



WAYS TO IMPROVE LABOR QUALITY IN UZBEKISTAN

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ABSTRACT

During the years of independence, much attention has been paid to improving the living standards of the population, providing them with decent jobs and training. At the same time, significant progress has been made as a result of effective economic reforms and a number of positive changes in areas related to intellectual potential.

Key words – labor resources, employment, forecast balances, balance sheet, employment of the population.

INTRODUCTION

Due to the special attention paid to young people in the labor market, the share of employment in the total population is high. Systematic efforts have been made to help them find a worthy place in society and to encourage them to take the initiative. And young people who are taking advantage of the opportunities that are being created, are showing their talents in all areas. Consequently, the task of meeting the needs of young people who feel a deep sense of responsibility for the fate of the country, who are independent and innovative, is becoming increasingly important.

LITERATURE REVIEW

It is advisable to use the data of the State Statistics Committee and the Ministry of Labor to study the situation in the labor market, to determine the number of able-bodied people in accordance with international standards and the procedure for developing the balance of labor resources. According to the balance of labor resources, in 2015 the total labor force of the republic amounted to 18.3 million people, of which 99.4% are able-bodied people, and the rest are working teenagers and retirees.

Due to the conditions created for the development of small business in the country and the effective functioning of support mechanisms, there is an increase in the entrepreneurial potential of the population, an increase in entrepreneurial initiative among young people. These aspects, in turn, provide a great opportunity to encourage promising proposals and initiatives in a timely manner. As a result, the majority of the employed population is working in the small business sector, and the share of the sector in GDP is growing.

ANALYSIS

One of the reasons for the temporary unemployment in our country is the imbalance between supply and demand for labor. That is, the majority of the unemployed are unskilled workers and young people entering the labor market for the first time. On the contrary, there is a growing demand for highly qualified and experienced personnel in various sectors of the economy. The demand for experienced personnel also has a direct impact on the quality of the workforce.

The cross-sectoral distribution of labor depends on the means of production involved in those sectors. Therefore, the amount of funds allocated by the state to various sectors of the economy creates a specific change in the structure of employment. In regulating the composition of employment, intra-network and inter-sectoral links should be made smoothly, but it is very difficult to achieve a balance between them. Because not all sectors of the economy can develop at the same time.

The intensification of the process of market reforms in the country today leads to an active growth of the interest of labor market entities in new labor structures and the formation of new goals, as well as the formation of supply and demand for labor. At the same time, the continuous development of collective bargaining and regulatory framework for the interaction of labor market entities requires the further development of labor market infrastructure. In the conditions of market relations, the implementation of any economic relationship without the organizational and economic base is inefficient. Therefore, the scientific coverage of the basics of the organization of activities in the infrastructure of the labor market increases the socio-economic significance of the qualitative composition of employment. For the labor market to function properly, it is necessary to create a developed infrastructure. The level of employment of the population is one of the indicators of the development of any country's economy. The development of market relations in the field of

employment requires a new and unique approach, regularity in the study of elements of the labor market, updating the methodological framework of market categories and concepts. The implementation of measures to restructure and shape the economy will require further acceleration of the activities of institutional structures in the field of employment and the development of the regulatory framework. Adequate quality provision of the employment structure requires a successful solution of a number of current issues and problems faced by all actors of the labor market infrastructure, as well as state and non-state employment services. The main components of the labor market infrastructure include:

- government agencies,
- non-governmental employment agencies,
- personnel services for enterprises and firms,
- private intermediaries,
- public organizations and foundations that provide effective employment.

The main purpose of specific sociological surveys is to develop economically sound proposals and recommendations to reduce unemployment and improve the quality of employment in the context of effective formation and development of labor market infrastructure. Experience has shown that in enterprises, the availability of full-time jobs for employees in accordance with their skills leads to an increase in their interest in the results of work and, consequently, an increase in productivity. The analysis of the development and condition of the labor market infrastructure shows that the effectiveness of the qualitative formation of the employment structure of the population involves the solution of a number of problems. These problems may include:

1. Lack of qualified personnel. The deepening division of labor in the economy is laying the foundation for the emergence of modern new industries. As a result, the demand in the labor market for qualified personnel in modern professions is growing. In the last 3-4 years, there has been an increase in the number of skilled workers in employment and social protection centers and an increase in the employment rate of specialists with higher and secondary special education. However, the supply of highly educated and qualified personnel in the labor market of the republic is 7-8%, in some cases 6-7%.

2. Structural unemployment. Changes in technological and property relations in various sectors of the economy are leading to an increase in structural unemployment. However,

structural unemployment has been declining in recent years as a result of the creation of new jobs in various sectors of the economy.

3. Inconsistency between the composition of qualified personnel required for the sectors of the economy and the training and orientation of educational institutions. The quality of the training of qualified personnel in the education system and centers should be such as the level of employment of graduates.

4. High unemployment rate, which prolongs the average unemployment period to 6-7 months. As a result, an increase in the share of non-productive labor in production is leading to the loss of tens of thousands of working hours. The high duration of unemployment is due to the following reasons:

- lack of information on vacancies;
- requirement by employers of redundant documents not specified in the legislation;
- prolongation of personnel selection methods;
- many have the same specialization; longevity of retraining

5. Difficulty for job-seekers in obtaining information on vacancy competitions, confidentiality of information about vacancies by employers. Despite the requirements of the Law of the Republic of Uzbekistan “Aholini ish bilan ta'minlash to'g'risida”, many employers do not provide full information on vacancies to the employment services. They choose candidates for vacancies through relatives and close acquaintances in their company in order to take advantage of other opportunities.

6. Problems in the field of support and development of small and private business. These include: lack of credit for the development of entrepreneurship in the early stages of entrepreneurship; problems with the supply of raw materials and the sale of finished products; limited access to necessary knowledge and consulting services, etc. To address these issues, it is advisable to take the following measures:

1. Implementation of priority development of small business and private entrepreneurship production infrastructure in rural areas. The main focus will be on the development of land reclamation, hydraulic engineering, power plants and networks, irrigation, anti-erosion measures, planting perennial saplings, construction and re-equipment of industrial processing

enterprises, engineering and Priority should be given to production infrastructure facilities: water supply, sewerage systems and facilities, gas and electricity supply networks, roads, telecommunications systems.

2. To provide state support for market transformation in all cities and districts of the region in order to manage the process of creating and accelerating the creation of market infrastructure in rural areas, to adapt it to the requirements of the world economy, to form an effective system of its development. The activities of the so-called "Business Departments" should be improved.

3. To carry out demographic policy to change the state migration processes in favor of the village, to create socio-economic conditions for the full development of the family, to provide conditions for the development of small business and private entrepreneurship and to encourage it. It is necessary to provide employment for the population. This measure, of course, will affect the volume of employment in agriculture. In order to stimulate the process of settlement in the village and involve it in small business and private entrepreneurship, in rural areas in relation to the city (per capita) in the construction of housing, education, culture and sports, health care, gasification, water and electricity supply, telephony, communications, construction of utilities, creation of advantages in radio and television services. Lending to private entrepreneurs and small businesses will help finance investment projects, participate in their charter funds, and develop regional networks that provide technical assistance in the form of consulting and information services. In the process of denationalization and privatization, the share of investments in the development of the social sphere, including the attraction of foreign investment, the transfer of social facilities to small businesses and private entrepreneurship to organize activities to meet the needs of the population support measures should be implemented, as the development of the social sphere will lead to an increase in employment in the service sector and improve the employment structure.

DISCUSSION

Accelerate the development of knowledge and labor-intensive services in rural areas, the transition to intensive farming, the development of rural socio-industrial infrastructure, environmental protection, as well as the necessary mobility of the population to improve the structure of employment through the creation of an entrepreneurial environment. The creation of small businesses and private entrepreneurship plays an important role. Small business

engaged in the cultivation and processing of agricultural products, production of consumer goods, technical products, construction materials, as well as carrying out construction activities, providing repair and construction, household and communal services, and comprehensive support for private entrepreneurship is needed. This, in turn, will increase employment in the agricultural processing industry.

Reporting and forecast balances of labor resources, employment is developed for the following purposes:

- determining the parameters of employment to ensure employment of the population, primarily young people and to reach working age and to enter the labor market for the first time;
- assessment of imbalances in the balance and structure of labor market supply and demand;
- determining the prospects of the labor market, taking into account the socio-economic development of the regions and the strategy for the development of sectors of the economy;
- determining the amount of training by educational institutions.

This methodology should reflect the following:

Firstly, the model structure of the balance of labor resources, employment of the Republic of Uzbekistan. In order to overcome the difficulties that may arise in determining the forecast, the model structure should include the name of the indicators, their calculation algorithm, the reporting balance, the price (current year) and the forecast balance (next year).

Also in the lines of the model structure:

- the number of labor resources, i.e. the number of economically active and economically inactive population by type;
- labor supply and demand and the difference between them (balance “-” or “+”); the category should include the level of employment of the population.

Secondly, the data presentation scheme to form the balance of labor resources, employment of the population. In this scheme, it is advisable to clearly indicate the content (name) of the data, the name of the ministry and agency that provided the information, the deadline for submission of information and where it is provided.

Thirdly, the organizational scheme of developing a balance of labor resources, employment. The scheme should be divided into four areas, including the name of the measures, the stages and timing of implementation, and the organizations responsible for implementation:

- formation of a database;
- development of the balance sheet;
- development of forecast balance;
- their practical application.

After the development and approval of the above-mentioned model structures and schemes, the relevant ministries and departments of the republic should develop a balance sheet of total and regional labor resources, employment in the Republic of Uzbekistan on the basis of these structures and schemes.

In addition to the report balance, it is necessary to develop a forecast balance of total and regional labor resources, and employment for the next year by the relevant ministries and departments:

- population projections (demographic forecast);
- labor resources, balance sheet of employment;
- forecast parameters of socio-economic, economic development of the republic and regions;
- forecast indicators of graduates of educational institutions entering the labor market;
- uses data on staffing needs assessments in government and business administration.

CONCLUSION

In conclusion, a comprehensive, qualitative and objective analysis of labor resources, employment of the population, young people entering the labor market for the first time, increase the level of employment through the development and implementation of the above methodology allows for This will allow it to be used in the development of traditional annual job creation and employment program projects and to further increase their effectiveness in practice.

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