



METHODS AND TOOLS OF STATE REGULATION OF THE LABOUR MARKET

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ANNOTATION

The period of economic liberalization, which is a new stage of market reforms, presupposes the further development of the system of means and methods of state influence on the economy, in particular, on the development of the labour market. Based on the relevance of this issue, this article discusses the issues of improving state regulation of the labour market.

Keywords: labour market, state regulation, mechanisms, unemployment, effectiveness, social-economic relations.

INTRODUCTION

The development of an innovative economy requires the formation of a new structure of employment, the creation of a significant number of new jobs in market sectors of the country's economy and modern approaches to solving one of the acute social problems of reforms - unemployment.

Fundamental transformations in the life of a national society necessitate the formation of a fundamentally new mechanism for coordinating diverse economic interests and, first of all, labour market agents, which are of particular socio-economic significance. The developing labour market requires careful monitoring and control of ongoing processes. Its regulation is a relatively new area of activity of economic entities. Because of this, it is important to determine the possibilities of applying methodological approaches, theoretical justifications and practical approbation of regulatory mechanisms operating in countries with developed market economies for the conditions of the modern economy of the state.

Although the state and other subjects apply various methods and measures to regulate market relations in the field of employment, there is no generalized understanding of this mechanism, its essence, content, forms and methods. Lacking theoretically, methodologically and methodologically sound regulatory instruments, market actors are deprived of effective and efficient levers aimed at ensuring a balanced functioning of the labour market, eliminating its "failures". In these conditions, the study of the problems associated with the development of relations of a specific regulatory impact on the labour market processes, with the improvement of measures and regulatory instruments, becomes especially relevant. Only on this basis is it possible to move towards a socially-oriented market economy and the transition from the spontaneous vital activity of the market to purposeful regulation carried out in the interests of the whole society and each of its members.

LITERATURE REVIEW

The labour market regulation mechanism can be viewed as a subsystem of the general regulation mechanism of the economic system as a whole, it is a kind of "equilibrium mechanism" [Kulman, p. 42].

The question of the degree of state presence in the labour market is debatable today. Some researchers believe that the need for state regulation of the regional labour market is due to the presence of situations and factors in which the action of the market mechanism turns out to be ineffective [Alonkina, p. 142; Granberg, p.

319; Ilina, p. 217; Nekrestyanova, p. 66], and note that the participation of the state in the regulation of the labour market is mandatory.

According to the author, the most well-reasoned is the point of view of economists-researchers who testify to the need to combine state regulation and market self-regulation of the labour market [Odegov, p. 293; Mazin, p. 149]. Since the most important task of state regulation of the labour market is effective employment of the population, achieved based on increasing and improving the level and quality of life, increasing the competitiveness of institutional units of the labour market, stimulating the rational distribution of labour resources by types of economic activity, as well as ensuring guarantees in the field of labour relations

RESULTS

The content of the mechanism for regulating the labour market is the way its subjects (mainly the state, trade unions or employers) influence the imbalance in the supply and demand of labour services. This impact is carried out through forms, methods and tools aimed at harmonizing the interests of partners in labour exchange. In this capacity, the regulation mechanism is the relationship and interconnection between the subjects of labour market regulation regarding employment and unemployment. These relations ensure the achievement of market equilibrium. The method of influence in this mechanism is formed by the organizational and economic relations of the labour market, which are based on the division of labour, its cooperation, combination and integration. The forms of these relations are planning, organizing and stimulating the activities of the subjects of the labour market in the processes that ensure the conclusion of labour transactions.

The objective basis for the existence of the labour market regulation mechanism is market relations, in which the contradictory economic interests of the parties to the purchase and sale transaction are manifested and the impossibility of achieving their equal agreement without outside interference. Consequently, the source of the emergence of the labour market regulation mechanism is the imperfection of the market mechanism, and the source of development is the conflicting interests of the subjects of the labour market.

Labour market regulation expresses the relationship between the subjects of its regulation, which form a system with an asymmetric impact on the objects of this market. So, with the dominance in the processes of regulation of trade unions, their main impact is on labour contracts, and with the prevalence of regulation on the part of employers - on the quantitative and qualitative characteristics of demand, etc.

So, the mechanism for regulating the labour market is a system of relations in labour exchange regarding the way of shaping the impact on various parameters of the labour market. These relations are aimed at orderly changes in production relations between the subjects of labour exchange. As a result, the owners of labour services and means of production achieve an adequate compromise of their interests at a given time and given conditions, the form of which is hiring.

The essence of the labour market regulation mechanism is manifested in the process of regulation of this market.

Thus, manifesting itself in economic and administrative forms, the labour market regulation mechanism ensures the planning, organization and stimulation of the activities of its subjects in the regulation processes (see Fig. 1). Regulation planning is carried out for different periods (short and medium-term), and the organization is differentiated depending on the level of the labour market. Administrative forms of regulation involve the impact on the labour market with the help of orders, directives, regulations, necessary for execution. Economic forms are based on various incentive, incentive, financial and other methods. These methods of

influence, continuously interacting with each other, are intertwined in a single mechanism for regulating the labour market, which, depending on the prevalence of forms, can be predominantly economic or administrative. Thus, the ratio of the elements of the regulation mechanism expresses the predominance of forms and methods.

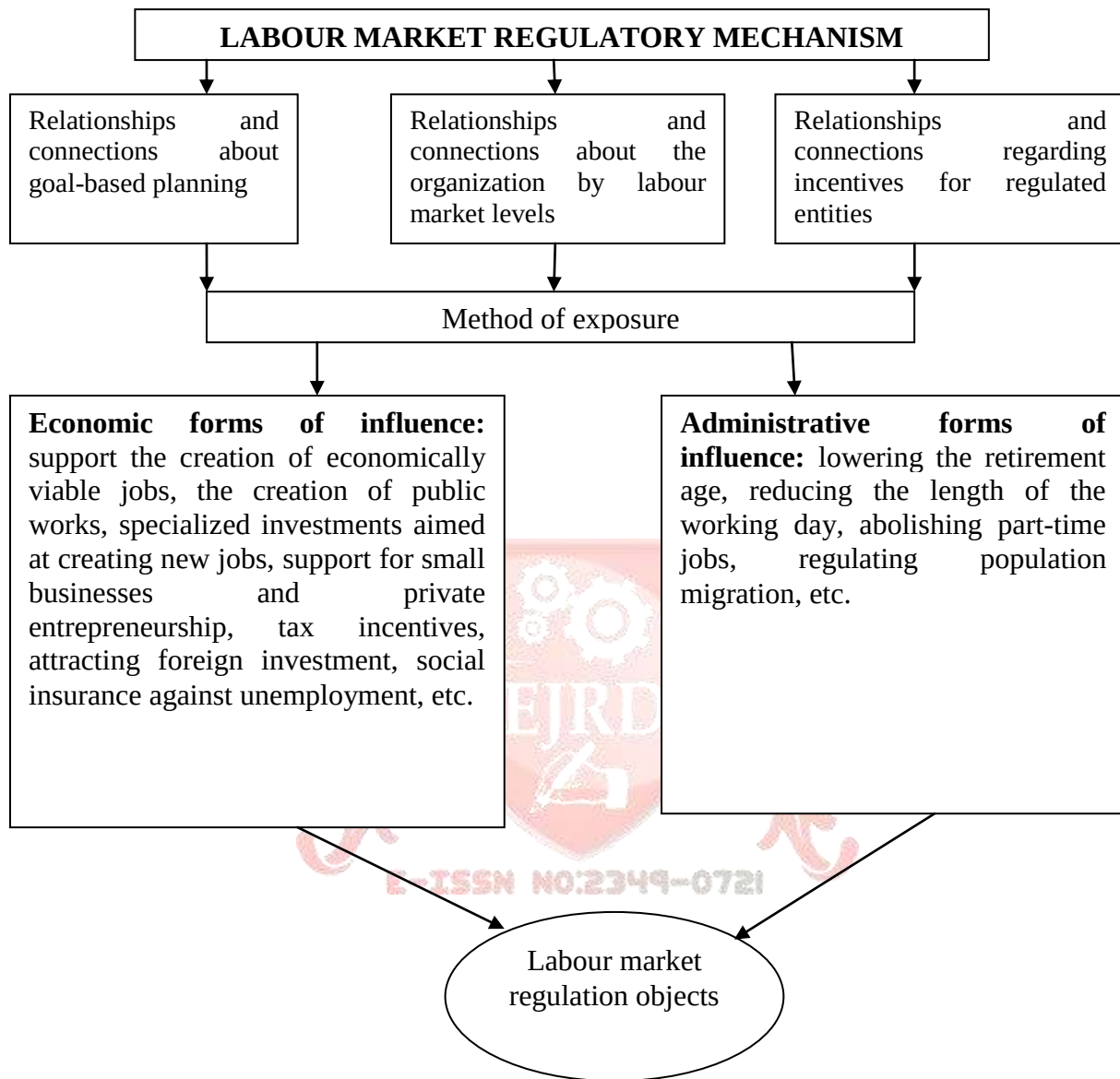


Figure: 1. Economic and administrative forms of impact on the labour market

To reveal the content of management, it is necessary to highlight its main property, which most fully reflects its nature and the nature of management of the labour market. In our opinion, such a property is the integrative property of control - its efficiency. It is the integrative quality of efficiency that gives management a system-forming character. Since regulation acts as a control function, this property is also inherent in it. Labour market regulation can be effective or ineffective.

Since control can only be carried out in systems, then regulation as one of its functions also cannot exist outside the system. If the labour market was not a system, then there would be no governance and regulation. Purposefulness, the presence of feedbacks, information and resource provision are important properties of labour market management.

Labour market management, in our opinion, implies a constant, strong impact on this market with the

help of predominantly administrative forms, which can lead to disruption of the market mechanism and imbalance of the entire labour market system. Regulation, while performing only some management tasks, does not imply such consequences, while mitigating labour market “failures”. Therefore, regulation is preferable to management in relation to the labour market.

For the mechanism of regulation of the labour market, acting as a system of regulation, it is possible to select subsystems in it. From these positions, the labour market regulation mechanism acts as a subsystem of a lower order in relation to the regulation of the economy as a whole and, in turn, includes other subsystems that unite the interaction of the subjects of regulation with each other, the impact on the objects of regulation at different levels, etc.

Thus, the labour market regulation mechanism:

- a) acts as a system of socio-economic relations and functional ties in labour exchange.
- b) the mechanism for regulating the labour market is mediated by the functioning of its inherent institutions (labour legislation, the Law on Employment of the Population, the Ministry of Labour, the State Employment Service, trade unions, employers' associations, etc.) with their inherent economic behaviour;
- c) the investigated mechanism reflects, within the framework of a certain "economic mechanism", the activity for the most rational use of limited labour resources in the labour market.

The labour market regulation mechanism acts as a system of relations realized through a set of interrelated economic, social and legal institutions. The latter can be subjects, objects and factors expressing the impact of the external environment, within which forms of labour market regulation are used based on information about its state.

Thus, the labour market regulation mechanism, being a system, performs various functions. In the literature, usually, only the functions of the labour market or the functions of the mechanism for regulating the economy as a whole are determined. The functions of labour market regulation are not identified. We have identified the following functions of the labour market regulation mechanism:

1. Controlling. This is the main function of the labour market regulation mechanism, which ensures its functioning. ABOUT
2. Social. For socio-economic relations, through regulation of the labour market, the principle of social justice is implemented to some extent, and workers receive sufficient funds for the reproduction of the labour force.
3. Organizational function. With its assistance, the optimal organization of the activities of employers and employees, trade unions and unions of entrepreneurs, the state and the market, taking into account the observance of their interests, the organization of the use of various methods of regulating the labour market, the emergence of new forms of employment is provided.
4. Redistributive. In this function, the labour market regulation mechanism encourages independent and at the same time economically viable migration of labour resources between regions, industries and professional qualification groups.
5. Stimulating function. With its help, it stimulates employees to improve their qualifications, retraining, and engage in entrepreneurial activity; employers to improve working conditions, increase wages, implement the achievements of scientific and technical progress, comply with hiring and dismissal standards.
6. Informational. This is a function that provides subjects of the labour market with objective

information about the required number of jobs or employees in a particular profession (speciality, qualifications, experience, etc.).

7. Pricing (performed only by the state). With its help, labour market regulation affects the size of wages, setting the minimum wage and, influencing the average in a certain industry, region, or profession by regulating it in the public sector of the economy.

The main directions of the labour market policy are determined by such a subject of regulation as the state, but other subjects of the labour market can also participate in its implementation.

It solves various tasks, for example, regulation of employment, encouragement of progressive shifts in the sectoral and regional structure of labour resources, support of labour mobility of the population, etc.

Specific forms, methods, tools and measures of state regulation of the labour market are determined by the nature and severity of economic and social problems in a particular country in a particular period. The labour market is one of the main objects of government regulation.

The state can influence the labour market through the employment system, including a wide network of employment institutions, job data banks, government programs to assist in the acquisition of professional knowledge and job placement for the unemployed, but willing to work for population. The state can influence the ore market by influencing other subjects of regulation: target programs of enterprises, providing for retraining of personnel in connection with the planned modernization of production, implementation of a policy of stabilization of personnel at the enterprise, etc. All these constituent parts of the labour market regulation mechanism in different industries are in different proportions depending on the economic and historical conditions for the development of this industry.

Regulation of supply and demand has different directions: influence on the dynamics of their ratio, professional and qualification structure of labour services, social and organizational aspects of the labour market, the territorial and sectoral structure of employment, labour mobility, etc.

Depending on the economic system and, accordingly, the labour market model and the type of regulation, the state, to varying degrees, pursues an active or passive regulation policy.

In the context of socially oriented regulation of the labour market, the greatest emphasis is placed on an active regulatory policy, for which the main financial resources are allocated, while the state fully provides support to unemployed citizens. An active policy implies a change in the quantitative and qualitative structure of demand and supply for labour services. This policy, which to one degree or another is pursued by almost every country, allocating on average 30-40% of all amounts for state financing of labour market programs, is especially effective in reducing unemployment and maintaining a high level of employment.

The liberal type of labour market regulation is characterized by the prevalence of a passive policy over an active one. It is determined by the passive policy of regulation, that is, the minimum support for the neediest unemployed. A passive policy involves the payment of unemployment benefits and other financial support to the unemployed.

The share of this or that policy in the labour market may vary depending on the region, in general, corresponding to the type of regulation of the national labour market. Most economists mean by active and passive methods of regulation, but in our opinion, this concept does not reflect the entire set of forms, methods, measures and tools that the state conducts within their framework. Therefore, by active and passive, we mean precisely the policy of regulating the labour market as a set of forms, methods, tools and measures with which

the labour market is influenced and the mechanism of its regulation is formed. The larger the costs of active policy on the labour market with a generally larger scale of financing of labour market policies, the more favourable, as a rule, the situation on the labour market, the less disproportion in demand and supply for labour services and the higher the overall level labour activity of the population.

CONCLUSIONS

Thus, the state policy on the labour market should be related to the problems of using and increasing the efficiency of labour. Structural shifts in employment should also be oriented towards this: sectoral - due to an increase in the share of advanced technologies, vocational and qualification - due to an increase in the proportion of skilled labour, demographic - due to an increase in the proportion of young people.

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