

Foreign Experience In Managing the Quality of Labor Resources

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Abstract: In this article, foreign experience in managing the quality of labor resources and proposals and recommendations for improving the efficiency of the regional labor market have been developed.

Keywords: population, economically active population, labor resources, employment, unemployed, labor market, jobs, employment.

Introduction

Structural changes in the economy of the Republic of Uzbekistan require further attention to the issue of employment.

The role of employment is extremely important in creating the economic basis for human development. For many people around the world, working is the main source of livelihood for themselves and their family members. For them, losing their job is tantamount to risking their own development. Employment status also affects people's subjective feelings.

From the point of view of society, effective employment provides the able-bodied population with the necessary income, creates an economic basis for human development. At the same time, the state creates conditions for the creation of equal opportunities for all members of society by supporting and protecting the socially vulnerable and the disabled.

In economic theory, employment is interpreted as "the degree to which the economically active population is involved in the economy."

The Law of the Republic of Uzbekistan "On Employment" states that "Employment is an activity of people that does not contradict the Constitution and laws of the Republic of Uzbekistan, is related to meeting their personal and social needs, and provides them with wages (income)" [1].

Employment is one of the most important aspects of human social development, which reveals the problems associated with labor issues and ways to meet the demand and supply of labor. The employment relationship is a socio-economic indicator that shows how many able-bodied people are involved in socially useful work.

ANALYSIS OF THE RELEVANT LITERATURE

Employment of labor resources is a complex socio-economic category, the scientific literature of which still does not have a complete, single definition. Many aspects of the problem under study have been considered in the works of classical economists such as A. Smith, D. Ricardo, Fr. Kene, A. Pigu, J. Keynes.

To date, employment issues are being studied by many foreign and domestic scientists. However, in most cases, it is possible to observe that there are specific inaccuracies in the definitions, aspects that do not fully correspond to the socially accepted content of this concept. In particular, the Russian scientist A.Ya. According to Kibanov, "Employment is a socio-economic relationship, in which people interact to engage in socially useful work, regardless of where they work. The socio-economic nature of employment is threefold: first, from the point of view of the realization of the right of everyone to work; secondly, in terms of the rational use of the labor potential of society as a whole or of each individual taken; thirdly, it can be seen in terms of the fact that different social, demographic, professional and other groups are actually involved in social work"[2].

Other economists Yu.G.Odegov and G.G.Rudenko point out that "employment of the population is the level of employment of the able-bodied population in activities related to the satisfaction of personal and social needs, which is usually understood as earning income" [3]. According to these definitions, employment refers to any activity of the able-bodied people in accordance with the conditions of satisfaction of needs, legal behavior and income, while according to other scholars, "Employed population is the population involved in production and non-productive activities. The employed population includes: employees, entrepreneurs, paid students; part-time housewives and students; freelancers; military personnel; supportive family members are included"[4]. That is, in this definition, employment is based on the social status of employees.

As stated in the Law of the Republic of Uzbekistan "On Employment", "Citizens of the Republic of Uzbekistan have the right to possess their abilities for production and creative work and to engage in any activity not prohibited by law." Administrative coercion in any form of labor is not allowed. The fact that people are not engaged voluntarily is not a reason to hold them accountable"[5].

Employment can be described as a socio-economic phenomenon: "Employment is an activity of citizens related to the satisfaction of their personal and social needs, which does not contradict the law, bringing them wages or income [6].

In our opinion, employment has a dual nature, on the one hand, it provides for the satisfaction of people's labor needs and their source of income, on the other hand, the optimal combination of economic development as a product of macroeconomic development of society.

RESEARCH METHODOLOGY

The article used methods such as economic research methodology, system analysis, monographic analysis, comparison, grouping, expert assessment, economic-statistical.

ANALYSIS AND RESULTS

The level of employment in the labor force is influenced by a number of factors, the most important of which are the population, its gender and age structure, migration, forms of ownership, existing jobs in sectors and industries of the economy. It is advisable to study all these factors in specific regional conditions.

In September of this year, the Republican Scientific Center for Employment and Labor Protection of the Ministry of Employment and Labor Relations conducted another public survey in 108 cities and districts of the country.

The survey covered 500 self-governing bodies, 5.0 thousand households and 26.5 thousand citizens.

In January-September 2021, the number of labor resources amounted to 19,322.8 thousand people, an increase over the same period in 2020 by 101.1% or 201.4 thousand people. The number of people employed in the economy amounted to 13,609.1 thousand people, an increase over the corresponding period by 3.1% (403.9 thousand people).

In January-September 2021, the number of people employed in the official sector amounted to 6,124.3 thousand people, compared to the same period in 2020, the number of people employed in legal entities increased by 7.9% or 450.5 thousand people.

The number of people employed in the informal sector amounted to 5,943.9 thousand people, a decrease of 4.1% or 254.0 thousand people compared to January-June this year.

According to the survey, the total number of people in need of work was 1,413.7 thousand people, the unemployment rate among the economically active population was 9.4%. The unemployment rate among those aged 16-30 was 14.9 per cent, while the unemployment rate among women was 12.8 per cent.

In January-September this year, the economically inactive population of the country amounted to 4,300.0 thousand people, an increase of 0.6% or 26.3 thousand people compared to the same period last year.

During the first 9 months of this year, a total of 338.2 thousand new jobs were created or 124% of the forecast (an increase of 126% over the previous year, an increase of 66.9 thousand). Including

- ❖ A total of 9,064 out of 78 projects through the implementation of sectoral investment projects;
- ❖ 108.8 thousand (116%) new jobs were created due to the implementation of 10.6 thousand projects included in the regional investment program.
- ❖ 4,920 permanent jobs (182% compared to the 9-month forecast) were created due to the development of social infrastructure.
- ❖ 123.9 thousand new jobs were created in about 60,000 newly registered small enterprises and micro-firms.
- ❖ 91.5 thousand people (122%) were employed through the establishment of individual entrepreneurs.

Training in vocational knowledge based on the requirements of the labor market has become a priority of the ministry. Under the Ministry's auspices, 16 "Welcome to Work" Monomarkaz, 59 district and city vocational training centers, and 136 mahallas have been established.

In the first 9 months of this year, 97.7 thousand unemployed people were involved in vocational training in 54 types of professions, entrepreneurial skills and foreign languages, which are in high demand in the labor market.

The majority of those involved in vocational training were women (66 percent) and young people (54 percent). 26.4% of them are unemployed registered in the "Women's Book" and 40% in the "Youth Book".

Of those involved in vocational training, 48.9 thousand (50.1%) are in industry and services, 27.1 thousand (27.6%) in construction, 3.6 thousand (3.7%) in agro-technology, 6,6 thousand (6.8%) were directed to IT professions and 11.5 thousand (11.8%) to craft trades based on the tradition of "Master-Apprentice".

Employment in the Republic of Uzbekistan includes a group of physically and mentally healthy people aged 16 to 60 years and older, which are as follows:

- 1) those who are employed and receive remuneration on the basis of full-time or part-time work, engaged in other income-generating work;

2) temporarily absent from work for various reasons (illness, vacation, business trip, retraining, advanced training, etc.);

3) those who worked in a family business without pay.

According to the definition of the International Labor Organization, "employed" includes the following persons.

I. Employment:

1) employees - those who performed certain work for a fee during the reporting period;

2) those who have a job and are temporarily unemployed during the reporting period, but have officially retained their jobs.

II. Employees in their company:

1) employed persons, who were engaged in a certain activity for the purpose of earning income during the reporting period;

2) those who own an enterprise and do not work for any reason during the reporting period.

Employment itself is divided into 2 groups:

1) traditional employment, ie permanent employment during a full working week;

2) non-traditional (flexible) employment.

As a result of economic reforms in Uzbekistan's transition to a market economy, new forms and methods of employment have emerged. Flexible employment is an important indicator of the changing trend in the composition of the hired labor force. It is an integral part of the labor market and also includes a number of other elements:

❖ functional flexibility (rotation of workers with a wide range of specialties);

❖ flexible payment systems;

❖ remote flexibility (work on the basis of subcontract system in small systems).

Employment is a key criterion for the economic and social development of any country. Because employment plays a key role in solving social problems in society, increasing economic labor productivity and living standards. Employment plays an important role in ensuring the stability of the country in improving professional skills.

CONCLUSIONS AND SUGGESTIONS

We make the following practical recommendations for further increasing the efficiency of the use of available labor resources and employment in the Republic of Uzbekistan:

- New facilities specializing in the processing of agricultural products, operating on the basis of local natural raw materials and material resources, as well; pay special attention to the launch of enterprises in the light and food industries that employ women;

- providing financial assistance from the Employment Fund to increase the production capacity, change specialties, technical re-equipment and reconstruction of enterprises experiencing temporary difficulties in order to maintain existing jobs;

- intensification of work on the creation of new jobs in the field of consumer services, the involvement of extra-budgetary funds and public funds in these activities;

- Development of a mechanism to encourage employers to create jobs in the form of domestic labor in enterprises, which may include tax benefits provided by law, other economic incentives for the development of domestic labor;

- Reimbursement of costs incurred in the organization of domestic labor by setting variable prices for utilities and electricity;

- Ensuring the coordination between structural changes, processing, social and market infrastructure, small business and entrepreneurship, carried out in order to accelerate the

development of new sectors of the economy in these specialties within the established areas of training in professional colleges;

- Monitoring the effectiveness of training in terms of determining the balance between the demand for specialists in the economy and specialists in vocational education, based on the results of which to make changes in the structure of the organization of new types of educational institutions;

- Introduce the practice of pre-ordering for the training of relevant specialists in professional colleges in the practice of personnel activities of enterprises.

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