

Ensuring Efficient Employment in the Labor Market: Problems and Solutions

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ABSTRACT. This article is devoted to the study of employment issues and the economic content of effective employment, which is one of the most important indicators of the introduction of intellectual capital, taking into account the peculiarities of intellectual work and real structural changes in the economy. Also, issues such as the dependence of the criteria for establishing effective employment between the employer, employee, state and enterprise on the level of professionalism of employees have been studied.

KEYWORDS: effective employment, intellectual capital, development of intellectual capital, methods of ensuring effective employment.

INTRODUCTION

In the conditions of the formation of a modern market economy, a number of problems are observed in ensuring the employment of personnel in relevant areas. It should also be noted that there are problems associated with the effective use of intellectual and labor potential. The need arose to ensure the employment of personnel with new modern methods by solving these problems, effectively improving relations between the labor market and social protection. However, solving such issues is a complex process, it is becoming more difficult to solve problems in the field of social labor, including the closure of certain enterprises, changes in the demand and supply of labor, structural changes in some industries and spheres, excessively low wages of the labor force, an increase in welfare of the population and problems arising from the expansion of a number of other relations. In this regard, the Law on Employment of the Population [1] and the Labor Code of the Republic of Uzbekistan [2] are an important legal basis in the process of forming the labor market in our country. These normative and legislative acts recognize unemployment, the right to choose the form of employment, guarantees of social protection against unemployment. These regulations are an important factor in ensuring their employment to improve the well-being of the population. However, despite the employment guarantees provided for by the legislation and the code, despite the need to employ 1.5 million people in our country in 2017, last year the Employment Assistance Centers employed only 248,000, or 16.5%. The main reason for this is associated with outdated forms and methods of work, as well as formalism in solving employment problems [3]. This circumstance requires special attention to the issue of reducing the unemployment rate, ensuring a balance and developing the labor market infrastructure in the country.

At the same time, the President of the Republic of Uzbekistan Sh. Mirziyoyev noted: "The next important task is to increase the personal responsibility of the managers of the complex, khokims and their first deputies for a radical change in the entire system of solving problems of employment of the population" [4].

Reforms aimed at the development of small business and private entrepreneurship as a locomotive of the economy and the establishment of economic activities based on innovation in industries and investment policies implemented in the country in the context of the formation of a modern market economy and an innovative economy, increase the need for a workforce with high intellectual potential. new look and deep understanding of technology. Therefore, it is necessary to develop a new mechanism for state regulation of employment in the field of providing socially protected and satisfied with their work specialists. In general, the above and the definition of the country's socio-economic development in accordance with modern conditions requires a theoretical and methodological study of the mechanisms for ensuring effective employment and labor market regulation.

ANALYSIS OF LITERATURE ON THE TOPIC

In recent years, many foreign and domestic economists have carried out research on the regulation of the labor market and labor relations in a modern market economy. Employment policy, employment provision, labor relations and some aspects of effective employment have been analyzed by such scientists as E.T. Gurvichi, E.S. Vakulenko, S.G. Ermolaeva, G.N. Sokolova, R.G. Emtsova, S. Commander, F. Coricelli, A. I. Rofo, B. G. Zbyshko, V. V. Ishin [5].

The socio-economic nature of the labor market infrastructure, elements, key features and some aspects of the function of the labor market, as well as the fact that the most important criterion for the quality of the labor market is the level of development of its infrastructure, were investigated by K.Kh. Abdurakhmonov [6].

The scientific and theoretical analysis of the labor market infrastructure and its components, the methodology for a comprehensive assessment and forecasting of the effectiveness of its development, as well as the main directions of the formation and development of state and non-state employment services are reflected in the studies of Sh.R. Kholuminova, N.U. Arabova [7]. Although the issue of effective employment was studied by economists M. Mirzakarimova and M. Khaidarov in the monograph "Social partnership and effective employment", the analysis was carried out in such a way as to combine effective employment with social partnership [8]. It should be emphasized that the issue of ensuring effective employment through labor market regulation has been overlooked in the studies of economists. The aforementioned cases determine the relevance of the chosen topic of the article.

ANALYSIS AND RESULTS

Effective employment is the provision of decent income, health, education and professional development for each member of society based on increasing the productivity of social labor.

In order to combine the efforts and capacities of labor market participants to ensure effective employment of the population of the Republic of Uzbekistan, it is necessary to ensure the annual improvement and implementation of the General Agreement on Joint Actions to Promote Effective Employment of the Population, developed by the Ministry of Labor and Social Protection of the Republic of Uzbekistan and jointly by regional, city and district khokimiyats, local governments and trade unions [10]. Effective employment is employment that, from an economic and social point of view, satisfies members of society and enables them to effectively use their labor potential.

Effective employment for the state is manifested in the following:

- growth of national income, development of local production, production of goods necessary for society, development of the economy;
- improving the welfare of the population, raising the level of their professional qualifications;
- scientific and technological progress in the country;
- lack of opportunities to create new jobs in socio-economic terms;
- the level of socio-economic development of public administration and the creation of conditions for workers at enterprises.

From this point of view, the application of employment regulation methods is required (Figure 1).

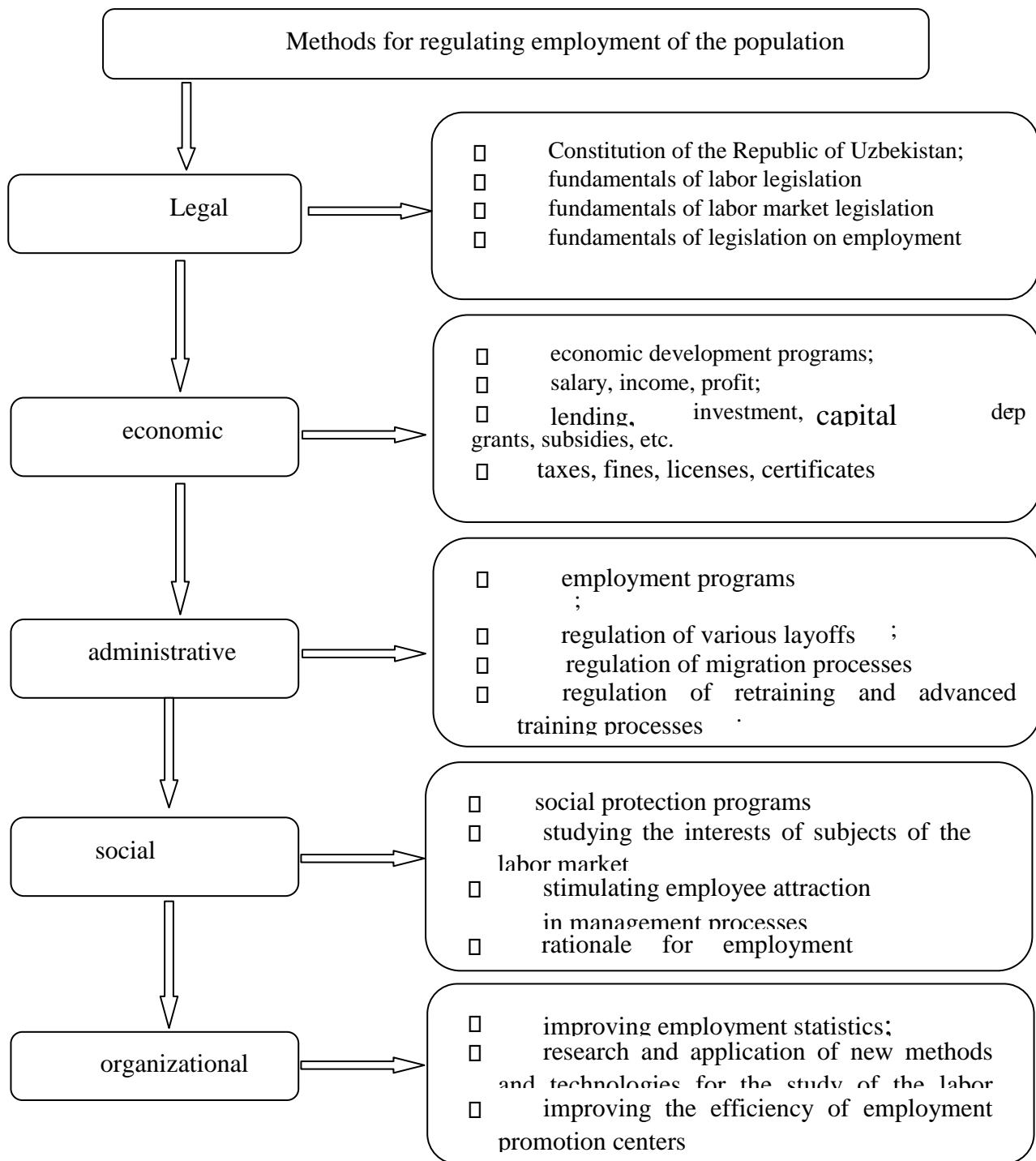


Figure 1. Methods for regulating employment of the population [9].

If you pay attention to the data in Figure 1, you can see that in 1991 the labor force accounted for 49 percent of the total population, and by 2017 it was 59.7 percent, that is, there was a growth trend.

An analysis of trends in the field of labor resources, economically active population and the number of employed population in the economy was carried out in relation to the total population of the Republic of Uzbekistan in 1991-2017. (Figure 2).

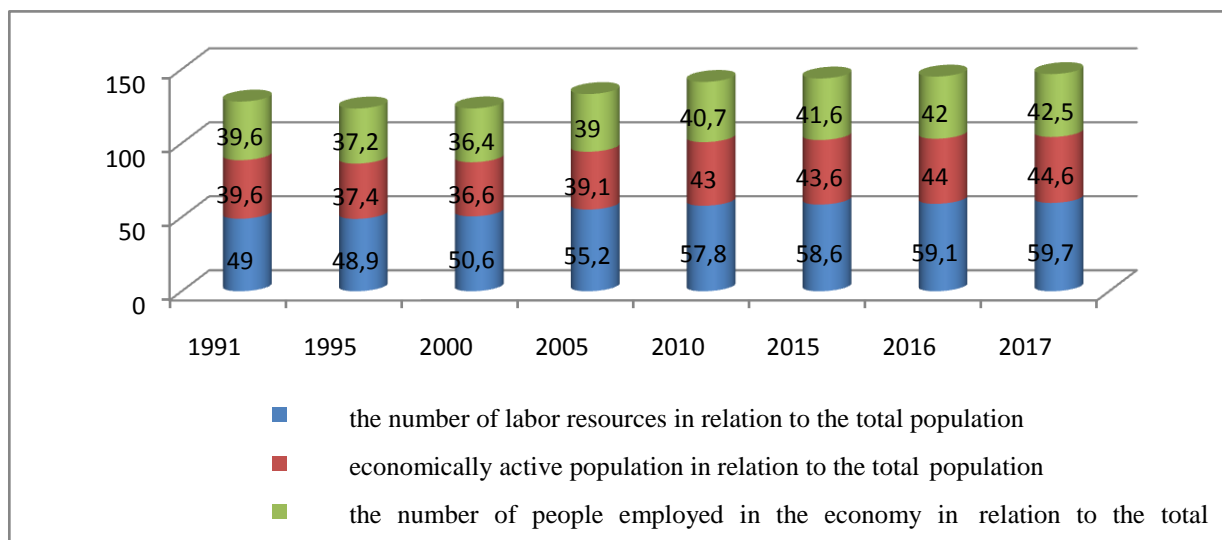


Figure 2. An analysis was carried out of trends in the field of labor resources, the economically active population and the number of employed people in the economy in relation to the total population of the Republic of Uzbekistan in 1991-2017. (percentage) [11]

The same growth trend took place in relation to the growth of the economically active population and the population employed in the economy in the total population, that is, the economically active population grew from 39.6 percent in 1991 to 44.6 percent in 2017, and the population employed in the economy - from 39.6 percent in 1991 to 42.5 percent in 2017.

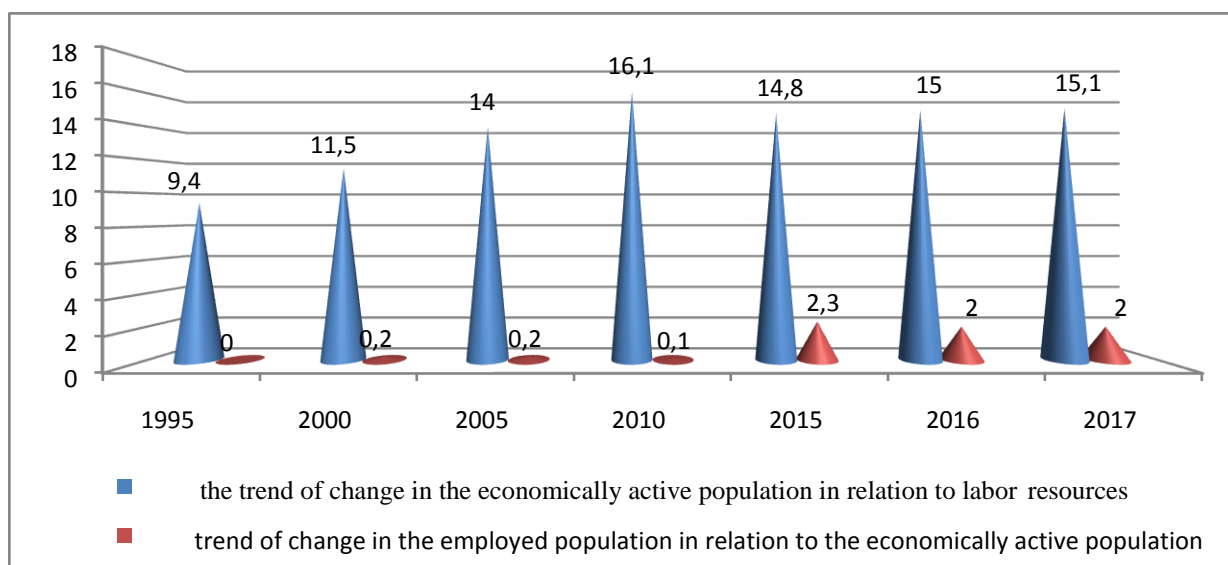


Figure 3. Changes in the labor market in the Republic of Uzbekistan compared to previous years (percentage) [12]

Figure 3 shows changes in the main indicators characterizing the labor market from 1991 to 2017 compared to previous years, while showing changes in the economically active population in relation to the labor force and the population employed in the economy in relation to the economically active population.

Obviously, this trend has led to an increase in the number of people of working age in our country, which has caused the problem of providing employment for the population.

In this regard, the study of the dynamics of the sectoral structure of employed in the economy of the Republic of Uzbekistan in 1991-2017 is also considered as an effective approach (Figure 4).

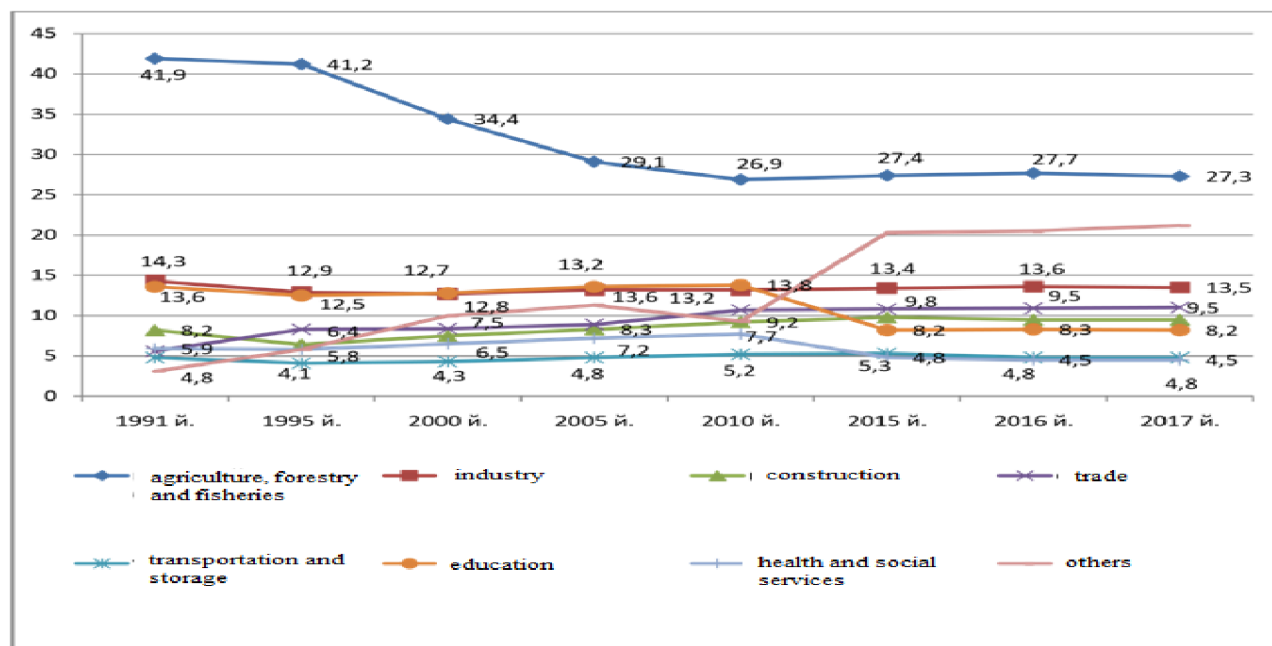


Figure 4. Branch structure of the economy of the Republic of Uzbekistan in 1991-2017 (in percent) [13]

Since the statistics presented in Figure 4 show that in 2017 this indicator increased by 92.1% compared to 1991 and reached 19,440.8 thousand people. The economically active population in the Republic of Uzbekistan amounted to 14.357 million people, or 44.3% of the total population. At the same time, the number of people employed in the economy increased by 1.7% compared to the previous year and reached 13.52 million people. Compared to the previous year, the highest level of employment was noted in the field of transport and storage (by 2.6%), financial and insurance activities (2.4%), construction (2.1%), trade (1.9%), accommodation and catering (1.7%). Agriculture, forestry and fisheries (27.3%), industry (13.5%), trade (9.5%) and education (8.2%) predominate in total employment.

Thanks to the implementation of measures to create an entrepreneurial environment, comprehensive support and further stimulation of small business and private entrepreneurship, the increase in the share of small business is 78.3% (78.2% in 2016).

CONCLUSIONS AND OFFERS

Summing up, it is necessary to note, first of all, a decrease in the number of employed, significant changes in the structure of employment by sectors of the economy and an increase in the scale of informal employment. Of particular importance is the determination of the patterns of the formation of these processes, the correct distribution of labor resources at the local level between the sectors of the economy when determining the prospects for socio-economic development, ensuring the proportionality of the population when planning newly created enterprises, and developing programs for restructuring the employment of the population. The implementation of these tasks, in turn, is important for ensuring employment of the country's population; secondly, based on the analysis of official statistics of the Republic of Uzbekistan for 1991-2017, it can be noted that, accordingly, the number of labor resources and the economically active population increases with the population. ... Of course, this is due to the age composition of the population and contributes to an increase in the number of working people; thirdly, an integrated approach to solving the problem of employment is needed, that is, a country and interregional approach based on an employment program. It should be noted that in the conditions of the investment policy

implemented in the Republic of Uzbekistan, enterprises are created in the regions on the basis of a number of projects. This, in turn, requires staff training for them. Therefore, for newly created modern enterprises with an increase in the activity of universities, it is necessary to organize training and retraining of personnel for them, that is, a system of advanced training based on a modern approach.

Fourth, gender equality in the labor market and in employment is designed to ensure that men and women have equal access to all the opportunities offered by the market (in general, in the field of paid work, all types of activities, various types of jobs, etc.). etc.). It should not be forgotten, however, that gender equality is not just a matter of equity or a human rights issue. Numerous studies around the world show that there is a positive correlation between the increase in women's knowledge and gross domestic product (GDP) per capita [14]. An increase in the share of households headed by women leads to an increase in expenditures on food, education of children and clothing, and also reduces household spending on alcohol and tobacco [15].

In general, based on the analyzes performed, the following suggestions can be made:

firstly, it is necessary to strengthen the integration of science and education and production into the higher education system and develop targeted programs based on the needs of actually operating modern enterprises; secondly, the orientation of the able-bodied population to the specialty of education, taking into account their interests and ensuring their employment; c- third, the implementation of measures aimed at business and entrepreneurship among the population and the provision of preferential loans by commercial banks to the population by identifying their intellectual abilities.

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