

## Job Evaluation Criteria for an Environmentally Oriented Labour Market in the Republic of Uzbekistan

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**ABSTRACT:** This article reveals the current approaches taking place in the global community in the field of social and labour relations. The development of modern technologies, automation and multiple acceleration of processes that create the necessary changes in traditional job evaluation criteria. It describes the key changes in the management systems of organisations during the transition to the digital economy.

**KEYWORD:** social and labour relations in the context of digitalisation digital transformation, management system, digital economy.

### INTRODUCTION

The Government of the Republic of Uzbekistan needs to strengthen the implementation of the principles of the digital economy in order to maintain and strengthen its leading position both in the foreign and domestic markets. This will make it possible to achieve long-term sustainable social and economic development in the Republic of Uzbekistan, using the principles of rational use of resources and preservation of the environment.

An important direction in the formation of the digital economy in the Republic of Uzbekistan is the creation of "digital" jobs in order to create an environmentally-oriented labour market.

To date, the term "socio-labour relations in a digitalised environment" has been little studied in Uzbekistan and is mainly applied by academics whose work is aimed at studying socio-labour relations in a digitalised environment.

In this regard, the Government of the Republic of Uzbekistan should develop its own model on the concept of "socio-labour relations in a digitalised environment" and it is important to develop criteria for such a workplace.

In order to study the criterion of "socio-labour relations in a digitalised environment", the following research objective was set, which is to examine current approaches to the definition of the digital economy workplace in the system of ecology and environmental protection in the Republic of Uzbekistan.

In order to achieve it, the following local tasks were set:

- to analyse the theoretical and methodological approach to the concept of "high-performance workplace";

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- to identify priority economic activities for the creation of "digital" jobs in the Republic of Uzbekistan;
- to analyse the main components of the criteria for evaluating occupations in the digital economy;
- to analyse the criteria for "social and labour relations in the context of digitalization".

## MAIN BODY

According to the Labour Code of the Republic of Uzbekistan, a workplace is a place where an employee is required to be or to arrive in connection with his or her work and which is directly or indirectly under the control of the employer.

In the framework of the System of National Accounts methodology, a workplace is represented as, an explicit or implicit contract between an individual and an institutional unit to perform a certain job for an agreed fee for a specified period of time or until further notice.

From a variety of sources, we have concluded that a workplace is a place (space) in which work is done.

At the same time, we considered the visions of domestic scientists on the interpretation of "social and labour relations in the context of digitalisation", but, unfortunately, no research has been done in this direction by practitioners in the Republic of Uzbekistan. Therefore, we have tried to put an identity mark between such a concept as the term 'high-performance workplace'.

As a result of various decisions on the creation of high-productivity jobs, the essence and criteria of a high-productivity job have become a hot topic in the system of various public administration institutions, commercial and non-commercial organisations.

Examining the theoretical and methodological approaches, we find that, in the current situation, there are several approaches to the concept of a "high-productive job", but the main and solely developed criteria of a high-productive job are labour productivity and wages.

We believe that in today's world, a "high-productivity job" must be high-tech, characterized by the use of modern and advanced technology and by innovation in all areas. But we must bear in mind that "high-tech" jobs must be created not only in high-tech and knowledge-intensive sectors of the economy.

We believe that high-tech jobs in other economic activities, such as environmental protection, construction, mining, etc., as well as in services, finance, trade, transport and public administration. Each economic activity has its own potential.

In turn, the notion of "highly productive" has been described in many works by contemporary scholars and has the meaning of "having high productivity".

In the analysis of the above, we can conclude that there is no unified approach to the concept and criteria of a high-productive job in modern science.

According to the author, in terms of the science of social and labour relations, the content of the term indicates that the workplace rate of productivity must be high.

But the authors wanted to give a different meaning to the term: the workplace should be high-tech, ecologically clean, the employees should be highly educated, the working conditions should be safe and the pay should be decent. This term was presented to society in this justification because the main task for the near future for Uzbekistan is to increase labour productivity.

In this connection, following global development trends, the term "ecologization in social and labour relations" is proposed for use in the Republic of Uzbekistan.

At the same time, in order to form an environmentally-oriented labour market in Uzbekistan, the author recommends applying the following criteria to assess jobs:

1. the workplace is equipped with high-tech equipment that ensures high labour productivity
2. the workplace requires the use of labour of an employee with secondary and/or higher vocational education with a high level of qualification
3. a decent wage

In our opinion, the last criterion "environmental safety" is important in conditions of depletion of natural resources and pollution of the environment and ecology in the Republic of Uzbekistan.

To the *"Fundamentals of state policy in the field of environmental protection and ecological development of Uzbekistan for the period until 2035"*, the state policy should be aimed at preservation of the environment, reduction of emissions and harmful waste, formation of ecological culture among people, this criterion is extremely important for the characteristics of the workplace.

In order to improve environmental, economic and social characteristics of the life of the population, the leaders of various countries of the world are implementing programs for the creation of jobs taking into account the environmental factor.

**The International Labour Organization** has proven that the greening of the labour market contributes to reducing unemployment and improving the environmental situation.

For the Republic of Uzbekistan the way of development of ecologically-oriented labour market with simultaneous decrease of negative influence on ecology and environment is actual, because it will allow solving a complex of social-economic and ecological problems in a long-term prospect.

Socio-economic problems of the labour market that can be solved by a transition to a labour market based on the principles of the digital economy.

The problem of low labour productivity has become the main challenge to address, both in post-Soviet countries and in the Republic of Uzbekistan at the present stage.

The reasons for low labour productivity in the Republic of Uzbekistan are

- Wear and tear of equipment, use of obsolete technologies;
- Inefficient use of human resources;
- Lack of funds for the introduction of new production facilities;
- Low level of staff training;
- Lack of effective labour regulation and organisation.

It is necessary to pay attention to the point of view of modern scientists that technical progress, automation of production and increase of labour productivity lead to reduction of jobs, degradation of labour potential of employees because of reduction of labour content.

However, we believe that at the present stage, due to the high wear and tear of equipment and the dequalification of workers, many jobs are inefficient, therefore, an accelerated technical and technological modernization is necessary in the sectors of the economy, which will contribute to the

sustainable development of the Republic of Uzbekistan, in matters, creating modern jobs and improving the skills of employees.

In our opinion, among the various measures presented, the following can be highlighted:

- 1) Encouraging investment for the modernisation of production;
- 2) Updating of technological processes;
- 3) Creation of conditions for professional training and development of enterprise workers;
- 4) Increasing labour mobility within the country;
- 5) Increasing the efficiency of state-owned companies;
- 6) Replacement of obsolete jobs;
- 7) Development of employment in the areas of small and medium-sized businesses;
- 8) Introduction of a law on environmental regulation (limitation of harmful emissions).

These measures reflect the main directions of development of the "digital" economy in the period of globalization. It should be noted that employers around the world are trying to improve productivity levels by following the principles of the digital economy.

For example, by developing digital technologies and creating jobs, enterprises and organizations effectively use the human capital provided to them, while reducing the environmental damage caused to the environment.

Growth in terms of greening will increase not only the growth of modernization of production, but also the improvement of the environmental situation in the regions of the Republic of Uzbekistan.

This means that while increasing labour productivity, it is necessary to keep in mind increasing the efficiency of resource use, as this approach will lead to the preservation of the environment and will be a distinctive feature of the future economic development of the regions. The result of increasing labour productivity should also be an increase in the efficiency of resource use.

The creation of safe working conditions is one of the goals and opportunities of the 'greening' of social and labour policy. For Uzbekistan, ensuring the creation of safe workplaces by upgrading and modernizing equipment and technological processes is the modern way to higher levels of productivity, an efficient economy, and a prosperous ecological environment.

An analysis of foreign countries, such as Italy and Germany, shows that the number of people employed in manufacturing reaches 18 per cent to 19 per cent of the population employed in the economy. The fact that in the USA the employment rate in manufacturing reaches only 10.2% attracts attention. This is due to the fact that manufacturing in the US has reached a high level of development because of:

- development of high-tech industries such as pharmaceuticals, mining, etc,
- activities of enterprises performing R&D and investing in the production of innovative products, i.e. such industry, provides a large share of exports and is a driver of economic growth.

However, for the Republic of Uzbekistan, the tendency to reduce manufacturing and employment in it is not justified; on the contrary, there is an obvious need for modernization and dynamic development of this sphere of the economy.

In our view, it is possible to solve the problems of structural unemployment in Uzbekistan by creating new high-tech jobs and modernising/closing obsolete jobs, while respecting the principles of ecological and environmental conservation.

It is also necessary to develop high-tech, innovative industries, which should be environmentally oriented.

In our opinion, the modernisation of production requires highly skilled employed workers. Nevertheless, there is currently a structural imbalance in the Republic of Uzbekistan in terms of professional qualifications.

This refers to the shortage of highly qualified and mid-level specialists in the production and non-production spheres.

At the same time, there is an increasingly acute shortage of qualified personnel in the real sector, more specifically in such sectors as ecology, construction, transport and communications.

The main reasons for this are the imbalance in the system of professional training, the mismatch between modern professional training and the requirements of production, the inefficient interaction between the labour and education spheres, and the outflow of highly qualified specialists abroad.

The labour market and employment in Uzbekistan require qualitative and structural changes.

It is necessary to create modern, environmentally friendly jobs, overcome technological backwardness, upgrade production equipment, and develop innovative industries.

## CONCLUSION

Thus, the formed criteria for assessing the workplace, firstly, will help to identify the existence of "social and labour relations in the conditions of digitalization", secondly, will create a basis for their formation in the labour market.

As a result, we can talk about the development of theoretical foundations of environmentally-oriented labor market in the Republic of Uzbekistan as a result of forming the author's definition of the term "socio-labor relations in the conditions of digitalization" and justification of its criteria.

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