific features of local labor markets, employment gaps between rural and urban areas, and mechanisms for reducing them within the framework of regional employment policy were analyzed in detail. The authors emphasize that active labor market policies, vocational retraining, and regional investment programs play an important role in increasing population employment. These scientific views of Uzbek scientists theoretically substantiate that ensuring population employment is one of the important conditions for ensuring economic growth, regional development, and social stability, and that job creation, especially through support for small businesses and private entrepreneurship, should be considered a priority area of employment policy.

CONCLUSIONS. The theoretical analysis shows that the issues of the labor market and ensuring employment of the population are a complex socio-economic process that is inextricably linked to economic growth, regional development, and social stability. The theoretical approaches of foreign scientists such as J. M. Keynes, A. Sen, G. Becker, P. Krugman, R. Layard, D. Autor, O. Blanchard, T. Piketty, J. Stiglitz scientifically substantiate that a decrease in the employment rate slows down economic growth, and unemployment negatively affects social inequality and stability. Also, studies by scientists from the CIS countries have proven that differences in the level of regional development increase the segmentation of the labor market, which leads to interregional employment imbalances. The scientific works of Uzbek scientists have comprehensively covered the socio-economic mechanisms of ensuring employment, regional employment policy, and the priority importance of creating jobs through small business and private entrepreneurship. In general, these scientific views theoretically confirm that ensuring employment should be carried out not only within the labor market, but also in harmony with macroeconomic policy, regional development strategies, and the social protection system.

FOYDALANILGAN ADABIYOTLAR RO‘YXATI:

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