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WAYS TO INCREASE THE EFFICIENCY OF GOVERNMENT SERVICES IN THE EMPLOYMENT OF THE POPULATION IN UZBEKISTAN

Mirzaeva Shirin Nodirovna

Assistant-teacher of the chair of Real economics, Samarkand institute of economics and service

Shodiev Temurbek Tulkin Ugli, Abduazizov Ilxomjon Abduazizovich

"Economy (by industries and sectors)" MI-120 group master's student studying in the specialty

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Abstract

The article analyzes the theoretical views on the economic category "employment of the population". The basic models of state and regional regulation of employment in foreign countries are studied. Recommendations are given on the use of foreign experience in regulating employment in our country.

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Taking into account the formation of the labor market, demographic factors, promising directions for the development of various sectors of the economy, we must focus on ensuring the growth of employment in our country through the widespread introduction of new forms of employment. Today, the problem of employment is one of the most important macroeconomic features of socio-economic development of society and has a special significance in the economy.

In addition, the Action Strategy for the five priority areas of development of the Republic of Uzbekistan for 2017-2021, adopted at the initiative of President Sh.M.Mirziyoev, states that reduction, creation of new jobs, ensuring the balance of the labor market and infrastructure development, reducing unemployment "are the main tasks.

The urgency of studying the problems of employment in the process of structural changes in the economy requires, first of all, the study of evolutionary views and conceptual approaches to this concept. The content of socio-economic relations of this concept is expressed in various forms.

Literature review on the topic

There are many definitions of the term "employment". In the scientific literature, the concepts of "employment" and "labor market" are often treated in the same way. Here is a general description of the concept of "labor market".

There are interpretations of this concept in the sense of "net" and "broad". In a broad sense, it is a socially useful activity related to meeting the personal and social needs of citizens, and this activity

brings him a salary (income). In the narrow sense, it is a set of economic relations with the participation of economic activity related to the employment of citizens.

In a broad sense, the labor market can be considered as a system of social relations, social norms and institutions that ensure the use, exchange and reproduction of labor. As a result, there is a relationship between employment in the labor market and the reproduction of labor potential. From this point of view, economist DA Ortikova considers the organization and functioning of the labor market as an important link in ensuring and supporting employment in a market economy.

A. Smith, a representative of the school of classical theory, in his "Study of the Nature and Causes of the Wealth of Nations," emphasizes that the activities and aspirations of employed people are determined by their personal economic interests.

Academician K.Kh. Abdurahmonov defines "Employment is an activity of citizens that is related to the satisfaction of their personal and social needs, which does not contradict the law, and provides them with wages and income."

According to our economists A. Ulmasov and A. Vahobov, "Employment is the employment of able-bodied people who are willing and able to work."

AG Gryaznov calls employment a set of economic relations related to employment and participation in economic activities. According to him, employment describes the economically active population involved in the production of material factors. The main productive and consumer forces of society are reflected in employment. This is because the attitude to the objective conditions of production, the conditions of reproduction of the total population, serves as a means of obtaining funds for the livelihood of workers.

V.A. According to Pivlenkov, employment is defined in the law as an adult who is currently engaged in activities that generate income in material or monetary terms.

ER Sarukhanov gave a different definition. Employment is a socio-economic relationship in which employees participate, that is, they carry out human activities in the production and improvement of material goods.

According to LA Kostin, employment is a universal economic category that is common to all economic formations. Employment is a social relationship of workers in cooperation.

Employment, writes E. B. Shuvaeva is the most important element of the system of labor relations. In this case, its universal character is different from others. This is because it is characteristic of voluntary production and is an important factor in it, and it is a condition for the development and operation of productive forces. Employment was formed long before the emergence of the labor force or the labor market.

Employment is a complex socio-economic phenomenon that occurs as an important component of social development, strengthening the social structure of society as a place of work and at the same time providing the necessary funds for human subsistence.

It is understood that the need used by the author is a means, labor is not the only goal of man, but the necessity of goods for his livelihood. Man works to obtain the blessings he needs.

Research methodology

The research methodology is based on the results of scientific work carried out by domestic and foreign scientists on the theory of employment, as well as decrees and resolutions of the President of the Republic of Uzbekistan on employment and welfare. At the same time, the study of the specifics of employment models in developed foreign countries can be a great impetus for the implementation of the benefits of employment policy in Uzbekistan. From this point of view, the methodological aspect of this

research is to substantiate the ways of implementing the ideas of innovative development in our country.

Analysis and results

Researchers have identified a number of models for promoting employment in industrialized countries, based on the relationship between economic growth, employment and labor productivity. In particular, researchers have identified five models of employment and labor market regulation: the American model (USA), the Scandinavian model (Sweden, Finland, Denmark, and Norway), the Anglo-Saxon model (UK, Canada, Ireland), the continental or German model (Germany, Austria), Belgium, the Netherlands, Switzerland, and in part France) and Japan. However, some researchers have grouped countries differently, for example, by adding the American model to the Anglo-Saxon model without separating it. Some researchers study countries in three models (American, Scandinavian, and European). Below we will get acquainted with these models.

The American model is based on the fact that the social-labor relations are subsidized, the employee achieves personal success and self-expression. This model is based on the decentralization of the labor market and the legitimacy of employment and social security; high level of control over the employee by the employer; high level of geographical and professional mobility of workers; characterized by relatively high unemployment. The professional career is primarily due to the change of workplace, which is why this model differs from the rest by a high level of mobility. The amount of salary is determined by the specialization and complexity of the work, the shift in the level of service, as a rule, does not depend on the expansion of the professional profile. Great attention is paid to professional issues. Vocational guidance centers and private agencies have been set up at universities and colleges.

The U.S. Department of Labor has more than 1,200 career guidance and career centers for more than 1 million young people each year. As a result, the cost of training is reduced by 30-40%, and one dollar spent on professional selection tests provides economic efficiency of one thousand dollars.

It is known that the United States has traditionally been a country with extremely high unemployment. Frictional unemployment has a positive effect on its level. This can be explained by the fact that in a large and dynamic labor market, workers are actively changing not only their jobs, but also their skills. For example, 10% of workers in the country change their profession every year. In addition, the country has for many years been the world's number one in the creation of new jobs each year. These factors allow the population to perceive unemployment not as a dangerous phenomenon, but as a widespread phenomenon. In the United States, many unskilled or unskilled workers are unemployed, and the jobs created for them are of low quality.

The main directions of modern US employment policy are: improving the quality of jobs in terms of raising wages, ensuring future professional growth, maintaining and increasing jobs.

U.S. policy is primarily aimed at stimulating employment growth and job creation, training and retraining of workers, and assistance to the workforce.

Sufficient experience has been gained in European countries and the United States in setting up and operating regional development agencies to some extent to help solve the problem of employment.

One such form of widespread regional development agency is the state investment corporation. Its activities were based on the concentration of public investment in the development of the city, which in turn had a positive economic and social impact on the remaining peripherals.

The Scandinavian or Swedish model is based on the following three principles:

Achieving full employment of the able-bodied population;

Providing social guarantees to the population;

Ensuring equal opportunities in achieving prosperity.

It is well known that Sweden's economic policy is aimed at curbing excessive profits of companies, and the country has a well-developed system of vocational training and retraining for both the unemployed and the employed. In this way, the regional and professional mobility of the workforce is encouraged. It should be noted that Sweden's experience in this area is unique. In Sweden, the labor market is developing on the basis of restrictive (fiscal) policies, ie incentives for job creation and selective (selective) elements of economic growth. It has been acknowledged that the traditional strategy of full employment will inevitably lead to higher inflation and wage fluctuations.

The Swedish model is characterized by an active employment policy of the state, which minimizes unemployment. A distinctive feature of this model is not to deal with the consequences of unemployment, but to warn the unemployed. The government attaches great importance to social policy, including the development of measures aimed at creating 70% of new jobs, mainly in the public sector of the economy; to coordinate the migration of the population and the labor force, the transfer of families from the densely populated areas to the areas with vacancies through the provision of subsidies and loans; Ensuring prompt access of the population to information on available vacancies; spends on activities such as vocational training and retraining of people who are unemployed or at risk of losing their jobs.

Achieving full employment is achieved through the following activities.

restrictive fiscal policy. These policies are aimed at increasing wages, supporting low-profit enterprises and reducing the profits of high-income firms in order to reduce inflationary competition among firms;

about the "Solidarity Policy". This policy is aimed at equal pay for equal work, regardless of the financial capacity of the firm. This leads to a reduction in the number of employees of low-profit (profitable) enterprises and the cessation or reorganization of their activities, while high-income firms are limited to wages below their means;

an active policy to support weakly competitive workers in the labor market. Entrepreneurs receive a lot of subsidies for this;

promotion of employment in sectors of the economy with low performance, but providing solutions to social problems.

Approximately 3% of GDP and 7% of the budget will be spent on measures related to the implementation of employment policy. In Sweden, the benefits of full employment are due to this.

The following are the issues of employment policy in the Swedish labor market:

- forward work and competency strategies;
- Ensuring efficiency and flexibility in the labor market;
- to prevent cases of discrimination in the work of people with special needs;
- Activities to achieve equality between men and women in the labor market.

These are implemented through the implementation of the employment program, vocational rehabilitation, training, ie an active policy program on employment in the labor market, as well as control over employment insurance. Among them, the following four programs can be distinguished:

encourage labor demand and employment;

influencing labor supply;

support for the disabled;

unemployment benefits.

The purpose of the program to support the demand for labor and increase employment is to support the demand for labor in cases where it is not desirable. They offer the unemployed a temporary job and a small work experience. This will make it easier for them to find work in the open labor market or to choose a vocational education. Such programs include individual subsidy programs, start-up subsidies programs, district programs for 20-year-olds, computer workshops and centers, temporary job creation programs for adults, and resource work programs.

In Sweden, programs to support people with disabilities are widespread. These programs provide for measures for the disabled and the allocation of compensation by employers to cover the costs associated with the creation of working conditions for people with disabilities. Swedish law imposes strict requirements on employers when it comes to employment. State monitoring has been established to eliminate discrimination. Finland and the Netherlands have criminal penalties for violations of women's rights in the field of labor. In general, the Scandinavian countries have achieved a high level of employment and a normal birth rate.

The Swedish Law on Equal Opportunities for Men and Women in Labor (1991) stipulates that employers' jobs should be divided equally between men and women. This means that in enterprises where working men and women are not the same, the employer must hire people of the opposite sex who are not sufficiently represented in the enterprise.

In practice, this model is aimed at creating jobs for the total workforce in the public sector with average, decent wages and working conditions.

The downside of this policy is that it is implemented only at the expense of public funds, but the restriction or reduction of funds leads to a sharp decline in production and a sharp reduction in jobs.

The continental or European model, like the Swedish model, is based on reducing the number of employed people in the workforce while increasing productivity and income growth. Therefore, the issues of employment and unemployment are given priority. This is due to the fact that the state understands the responsibility for the state of the labor market and the reasons of socio-political nature, in particular, the presence of many migrant workers who create competition for local workers. In France, it is aimed at regulating this phenomenon, in particular, the implementation of the program "New services - new jobs." Among other measures, the government will provide up to 80 percent of the costs of enterprises to create new jobs for young people. The system of implementation of the French employment policy is also noteworthy. Employment issues are considered not only at the state and regional levels, but also at the sectoral level.

The German (or neoliberal) employment model is based on an active employment policy - the state encourages all producers (employers) to create new jobs, as well as the existing level of employment in the modernization of enterprises.

Such a policy would require the creation of a costly pension system for the growing number of unemployed. The negative consequences of this policy are long-term, persistent unemployment and the huge social, financial and economic costs associated with them.

In Germany, the bulk of subsidies go to cooperatives set up on the basis of bankrupt enterprises of the unemployed who have a certain education but are not skilled in starting a business.

Applying positive organizational practices in the management of employment in Germany will reduce unemployment by creating new jobs and provide a two-way effect, both economically and socially. First, new competitive products will be created, and secondly, unemployment and social tensions in the post-Soviet countries will decrease.

The Anglo-Saxon model assumes that the passivity of the state in employment policy and the share of private enterprises and community organizations in the provision of social services are high. Since the labor regulations announced at the national level were first introduced by the United Kingdom, let us

look at their general direction from a historical point of view.

Former British Prime Minister T.W. Mr. Blair emphasized the need to focus on climate change, and said that it was even more important now with the crisis. According to him, getting a job is a personal problem, and calculations and numbers do not help a certain unemployed person to find his place in life.

In the mid-1930s, the National Council for Economic Development was established in the country to implement the recommendations made by JM Keynes to the British government. To bring the economy out of crisis, Keynes proposed the artificial use of public funds as a decisive intervention of the government, for example, the construction of roads, the creation of jobs (community work) and the development of new territories.

Another task of the National Council was to achieve the main goals of the state - to ensure full employment of the labor force and to develop economic and social programs aimed at improving the living standards of the population.

At present, the modern model of employment in the UK is considered effective and efficient. It has a number of interrelated blocks: the state of supply and demand in the labor market, an integrated system of vocational education and employment, the development of training and retraining programs to increase the competitiveness of women and youth in the human resources market, and the goal is to work together.

development of savings, development of social security system. In the United Kingdom, the institutional system for regulating economic and social relations has a wide network of semi-governmental organizations. Employment and unemployment issues are considered by the Labor Commission, which acts as an adviser to the government. Today, the Department of Labor regulates employment at the state level.

The experience of the United Kingdom in the field of vocational training is noteworthy. The main coordinating body for the profession is the Youth Employment Service, which consists of more than 3,600 consultants and their assistants. Training in this field has been held in Great Britain since 1949.

In the UK, at the beginning of 2016, the unemployment rate rose to a seven-year low (5.3%), while the number of employed rose to a record high (31.2 million people), indicating that labor market conditions have changed for the better.

In the Japanese model, the system of labor relations is based on the system of lifelong employment, and employees are guaranteed employment up to the highest age (55-56) working in the company. Such a system of lifelong recruitment is a good basis for the growth of the amount of material benefits in the form of salaries, bonuses, incentives and social benefits. This is based on ensuring the sustainability of policies aimed at fostering a positive attitude towards work and the pursuit of high quality work. In recent years, the unemployment rate in Japan is 3-3.5 percent.

In Japan, long-term use of employees, training and development of their skills, taking into account the composition of the workplace, the range of products, the implementation at the level of an internal firm, first of all, the quality of the employee's work within the firm, professional activity. creates the opportunity to cultivate fire. An important feature of this model of development is the promotion of labor and the formation of order, the development of production efficiency and product quality by all employees, the appreciation of the initiative of workers. Labor attitudes and efficiency are encouraged through innovation proposals, additional pay for long-term employment, and large retirement benefits.

Entrepreneurs solve the problem of reducing production not by reducing staff, but by reducing the length of working hours or transferring a certain part of workers to another enterprise, if they agree. In Japan, men have traditionally been privileged in the upper echelons of government, and the process of "feminization" that began in the 1950s and intensified in the 1970s has led to the emergence of women

managers in the 1980s. The following factors have contributed to the growth of women's labor activity:

- ease of women's housekeeping and child-rearing due to the electronic delivery of services;
- changes in attitudes and values towards the structure of family and family relations;
- an increase in the proportion of single women in the total number of marriages;
- increase in the number of divorces;

In our opinion, the Chinese model can be recommended as the sixth model. During the reforms implemented in China in the second half of the twentieth century, two events were held, which had a significant impact on rural employment in the country. First, farmers were given the freedom to choose their profession and run their farms. Second, farmers were allowed to run businesses in the city. As a result, the first measure is 125 mln. provided employment for people in rural areas. The second is about 60-80 million. led to the relocation of farmers from rural areas to the city. During the 23-year period of reforms (1978-2001), the share of people employed in agriculture fell from 70.5% to 50% of the total number of people employed.

The peculiarities of employment policy in China are as follows:

- strict regulation of labor in the public sector;
- absolute lack of legal regulation in the private sector;
- low and surplus value of labor resources;
- hard work of the population;
- political stagnation and authoritarian order;
- abundance of free economic zones.

For a long time, the demand for skilled labor in China has fallen in love with supply. The difficult economic situation, the scarcity of natural resources, the incompleteness of the formation of a modern system of economic management, all these limit the ability to provide effective employment and to some extent affect secondary employment.

Although measures have been taken in China to create a socialist market economy, they have given some impetus to the functioning of economic mechanisms.

In China, economic growth will be achieved through increased labor and investment, while labor productivity will remain low. One of the reasons for this is the weakness of the incentive mechanism for employees with good professional training and the ability to work with high returns, a high level of education and skills.

The country has not yet created a socio-economic environment that provides financial incentives for competence and a creative approach to work. The level of professional training of the population of any country is one of the most important indicators of the country's labor potential. Today, in China, this figure is much higher than in previous years, but the use and utilization of economic resources is not enough to increase the efficiency of the economy. In addition, skill levels are not the same across regions and industries.

The current mechanism of remuneration of labor does not allow employees to fully demonstrate their labor potential, that is, their skills do not meet the requirements of global competition.

At the turn of the century, China is facing a number of problems with employment. In particular, the problem inherent in all developed economies is the "aging" of the population, the declining employment rate among young people, the lack of specialists, and so on.

Conclusions and suggestions

In our opinion, the state policy in the field of job creation in our country should be developed on the basis of concrete methods similar to those of foreign countries in reducing unemployment and increasing the employment of the population in socially necessary labor.

To do this, we consider it necessary to take the following measures:

Encouraging government investment in the economy, which is a key condition for creating new jobs;

providing tax benefits to entrepreneurs and small businesses when creating new jobs;

encouraging self-employment;

creating conditions for encouraging investment activity in small business and family entrepreneurship, which is being studied in many countries as an important way to ensure employment;

to provide vocational training, retraining and information and consulting services to persons who are unemployed or at risk of losing their jobs due to structural changes in order to intensify their job search;

to collect data, analyze and provide prompt access to information on vacancies in order to develop labor exchanges and employment services mediated in the labor market, to reduce unemployment due to frictional unemployment and structural changes;

allocation of compensations to employers to cover the costs associated with the creation of working conditions for certain groups of the population - young people, the disabled, people with disabilities;

creation of a socio-economic environment that provides material incentives for competence and a creative approach to work;

assisting families in relocating from labor-intensive areas to areas with vacancies through subsidies and loans, if necessary;

international cooperation in solving employment problems, resolving issues related to international labor migration;

in the public sector - job creation in the fields of education, health care, utilities, construction of public buildings and facilities;

organization of targeted community work, etc.

In the context of deepening economic reforms, scientific research and analysis of the experience of foreign operations in the field of socio-economic mechanisms to increase employment is one of the most advanced and convenient for our country gives.

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