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Development of effective labor market trends

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ABSTRACT: Employment remains an important moment in the life of the able-bodied population. Because there is a close relationship between employment and income policy. This requires studying the approaches and theories to the problem of employment, the labor market, the activities of the state in the field of regulation of employment and methods of social work with unemployed citizens.

The purpose of the article is to examine the main theoretical and methodological approaches to the development of employment theory, the labor market as a regulator of employment and unemployment, employment and unemployment problems, public employment services, social protection of the unemployed, social work among the unemployed, job search technology.

KEYWORDS: Labor market, labor economy, unemployment, employment, self-employment, informal employment, job creation, modeling, regulation, diagnostics, adaptation, agricultural labor resources

I. INTRODUCTION

With economic growth, the strengthening of the real economy and the consequent increase in employment and living standards, the size of secondary employment, self-employment, as well as the scale of informal employment in general, will gradually decline. Part of the self-employed workers, as well as those employed in the informal sector of the economy, will move to corporate state and private enterprises or open their own officially formalized enterprises.

With the release of these types of employment, working members of households will receive additional time for rest, schooling with children, performing traditional domestic work, i.e. can improve the quality of their lives. At the same time, both the economic activity of the population and the level of responsibility of the workers to the main job will have to increase. At the same time, more forms of employment, such as part-time work and part-time work, convenient for some categories of citizens and acceptable in some areas of production, will have to be developed more.

II. STATEMENT OF THE SCIENTIFIC PROBLEM AND ITS SIGNIFICANCE

Employment problems in most countries of the world are the most pressing problems, and they always need to be addressed. Since this problem is not solved, the risk increases for the need for financial and economic resources for social support of the unemployed, the payment of unemployment benefits, which has been increasing day by day in recent years. The traditional approach to employment problems was based on the socialist population law, which fixes the impossibility of unemployment under socialism. Such an approach does not correspond to the current trends in the development of the economy and to today's reforms, for this reason a fundamental question arises about the objective interpretation of the notion of employment. From our point of view, employment is a combination of economic and legal relations closely related to the provision of jobs to citizens and the realization of their right to work in order to earn money, income, and of course to improve their social life. Today, employment is characterized by instability, its fragility and diversification in the field of view of scientists and researchers, as modern employment is enriched with new forms of employment, new spheres of employment.

The emergence of market relations led to a change in the demand for labor due to the diversification of the structure of the economy, the emergence and development of private business, the farmer's movement, accelerated development of the service and service sector. At the same time, structural reforms were accompanied by a decline in employment.

**III. ANALYSIS OF RESEARCH ON THIS PROBLEM**

In Uzbekistan, there is a state employment policy - a set of government actions to ensure employment of the population. There are two types of employment policy: active policy is aimed at reducing unemployment, passive - on the material support of the unemployed.

The employment policy includes 4 stages of formation:

- **modeling (development),**
- **regulation (implementation),**
- **diagnostics (monitoring),**
- **adaptation (correction and modification) [1].**

Modeling of employment policy is carried out through the adoption of legislative acts and strategic program documents at the government level, the bodies of economic management and the executive in the field. The republic has adopted an extensive legal framework regulating employment issues. In accordance with the Constitution of the Republic of Uzbekistan, everyone has the right to work, to free choice of employment, fair working conditions and protection against unemployment (Article 37). The state guarantees freedom of economic activity, entrepreneurship and labor (Article 53). In May 1998, the Law of the Republic of Uzbekistan "On Employment" was adopted (in a new version, the first edition after independence in 1992).

The law provides for guarantees of the right to work, employment, vocational training and professional development, social support for the unemployed, participation of government bodies, employers and trade unions in the implementation of the state employment policy. The Labor Code, the laws "On Labor Protection", "On the Social Protection of People with Disabilities" and other acts guaranteeing employment for socially vulnerable categories of the population, labor protection standards, social guarantees for job loss are adopted.

Regulation. After approval of the Program of the Ministry, departments and economic management bodies develop and submit for approval deputy prime ministers - heads of industrial complexes of the Cabinet of Ministers, sectoral programs for creating jobs in the context of enterprises. At the same time, targeted lists of created jobs are developed in the context of districts and cities, indicating the resources needed to create them, as well as measures to implement territorial programs for creating jobs. If the responsible executors of these programs are ministries, departments, economic associations, subjects of the Small and Private business, then the labor and social protection agencies are engaged in the employment of the unemployed population. These measures provide for employment in newly created, vacant and reserved workplaces, organization of provision of services for retraining and employment primarily for young people, women, persons with disabilities.

Diagnosis of the implementation of the Program to ensure employment of the population in the context of the regions and cities of the republic, industries and specific enterprises is carried out by: the Ministry of Labor and Social Protection, the Ministry of Economy - with respect to the implementation of the parameters provided for in territorial and sectoral programs; The Council of Ministers of the Republic of Karakalpakstan, the khokimiyats of regions, districts and cities - in the part of fulfilling the territorial parameters for creating workplaces; bodies of economic management - with regard to the implementation of sectoral programs to create jobs.

According to the results of monitoring, enterprises, industries and territories are identified, where the forecast parameters of job creation are not met. At quarterly meetings of the Cabinet of Ministers, managers who failed to ensure the fulfillment of the forecast parameters are criticized. Numerous meetings are held, where the implementation of the Program is discussed in detail, but nevertheless, the situation with the real implementation of employment programs remains not always resolved.

This mechanism is an example of an administrative solution to the issue of employment by mobilizing all the resources available to the leaders of the territory (district, city) or industry (enterprise). Meanwhile, employment provision is systemic in nature and is connected with demographic issues, commissioning new capacities, stimulating business activity, etc., which are difficult to solve by mobilization methods in the style of "manual" management.

Adaptation. The administrative model of the employment policy assumes that its main functions are modeling and implementation, while the function of adaptation consists only in revising the planned indicators, i.e. practically absent. The following processes testify to the need to strengthen this function:

- the reliability of the accounting of jobs is reduced. The Ministry of employment and labour relations of the Republic of Uzbekistan and the State Statistics Committee have introduced a system of quarterly accounting of created jobs in terms of employment and territories.



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IV. THE PURPOSE AND OBJECTIVE OF THE ARTICLE.

The peculiarities of the transition period and the demographic situation determined the model of the employment policy in Uzbekistan: the model of prompt response to the high level of labor supply. To eliminate tension in the labor market, the state annually develops and implements the Job Creation and Employment Creation Programs. However, the administrative nature of their implementation, which is expressed in the creation of "gross" jobs "at all costs" without due regard for their sustainability, as well as the lack of specific mechanisms for granting benefits, subsidies, and sources of funding for job creation projects, leads to unsystematic solutions to employment problems.

In the context of globalization, each country has a labor market, that is, a system of labor and employment, as well as an education and training system. In the Republic of Uzbekistan, essentially both systems are integrated and together for many years are preparing a work resource, especially in rural areas. Since, in rural areas of Uzbekistan, more than 50% of the population is concentrated. The analysis shows that the uneven distribution of the population and the availability of labor resources for individual regions, sectors, and economies have historically evolved. Therefore, for one group of districts or farms, it is necessary to solve the problem of releasing workers, for others it is necessary to fill the labor force by attracting from the outside. For many years the republic's agriculture has been the object of laboring a significant part of the growth in labor resources and is increasingly becoming labor-surplus.

The study of labor productivity in relation to employment shows that the excess labor, as well as its shortage, negatively affects the efficiency and productivity of labor. In conditions of surplus labor in agriculture, the following are observed:

- low capital productivity, with a high capital ratio;
- low labor productivity of rural workers;
- ineffective use of expensive equipment;
- extremely slow introduction of the achievements of advanced science and technology in production [2]. Scientific and technological progress is mandatory for modern agriculture, as people's needs are rising very quickly and the trend is that quality food is the choice of mankind, and for this, the achievements of advanced science are needed. Unfortunately, if there are no skills to use new implementations, this leads to the use of mostly manual, non-mechanized labor and inadequate agricultural production. Statement of the main material and justification of the research results.

In recent years, measures have been taken to regulate employment in agriculture, first of all, measures to create conditions for the growth of the number of dehqan and farming enterprises engaged in the cultivation of cattle. A mechanism has been set up to sell livestock at auction auctions, granting preferential loans, providing feed, expanding and improving the quality of veterinary services. Measures have been taken to include cattle-raising citizens in the formal employment market with the provision of social guarantees (a work book is opened).

A particularly important role is played by reform, initiated by the President of the Republic of Uzbekistan for the last 2017. On his initiative, the strategy of development of the Republic of Uzbekistan in 2017-2021 was developed in five directions.

In this development strategy, programs for social protection of the population have been developed, and special attention has been paid to issues related to the creation of preferential works. And this proves once again what role the social sphere plays in the politics of our state. In the strategy, the main goal was a gradual increase in the social direction, both employment and real incomes of the population. Here, the increase of salaries, scholarships and social pensions of employees of budget organizations was considered, plans were developed to provide jobs to the population through the creation of new jobs.

This strategy examined plans for diversified development of the regions through the implementation of more than 25 investment projects through which more than 256.4 jobs are created, and with its help to ensure the implementation of the state program on employment. At the source of these complex measures lies a deeply thought-out policy and precise goals set by the state. Planning is being developed for the creation of 46,800 new jobs in regions where the unemployment rate is the highest, providing loans to more than 10,000 graduates of educational institutions for entrepreneurship. Especially this policy concerns and has a positive value for those who have graduated from professional colleges and can not find a job [3].

To date, it becomes urgent to consider such issues as the role and importance, features and laws, the priorities for the development of rural labor markets, the impact of demand and supply of the labor market for effective employment of the population, and the development of mechanisms for influencing the price of labor.



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As the President of the Republic of Uzbekistan Sh.Mirziyayev emphasizes: "In our country, the need for work places is 1.5 million people every year, but the centers for rendering assistance to the employment of the population are registered by 248 thousand people or 16.5 percent of people provided with jobs "[4].

Despite the scientific theories that speak of the non-interference of the state with the processes emerging in the labor markets in developed countries under the conditions of a market economy, new tendencies of effective intervention and regulation of the state on the labor market policy are being developed, which, on the contrary, makes it possible to strengthen the state's influence on the labor market. Because according to the theory of J.M. Keins and the experience of developed countries, where financial and economic crises were observed, provided the production rate fell, the "free labor market" could not solve the tasks assigned to it without state intervention. To date, attracting the population of our country to entrepreneurship is seen as a policy of the state. In this sphere, large-scale works are being carried out, the entrepreneurial ideas of the population are supported by the state.

For example, the signed Decree of the President of the Republic of Uzbekistan "On the establishment of the institution of the authorized representative under the President of the Republic of Uzbekistan for the protection of rights and legal interests of business entities" (5.05.2017), the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan on "Additional measures for the development of waterproof, export-oriented tree plantations, use of household land and Farmer farms "(March 4, 2017) consider the effective enforcement of reforms in this area.

Villages, forests by regions in January-June 2020 and the highest volume of fishery products (services) were Samarkand (10.901 billion soums) and Tashkent (10 751 billion soums). On the contrary, the Republic of Karakalpakstan is small (2,797 billion soums), Syrdarya region (3,008 billion soums) and Navoi region. (4.534 billion soums). Andijan has average growth rates (102.8%) (108.5%), Fergana region (105.3%), Namangan region (104.6%).), The Republic of Karakalpakstan (104.5%), Jizzakh region (104.1%), Khorezm Navoi region (103.8%), Navoi region (103.7%), Surkhandarya region (103.4%), It was observed in Tashkent region (103.3%) and Bukhara region (103.3%). Kashkadarya (97.2%), Samarkand (97.4%) and Syrdarya (98.6%) regions. These figures were lower than the national average.

For today in our country, within the framework of the state program on "Education of jobs and job creation," forecast parameters of the demand for jobs by sectors and regions of the country were given, especially the young people who first come to the labor market were considered, coordinated economic changes and industries requiring a lot of labor resources, which have been modernized and, as a result, which employees have been left without work, as well as the demand for labor in the sectors to to the service, agriculture, industry, and business entrepreneurship [5].

In Uzbekistan, the most important problem of employment is the hidden employment of the population, which in turn becomes the main factor in the development of the shadow economy. Because:

- Informal employment does not have any economic basis;
- Informal employment is not socially built and has no guarantee of longevity of incomes;
- Because of the adoption of regulatory and legal reforms, changes in the socio-economic environment and production infrastructure, those employed in this sector are losing their jobs;
- Informal employment is seasonal and temporary, in case of weather, climate and season changes, it remains unemployed;
- In this form of employment, no taxes and payments are paid to the state budget;
- There are problems related to the extrabudgetary organizations of the Pension and the accumulation fund, the costs of the Pension Fund are increasing.

V. CONCLUSIONS AND PROSPECTS FOR FURTHER RESEARCH.

Drawing conclusions, it should be noted that the adoption of comprehensive measures for the social protection of the population, require taking into account the standard of living of the population and the changing situation in the labor market. If we provide strong social protection and a guarantee of stability, then it is possible to achieve the effectiveness of the developed program, the mechanism of work and development of the economy. Today, objective development of a powerful comprehensive measure to ensure social protection of the population in a market economy is urgent. We must understand that coordinated changes in the economy affect the standard of living of the population, and because of them there are no probable problems in life. We must not forget about strong social protection, and we must develop precise directions and means of social protection.



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Analysis of the experience of state regulation of the rural labor market shows that we must take into account the following results:

- implementation of the state policy and complex measures on the state demand for labor resources, their supply, prices, quantity and quality as well as orientation for specific purposes;
- distribution of preferential terms for employers, with the help of tax, financial-credit and investment policies, to create new jobs and ensure the livelihoods of effectively operating industries;
- development and improvement alternative forms of employment and ensure programming of the self-employment of the population;
- reducing the level of depressed unemployment and creating economic conditions for the social protection of the unemployed population, etc.

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