

The Importance of IT Professions in the Development of the Digital Economy

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Abstract: In this article, the transformations that bring students to the labor market, the analysis of the new digital knowledge and skills required by the modern workforce and employers, the migration policy, the views on the importance of IT professions in the coordination of the changes in the labor market of our country with the international labor market are described.

Keywords: labor market, transformation, digital economy, employment, IT professions, digitized knowledge and skills, digital information, innovative product, artificial intelligence.

Analyzing the theoretical aspects of the development of the digital economy at the modern stage of economic development, the extent to which digitization affects industries and sectors, in particular, the transformations that will lead to the labor market, which is considered an important institution of socio-economic development, and the new "digitalized" knowledge and skills required from the modern workforce and employers. , migration policy, research of future changes in the labor market of our country using the successful aspects of the international labor market experience is of great importance.

In the decision PQ-4804 of the President of the Republic of Uzbekistan dated August 11, 2020 "On additional measures aimed at attracting poor and unemployed citizens to entrepreneurship, increasing their labor activity and vocational training, and ensuring employment of the population", effective mechanisms of the labor market have been implemented in our country. to increase the labor activity of the population, to train poor and unemployed citizens in modern vocational and entrepreneurial skills, to evaluate the professional qualifications of graduates based on WorldSkills standards, and to establish a Skills passport recognized in our country and foreign countries to graduates who have successfully passed the assessment, and on this basis, to provide them with a permanent income Ensuring employment by engaging in labor and business activities is defined as an urgent task.

Digital economy is a new stage of the economy aimed at increasing the productivity of economic activities of organizations with the participation of modern digital technologies. In the digital economy, digital information, its processing methods and technologies, is the main component in the production, exchange and consumption processes of goods and services. Based on the results of our analysis, the development of the digital economy creates the following conflicting tasks:

- Creation of knowledge exchange and organic cooperation through the development of digital networks;
- Automation, creation of "conscious" technologies;
- The emergence of innovative products and services and mobile downloads that "make life easier";
- The emergence of new professions and new jobs in the creation and management of digital technologies;
- Increasing the share of "human capital" due to the acquisition of many new knowledge and skills by workers;
- Loss of traditional professions, increase in the number of unemployed;
- Social security and formation of "informed" society;

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- Disappearance of "medium-skilled" professions and increase in unemployment due to automation;
Loss of mutual trust and human feelings between management and employees as a result of digital management;
- Workers' work on their experience is reduced and become a part of digitization;
 - Imbalance of demand and supply in the labor market as a result of the demand for constant knowledge and skills change;

There are two approaches to the impact of the digital economy on the labor market:

Negative approach - according to experts involved in the digital economy, digital technologies are primarily aimed at drastically reducing the cost of goods and services produced. The creation of modern technologies, in the context of resource scarcity, only innovations aimed at saving costs can form a competitive economy. The concept of the digital economy first appeared in Germany, and in a short period of time, this country began to compete with China and other developing countries in terms of costs due to the creation of "conscious" enterprises based on the paradigm of high technology and Internet of things. In such cases, human participation in production, exchange and consumption stages is minimized. Therefore, it is natural that many jobs will be lost as a result of automation in the countries where the digital economy is developing. According to PWC's reports, by 2030 digital technologies will reduce the share of jobs in some countries: USA-38%, Germany-35%, UK-30%, Japan-21%. According to World Bank forecasts, 2/3 of jobs in developing countries are at risk of being automated, and workers will have to settle for low wages. The widespread introduction of digital technologies, first of all, "causes the unemployment of medium and low-skilled people, which creates social tension in the labor market." The impact of digitization on the labor market is not only reflected in the reduction of jobs, but also in the inequality of incomes according to knowledge and skills. Workers with insufficient intellectual capital earn significantly less than those with "deficient" intellectual capital. Digitization is displacing human labor from many segments of the economy, performing simple and repetitive tasks.

A positive approach is one of the factors that the digital economy brings to the labor market - the emergence of new professions and new jobs. As a result of the introduction of modern technologies into the activities of large corporations in developed countries, as a result of informatization and automation, jobs will not disappear, but will be transformed into new jobs. In the digital economy, it is necessary not only to exaggerate the technical capabilities, but also to take into account the infrastructural, economic-social and management aspects of their spread. Nowadays, modern technologies are implemented at the level of "weak artificial intelligence", that is, they perform tasks such as recognition of images, voices and other biometric data, analysis of device data and early warning of technical failures. Technical systems do not yet have the ability to self-aware and change in the form of "strong artificial intelligence". A pressing issue in the fields of health, safety and law - the introduction of automatic systems that provide users with the logic of decisions, that is, "interpretive artificial intelligence", has not yet been reflected even in the most developed countries. Taking into account all this, it is worth noting that in the near future there will be a possibility of observing a partial transformation of professions, rather than their complete disappearance. Especially in such conditions, the demand for specialists with "soft skills" increases in the labor market. According to the results of our analysis, taking into account the importance of professions in the IT field in the development of the digital economy, the following tasks are required:

- Training of specialists in information technology and computer programming fields by establishing cooperation with advanced IT companies;
- Development of a targeted system of training young specialists in educational organizations in the field of information technologies and computer programming;
- Placement of them in educational organizations in the field of information technologies and computer programming that are residents of the technological park of software products and information technologies according to their respective qualifications;



- Training of specialists in the field of information technologies and computer programming to ministries and agencies, commercial banks and other organizations, improving their qualifications and assisting in the selection of personnel;
- Performing the functions of a management company of investment funds for the purpose of financing start-up projects, as well as attracting venture funds and financial institutions;
- Targeted training of young specialists in the field of information technologies and computer programming, as well as their subsequent employment;
- Cooperation with educational organizations to train specialists in the field of information technologies and computer programming;
- Training of young specialists in the field of information technologies and computer programming at the base of the "PDP Academy" educational center, and subsequent employment;
- Such as targeted training in the field of information technologies and computer programming at the expense of the funds of the Young Entrepreneurs Support Fund.

In the development of the digital economy, an IT engineer, bioinformatics, data journalist, virtual world designer, voice interface designer, Internet of things interface designer, information security engineer, robotics engineer-operator, data researcher, IT lawyer, computer linguist, robotics such professions as consultant, cyberprosthetics and implant developer, neurointerface developer, digital logistics specialist, digital marketer, digital producer will be in high demand. For the strategic development of our country, training of a new generation of personnel with high intellectual and spiritual potential, formation of the necessary skills and knowledge in order for graduates of educational organizations to become modern professions, introduction of modern information technologies, popularization of professions in the IT field among students, qualification worthy of competition in the labor market and development of skills on the basis of "digital literacy" is required.

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