



## Article

# Ensuring Employment Stability: Problems and Prospects

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**Abstract:** This article explores the current challenges and future prospects of ensuring job stability in the labor market. It highlights how job security not only affects household income levels but also plays a crucial role in sustainable economic development and poverty reduction. The study underscores how recent economic shifts – particularly the digital transformation, changing labor patterns, and the post-pandemic environment – have led to the emergence of new employment formats and affected traditional job stability. Through a survey of 160 employers, the article analyzes the key factors behind job reductions, such as unstable income, rising competition, and financial constraints. At the same time, it identifies drivers of job retention, including stable demand for goods/services, access to raw materials, and business training. Employers' opinions on improving employment levels include improving the business environment and conducting professional training, especially in the regions. The study concludes that fostering job stability requires multi-faceted strategies, such as developing long-term national programs, incentivizing stable job creation, and enhancing employers' access to training and investment. Overall, this research contributes valuable insights into the dynamic relationship between employers' strategies and labor market stability, offering policy suggestions for sustainable employment growth in a transforming economy.

**Keywords:** Labor Market, Job Position, Stable Employment, Job Provision, Employers

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## 1. Introduction

Creating new jobs, increasing the income of the population, and thereby reducing poverty are among the urgent issues of today[1].

The labor market is one of the key pillars of economic stability in any society[2]. The stability of jobs not only affects the stability of household incomes but also plays a crucial role in socio-economic development. In particular, having permanent jobs is essential for increasing labor productivity, improving quality of life, and reducing poverty levels[3]. Therefore, ensuring job stability is increasingly becoming an integral part of both government policies and private sector strategies[4].

In recent years, changes in the economy have had a significant impact on the labor market. The development of digital technologies, shifts in working conditions, and post-pandemic transformations have led to the emergence of new forms of employment[5].

Remote working methods are becoming increasingly widespread, which in turn affects the stability of traditional jobs. At the same time, employers are compelled to adapt their operations to new demands and conditions, facing challenges such as a shortage of skilled workers and the need to maintain balance in the labor market[6].

This article explores the challenges and prospects of ensuring job stability, analyzing the key factors that influence this process. Within the scope of the research, based on survey results, the impact of employers on the employment process, the challenges they face, and possible solutions are examined. In addition, current labor market trends and effective strategies for ensuring stable employment in the future are discussed.

The aim of the article is to identify the factors influencing the strengthening of job stability, evaluate the existing challenges, and propose advanced approaches as solutions to these issues.

### **Literature Review**

Several economists have expressed their opinions and thoughts on the topic of jobs. According to the definition of academician Q. Abdurakhmonov, "a job is a part of the production space, where all main and auxiliary technological equipment, devices, tools, work furniture, and special devices are located, designed to perform specific types of work" [7].

According to the definition of Professor A.Sh. Nazarov, a job is a designated area of the production space allocated to one worker or a group of workers, equipped with the necessary labor tools and labor objects required for the production of goods or the provision of services[8].

According to the British scholar Michael Pitt, companies and organizations can ensure the stable employment of their employees by creating an HR management system in their operations[9].

In our opinion, jobs are created based on investments made in fixed capital, such as expenditures on construction work, equipment costs, vehicles, the purchase of fixtures and household inventory, and other related expenses.

The created job is the result of the investments made, as well as the development of business and entrepreneurship.

A stable job is a space that provides long-term employment and labor relations for employees[10][11].

### **2. Materials and Methods**

To achieve this goal, methods of collecting and analyzing survey results, as well as comparison techniques, were used. Additionally, interviews were conducted with employers and specialists, and expert opinions were summarized. Descriptive and comparative analysis methods were applied in studying the factors affecting job stability. These methods were utilized in the analysis and results section of the article, helping us to draw conclusions below.

### **3. Results and Discussion**

The effective and rational development of the private sector contributes greatly to the productive operation of organizations and enterprises, which in turn helps prevent the loss of jobs in the future. To further develop the private sector, it is necessary to identify the problems faced by entrepreneurs and find innovative solutions to them.

One of the effective methods for identifying problems in the activities of employers is listening to the opinions of entrepreneurs, i.e., employers. To gain more information and conduct a deeper analysis, an online survey was conducted for employers.

In the online survey, 160 employers participated and cast their votes on the questions posed, see Table 1.

**Table 1.** Reasons for the Reduction of Jobs (Staff Units) by Employers in Recent Years (According to Participants' Opinions)

No	Reasons for Job Reductions	Number of Participants Who Identified This Reason
1	The Type of Our Activity Changed	17
2	Changes in Taxes and Other Mandatory Payments Affected Us	18
3	The Number of Our Competitors Increased in the Market	29
4	Demand for Our Goods and Services Decreased	20
5	Our Company Was Unable to Generate Stable Income	46
6	Problems in the Import of Raw Materials and Our Products	10
7	The Volume of Orders in Exports Decreased	15
8	Financial Problems Arised (loan repayment, debt funds, insufficient working capital, salary payments)	23
9	Demand for Human Labor Decreased	
	Due to the Purchase of New Technology (Automation)	17
10	Energy Issues (Interruptions in Electricity, Gas, and Other Supplies)	10
11	Other reasons	23
	<b>Which position (job title) have you reduced in terms of job (staff unit)?</b>	
1.	Salesperson (Operator)	17
2.	Accountant	15

From the table data, it can be seen that the most common response from employers, with 46 votes, was "Our company was unable to generate stable income." Additionally, the following reasons can be highlighted as important causes:

- The number of competitors increased in the market;
- Companies were unable to generate stable income;
- Financial problems arose (salary payments, loan acquisition, decreased working capital, etc.).
- The main characteristics of the survey participants are as follows:
  - **Education level:** 57.1% of employers have higher education, 25% have secondary-specialized education, 14.3% have medium education, and 3.6% have incomplete higher education.
  - **Form of organization and enterprise:** 63.6% of participating companies are limited liability companies (LLC), 17.9% are family businesses, 10.7% are private companies, 1.7% are joint-stock companies, and 7.1% operate in other forms.
  - **Types of economic activity:** 25% of companies operate in agriculture, fishing, and forestry; 25% in trade; 15.6% in food and accommodation; 12.5% in construction; 9.4% in communication and information; 6.3% in storage and transportation; 3.1% in industry, and 3.1% in healthcare and social services.
  - **Financial sources for opening a business:** At the initial stage, 57% of employers used their own funds, 55.6% used credit funds, 7.7% used borrowed funds, and 6.3% used local investor funds.

- **Expanding operations and ensuring stability:** 45.5% of employers did not attract additional funds, 30.3% attracted commercial bank loans, 15.2% used borrowed funds, 6.1% used local investor funds, and 3% attracted foreign investor funds.
- **Job reductions:** In recent years, 40% of 160 employers have reduced jobs, while 60% have not made such reductions. Employers have provided various explanations for the reasons behind the reduction of jobs, see Table 2.

**Table 2.** Employers' opinions on increasing the number of job positions and preserving the existing ones.

No	Proposals for increasing the number of job positions	The number of participants who indicated this proposal
1.	Conducting business training in the regions	51
2.	Improving the business environment	63
3.	Optimizing tax rates	32
4.	Ensuring the stability of energy supply (electricity, gas, etc.)	10
5.	Expanding the attraction of foreign investments	26
6.	Others	10

From the table data Table 2, it is clear that many of the above suggestions were identified by entrepreneurs. The most common suggestion, identified by 63 employers, is that "Improving the business environment" is considered the top priority. Additionally, the results show that there is a need for business training to be held in the regions.

It seems like you're referring to a table or data Table 3 that contains the opinions and reasons given by employers who managed to maintain their existing job positions between 2016 and 2022 without reducing them. If you have the table or specific data, feel free to share it with me, and I can assist you further with analysis or translation.

**Table 3.** Reasons for employers maintaining job positions (staff units) in recent years (according to participants' opinions).

No	Factors	Number of participants who evaluated this reason
1	Our products and services had stable demand	46
2	There were no financial issues (such as obtaining loans or circulating funds)	18
3	We are using modern equipment (technology)	5
4	The type of activity was expanded	11
5	A positive environment was created in our business operations (obstacles and unjust interference in activities decreased)	17
6	The export volume was increased	11
7	Sufficient raw materials were found	29
8	There are no energy issues (such as electricity, gas, and other interruptions)	11
9	Due to the low number of competitors in the business	23
10	We have been improving our skills through modern business training	24
11	I regularly keep track of the latest updates in modern business	11

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12	Other reasons	5
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From the table, it can be observed that the main reason why our employers have kept job positions intact is the stable demand for our goods and services.

Additionally, based on our data, the most frequently highlighted important factors include:

- Demand for goods and services has been continuous.
- No significant financial issues (such as turnover funds or difficulties in obtaining credit).
- The use of the most modern equipment and technologies has been implemented.
- Sufficient raw materials have been found.
- Skill development has been ongoing through business training relevant to the current era.

The amount of money employers are willing to spend on improving their skills through modern business training has been determined, see Table 4.

**Table 4.** Employers' opinions on participating in modern business training aimed at increasing income<sup>4</sup>

No	Designated funds for professional development	Employer responses (%)
1	I'm interested, but I don't have time	17.9
2	If it's organized for free, I will find the time	17.9
3	500,000 soums	10.7
4	1 million soums	21.4
5	2 million soums	7.1
6	3 million soums	3.6
7	4 million soums	0.0
8	5 million soums	3.6
9	6 million soums	0.0
10	7 million soums	0.0
11	8 million soums	0.0
12	9 million soums	0.0
13	10 million soums	0.0
14	There is no need for professional development	7.1
15	I have undergone professional development	10.7

The data from the table shows that the majority of entrepreneurs are willing to spend an average of 1 million som for professional development. The results of the above survey and the issues raised highlight the need for support to further enhance the effectiveness of entrepreneurial activities. It can be confidently stated that for any newly established business or organization, ensuring stable revenue will prevent the reduction of jobs.

India is achieving sustainable employment through quality education, creating a skilled and educated youth. The youth will be well-employed and will create businesses that can create jobs for others [12].

Currently, numerous incentives are being created to encourage our entrepreneurs to generate new jobs. These incentives are allocated based on the number of jobs created.

In particular, entrepreneurs who create more than 200 new jobs are exempt from all types of tax inspections[13].

According to experts, the fields of Healthcare and Social Assistance, Professional and Business Services, and Computer and Mathematical Services are expected to offer stable job opportunities over the next decade[14][15].

#### 4. Conclusion

The economic condition of employers and ongoing changes in the labor market have a direct impact on the stability of job positions. As the digital economy continues to evolve, the need to transition to new forms of employment is steadily increasing. Job stability is influenced not only by market conditions but also by the strategies adopted by employers. Therefore, it is essential to develop and implement programs that align closely with the real needs of the labor market. Ensuring job stability requires comprehensive and long-term strategic planning. In this context, several proposals have been outlined, including the development of mechanisms to encourage employers to create stable job opportunities, increasing the number of jobs through the advancement of public-private partnerships, and designing national-level long-term projects that promote effective investment use and sustainable employment. Additionally, there is a strong need to modernize professional education and establish retraining programs tailored to employer demands.

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