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Theoretical Foundations of the Effectiveness of the Development of the Infrastructure of the Regional Labor Market

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Annotation: *In the article, it is necessary to develop new methods, a strategy in a new direction in accordance with the criteria for assessing the effectiveness of the infrastructure of the regional labor market. The article classifies methods for assessing the effectiveness of employment agencies, developed a system of indicators of socio-economic, demographic and regional characteristics of a comprehensive assessment of the activities of regional employment services.*

Keywords: *economic system of unemployment, employment, employment services, efficiency, indicators, methods, criteria, assessment, labor supply and demand, jobs, pensions.*

Today, we can say that the condition of the labor market in Uzbekistan has a traditional feature. The number of unemployed is decreasing due to the creation of new jobs.

It is necessary to develop a strategy in a new direction in accordance with new methods and criteria for evaluating the work of the employment service in the context of new relations in our country.

Significant changes in the location of the employment service in the labor market segment are reflected in the strategic update: the transition from direct mediation role of the acting in the superior level to indirect mediation role between employers and the unemployed in order to provide employment for unemployed citizens and fill vacancies leads to independent activity.

The sustainability of the development of economic systems presupposes that it corresponds to a certain level of employment. The employment rate characterizes the level of utilization of the able-bodied population in the sphere of socially useful labor. An increase in this indicator will prevent the deterioration of the economic situation in the country. However, the interdependence of the relationship between supply and demand for labor can lead to unemployment or labor shortages. In this regard, the employment service organizes its work with its main clients in such a way that the employer must develop its own strategy in advance for the future change in labor demand depending on the state of the labor market and decide in advance the issue of training. ; the unemployed need to develop internal demand for the growth of their professional skills and be psychologically prepared for the competition in the labor market.

It is necessary to use the best methods for assessing the effectiveness of the employment service. In such cases, you should pay attention to the following:

- To systematize the methods used to assess the effectiveness of the employment service;
- Analysis of the system and methods of indicators for assessing the effectiveness of the regional employment service;
- Conduct research and develop recommendations to improve methods for assessing the effectiveness of the employment service.

In the sphere of labor, the employment service, like any public organization, has a hierarchical (hierarchical) structure, therefore, the assessment of its activities is carried out as governing bodies at different levels: at the highest level - at the national level; at the middle level - at the regional level; at the lower level - at the level of local urban and regional employment centers.

Until recently, in most of the CIS countries, the ministries of employment and labor assessed the effectiveness or inefficiency of regional employment services on the following two indicators: first, insurance contributions to the employment fund and the adequacy of these funds to pay unemployment benefits; the second is the unemployment rate, the ratio of the total number of unemployed registered with the employment service to the total number of the economically active population. These indicators and results were considered sufficient to assess the effectiveness or inefficiency of the employment service [1, 2]. Also, in the internal activities of territorial employment services, the following indicators are taken into account: the number of unemployed; the number of vacancies per unemployed person; timely and full payment of unemployment benefits, the contribution of all unemployed and the contribution of persons deregistered; among all the unemployed, contributions from pensioners and others were used [4].

The issues of the effectiveness of all systems of the employment service in Uzbekistan are relevant, and it is necessary to assess the effectiveness of its territorial bodies. A comprehensive assessment of the effectiveness of the State Employment Service is based on the use of a system of interrelated indicators describing its final results.

In our opinion, the system of indicators of the employment service should include the following relative indicators [5]:

- share of employment of unemployed citizens in employment centers: in relation to the total number of people employed in a city or district; in relation to the total number of citizens who applied to the employment center;
- the share of unemployed employed in employment centers, excluded from the general list of unemployed, early retirement;
- the share of unemployed who have not worked for eight months;
- unemployment rate in the number of jobs created and maintained for the economically active population.

In accordance with the recommendation of the Ministry of Employment and Labor Relations of the republic, we will consider the methodology for calculating the effectiveness of the work of regional employment services.

In order to improve the performance of regional employment services and strengthen monitoring of the labor market, the Ministry of Employment and Labor Relations needs to expand the system of indicators to assess the effectiveness of regional employment services. At the same time, in accordance with the

Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated May 24, 2007 No. 106 "On improving the methodology for registering unemployed people in need of employment" on the basis of the balance sheet methodology. labor resources

Studies show that, in our opinion, the assessment of the effectiveness of the employment service is divided into three parts. 1) Assess the level of demand for employment services from job seekers. 2) The effectiveness of the employment service to facilitate the employment of citizens applying for employment. 3) Working with employers.

1. When assessing the level of demand for employment services on the part of jobseekers, one should pay attention to the following:

- The required level of employment of those dismissed from enterprises, the ratio of the number of people entering the employment service to the number of the economically active population.
- The level of employment with the help of the employment service, the proportion of those employed with the help of the employment service among those accepted in the total number of enterprises and organizations for a given period.

2. Indicators of the effectiveness of the employment service in promoting the employment of citizens applying for employment:

- -Evaluation of indicators of employment and costs, that is, the proportion of those employed with the help of the employment service.
- Employment rate
- -The employment rate of the unemployed,
- -Efficiency of long-term unemployment,
- Implementation of the program task for the employment of citizens who applied to the employment service.

3. Qualitative indicators of financial support:

- Meeting the term of unemployment benefit
- Delay in payment of unemployment benefits
- The quality of the assignment of unemployment benefits,
- The share of funds returned to the employment fund due to the return of illegally received benefits, the ratio of the amount of funds returned to the total value of the employment fund.

4. Costs for the implementation of special programs, the ratio of total costs for the implementation of special programs by the Employment Fund for the reporting period to the number of unemployed.

5. Employee efficiency:

- -Efficiency of hiring employees, the ratio of the number of employees to the number of key employees during a certain period;
- Employment of the reception staff, the ratio of the number of citizens who applied to the employment service for employment, to the number of key employees.

6. Working with employers.

6.1. Meeting the demand for labor.

1. Coefficient of severity of vacancies in the employment service, the ratio of the number of vacancies at the end of the month to the number of vacancies at the end of the month in the employment service.
2. Indicators of the demand for employment services by employers, the ratio of employers' demand for employment services to the number of vacancies provided to statistical authorities at the end of the reporting period, and the number of people employed at enterprises and organizations in the reporting period.
3. Efficiency of work with vacancies, the ratio of vacancies filled by labor service bodies in the reporting period to the total number of vacancies in the reporting period.
4. The rate of receipt of insurance contributions to the State Employment Fund, the ratio of the amount of funds received by the State Employment Fund in the reporting period to insurance contributions allocated from the real wages fund in the region.

The aforementioned indicators for assessing the effectiveness of regional employment services expand at different stages of development of employment agencies and differ depending on the goal and areas of activity.

From all the indicators considered above, it can be concluded that it is advisable on the basis of some additions, comments and suggestions.

The possibility and necessity of combining the above three indicators in different areas of certification of the employment service does not raise serious objections. However, in our opinion, some of the points require serious changes.

In our opinion, the decrease in the number of long-term unemployed has its own objective limit. They can neither be reduced to zero nor permanently reduced. The fact is that the reduction of the most active part of the registered unemployed will lead to an automatic increase in the share of registered unemployed for more than 4 months. In our opinion, it is necessary to develop measures to reduce the absolute growth of long-term unemployment and reduce it to a reasonable level.

Lack of a logical approach to assessing the cost of implementing a program to help unemployed citizens in need of social protection. It is wrong to economize on such assistance unilaterally, since the Ministry of Employment and Labor provides priority assistance to those in need of social protection, which increases their number and the cost of training and the formation of their employment, as well as job quotas. community service, youth practice, etc.

It is clear that in order for the regional employment service to be effective, it is necessary to reduce the costs indicated above. But this cannot be: either their number should be reduced, or the activities of the employment services will be assessed by the ministry as ineffective.

With a comprehensive assessment of the activities of the regional employment service, it is necessary to develop software for calculating new indicators centrally, taking into account socio-economic, demographic and regional characteristics.

Research shows that there is no clear criterion for comparing the performance of a regional employment service with the performance of other regional employment agencies in the country. Therefore, it is necessary to develop and implement software for a system of indicators that can be comprehensively compared with the results of the activities of regional employment services.

Let's pay attention to the following indicators.

➤ The level of demand for employment services for jobseekers is calculated as follows:

$$D_r = \left(\frac{M_I + MK_M}{IFA} \right) \times 100\%, (1);$$

MI (per person) - the number of citizens who applied to the employment service for the purpose of employment;

MKM (per person) - the number of citizens who applied to the employment service for advice;

IFA- is the number of economically active population.

➤ Employment rate supported by the employment service (DJ).

$$D_{ij} = \frac{S_{ij}}{S_{iq}} \times 100\%, (2);$$

Sij (per person) - the number of people employed with the support of employment agencies;

Siq(per person) - the number of people employed at the enterprises of the region.

In our opinion, all of the above indicators not only comprehensively describe the situation with unemployment, but also serve as a basis for assessing the effectiveness of the employment service.

However, the employment service needs to improve the new concept of employment as a coordinator of its clients' actions, moving from a direct intermediary between employers and unemployed to an indirect intermediary in order to facilitate its employment.

We believe that the issue of promoting employment involves the formation of a compromise relationship between the employer and the unemployed. The criterion for such an assessment of the compromise is the ability to meet the needs of employers and the unemployed.

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