

Секция «Общественные науки: концептуальные подходы и их практическая реализация»

THE IMPACT OF NEW TECHNOLOGIES AND AUTOMATION PROCESSES ON LABOR RESOURCES

Qarshiyev Avazbek Sa'dullayevich

Student (bachelor)

Самаркандский государственный университет имени Алишера Навои,
Социально-экономический факультет, Кафедра экономики и социологии труда,
Самарканд, Узбекистан

E-mail: avazbekqarshiyev90@gmail.com

YANGI TEXNOLOGIYALAR VA AVTOMATISH JARAYONLARINING
MEHNAT RESURLARIGA TA'SIRI.

Qarshiev Avazbek
Sadullaevich,

Samarqand iqtisodiyot va servis
instituti

Iqtisodiyot fakulteti, Samarqand, O'zbekiston

ID: 0009-0007-4688-7558

Xulosa: Texnologik taraqqiyot va avtomatlashtirish jarayonlari mehnat resurslarini sezilarli darajada o'zgartirib, turli sohalardagi bandlik tuzilmalariga ta'sir ko'rsatdi. Avtomatlashtirish mahsuldorlik va samaradorlikni oshirish bilan birga, bir vaqtning o'zida ish joylarini almashtirishga olib keladi, ayniqsa past malakali ishchilar orasida. Ushbu tadqiqot avtomatlashtirishning mehnat bozorlariga ikki tomonlama ta'sirini o'rganib, ish o'rinlarini yo'qotish muammolarini ham, ilg'or ko'nikmalarni talab qiladigan yangi ish imkoniyatlarining paydo bo'lishini ta'kidlaydi. Topilmalar shuni ko'rsatadiki, avtomatlashtirish salbiy ta'sirini yumshatish uchun ishchi kuchining malakasini oshirish va raqamli savodxonlik dasturlariga sarmoya kiritish zarur.

Kalit so'zlar: Avtomatlashtirish, texnologik yutuqlar, mehnat bozori, ishchi kuchining malakasini oshirish, raqamli transformatsiya, bandlik almashinuvi, innovatsiyalar, mehnat siyosati.

advances and automation processes are causing fundamental changes in the modern labor market. The introduction of digital technologies into manufacturing, services, and other sectors of the economy is changing the demand for labor. Although this process allows for increased productivity, lower production costs, and greater efficiency, it also creates problems such as the reduction of traditional jobs.

Thus, the analysis of scientific literature shows that new technologies and automation processes have a complex and multifaceted impact on labor resources. Important issues remain a thorough analysis of their negative and positive consequences, the development of strategies for managing them, and the development of human resource development programs.

Loss of traditional jobs and risk of unemployment

Many traditional professions are at risk of disappearing due to new technologies and automation processes. As a result of mechanization and the introduction of artificial intelligence, particularly monotonous and low-skilled jobs are being automated. This process is especially noticeable in industries such as manufacturing, logistics and services[4]. As a result, the likelihood of unemployment among low-skilled workers increases, and the problem of ensuring their competitiveness in the labor market becomes urgent. Therefore, expanding the opportunities for professional retraining and acquiring new skills is of great importance.

problem of adaptation of labor resources

The emergence of new professions and skill requirements due to technological progress creates problems related to the inability of the workforce to adapt quickly. The process of developing the skills necessary to work with new technologies requires time and resources. While this problem is solved in developed countries through special programs and the education system, in developing countries the level of adaptation of the workforce may be low due to the insufficient development of the education and retraining systems[1,3]. This will aggravate the imbalance in the labor market and may lead to an increase

in the level of technological unemployment.

We need to implement a range of necessary measures to address the threat of traditional job losses and unemployment. As technology advances, the likelihood of low-skilled workers becoming unemployed increases[6]. To address this issue, governments, educational institutions and the private sector need to work together to develop retraining programs. We believe that the following measures will be effective:

Short-term and practical courses should be organized to train workers in the skills needed to work with modern technologies. For example, advanced training is required in areas such as programming, artificial intelligence, engineering, and digital marketing.

Companies should invest in training programs to prepare professionals who meet their needs. For example, companies can implement internship programs to help employees adapt to modern technologies.

Training programs can be developed by regularly analyzing which industries are experiencing growing demand for labor and which professions are becoming obsolete.

Timely implementation of these measures will allow unemployed labor resources to adapt to new economic conditions and reduce the negative consequences of scientific and technological progress.

One of the solutions to the problem of workforce adaptation is to increase digital literacy and develop a labor policy that is flexible to technological innovation. As technological progress creates new professions and ways of working, the flexibility of the workforce becomes increasingly important[4,7]. To ensure this, in my opinion, the following measures should be taken:

Employees should be trained in computer literacy, basic programming, and skills related to artificial intelligence and automation. This will make it easier to adapt to changes and help you take advantage of new employment opportunities.

Labour laws need to be modernised to adapt workers to technological changes. For example, new forms of work such as remote work, flexible working hours and the creative economy need to be supported.

New technologies and automation processes have a significant impact on the workforce and cause structural changes in jobs. While some traditional professions are being eliminated as a result of technological progress, the development of new industries and types of work requires flexibility from the labor market. The main challenges in this process are the reduction of traditional jobs and the difficulty of adapting the workforce to technological changes.

To address these challenges, strategies such as developing retraining programs, improving digital literacy, and supporting innovation are needed. These challenges can be mitigated by training skilled workers in line with labor market requirements and creating an education system that quickly and effectively adapts to technological developments.

References

Author, D.H. (2015). "Why Are There Still So Many Jobs? The History and Future of Job Automation." Journal of Economic Perspectives, 29 (3), 3-30.

Acemoglu, D. and Restrepo, P. (2019). "Automation and New Tasks: How Technologies Displace and Reclaim Work." Journal of Economic Perspectives, 33 (2), 3-30.

Frey, S. B., amp; Osborne, M. A. (2017). "The Future of Employment: How Computationally Affected Are Jobs?" Technological Forecasting and Social Change, 114 , 254–280.

World Bank (2020). World Development Report 2020: Trade for Development in the Era of Global Value Chains. Washington, DC: World Bank.

Brynjolfsson, E. and McAfee, A. (2014). The Second Machine Age: Work, Progress, and Prosperity in an Age of Brilliant Technology. W.W. Norton amp; Company.

K. B. va Osborne, M. A. (2017). Ishning kelajagi: odamlar kompyuterga qanchalik moyil? Texnologik prognozlash va ijtimoiy o'zgarishlar, 114, 254-280. <https://doi.org/10.1016/j.techfore.2016>

J., Chui, M., Miremadi, M., Bughin, J., Jorj, K., Willmott, P. va Dewhurst, M. (2017). Ishlaydigan kelajak: avtomatlashtirish, bandlik va ishlab chiqarish. McKinsey Global instituti. <https://www.mckin>

M. (2015). Robotlarning yuksalishi: texnologiya va ishsiz kelajak tahdidi. Muhim kitoblar.

J. (2019). AI va ish joylari: talabning roli. Sun'iy intellekt iqtisodiyoti, Chikago universiteti matbuoti.

<https://doi.org/10.7208/chicago/9780220>

K. va Katz, L. F. (2008). Ta'lim va texnologiya o'rtaidagi poyga. Garvard universiteti matbuoti.

O. (2020). Sanoat iqtisodiyotida avtomatlashtirishning bandlikka ta'siri. Iqtisodiy siyosat jurnali, 15 (4), 89–105.