



BASIC PRINCIPLES OF LABOR MARKET MANAGEMENT

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Article history:	Abstract:
Received: 6 th February 2023 Accepted: 6 th March 2023 Published: 7 th April 2023	This article covers the main principles of labor market management. Theoretical views on the further improvement of the labor market in the regions are presented. Also, scientifically based proposals on implementation of economic methods, economic relations management mechanisms and management tools in the management of the labor market have been developed.
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Targeted scientific research continues to find a scientific solution to a number of problems arising due to the management of the labor market in the world. In particular, special attention is paid to scientific research aimed at determining the influence of the demographic situation and migration processes on the management of the labor market, econometric modeling of the causes, factors and economic mechanism of labor force migration, creating the concept of improving the management of the labor market by the state, and increasing the level of employment of the population.

In the context of deepening democratic reforms, glorifying human dignity and developing civil society in our country, it is necessary to develop promising programs related to employment, taking into account the process of digitalization of the economy, taking into account regional specific aspects of socio-economic and demographic processes. Basic principles and economic mechanisms of labor market management

In the context of improving the development of the economy, new approaches to providing employment to the population are necessary, and it is also necessary to evaluate the world practice and our own experience in this field. Changes in the field of employment of the population are one of the conditions of market changes and are related to the establishment of a multi-sectoral (multi-system) economy, sectoral renewal of production, formation of the market system and their infrastructure. The main goal of labor market management is not to attract all able-bodied population to social production according to the principle of labor obligation. Because this stagnation would have turned into extensive development of the national economy, as in previous years.

The infrastructure of the labor market is aimed at ensuring effective interaction between the demand and supply of labor force, social protection of the population entering this market, implementation of the principle of effective and freely chosen types of employment.

This involves managing the labor market in order

to reduce economic and social costs. In a number of cases, these costs are manifested in the decrease of the standard of living of some classes of the population, as a result of inflationary processes, the emergence of unemployment, and the decrease of labor skills. In order to improve the development of the economy, the state must assume the functions of managing market relations based on legal documents in the field of employment.

In the Republic of Uzbekistan, the "Labor Code" and the Law "On Employment of the Population" and the Cabinet of Ministers "On the establishment of temporary one-time employment centers", "Methodology for drawing up the balance of labor resources and identifying persons in need of employment", "Fee-paid public Regulation on organization of work", "Regulation on training and retraining of unemployed persons for profession, organization of their qualification improvement", "Methodology for calculating unemployed population in need of employment by regions", "Regions to be developed first in the creation of jobs Regulation", "Regulation on the procedure for the formation of the system of vocational training, upgrading and retraining of unemployed employees and the unemployed population", "On the procedure for the formation of regional and sectoral programs for the development of home economics, monitoring their implementation, and accounting for household jobs Regulations and decrees such as "Regulation on the procedure for reserving jobs for employment of persons in need of social protection and having difficulty finding work", "Anti-crisis measures", "Year of rural development and prosperity", "Year of small business and private entrepreneurship", "Year of supporting active entrepreneurship, innovative ideas and technologies", "Year of active investments and social development", "Year of development of science and digital economy", "Year of supporting youth and strengthening public health", "In 2023 The Program for creation of jobs and provision of employment of the population" State programs and



other Decisions, Laws, Regulations, Programs form the legal basis for managing relations in the labor market. In addition to legal norms, organizational principles of providing employment to the population in the conditions of market relations, equal rights of different forms of ownership are justified, guarantees provided by the state in realizing the right to work of citizens are determined.

It should also be noted that such regulatory documents were developed for the first time in Uzbekistan, in which a number of new concepts and criteria were used: voluntary freely chosen employment of citizens, acceptable work, unemployed, unemployment benefits, coordination committees, service of state employment assistance centers, and so on. The concept of employment of citizens is given as a type of activity related to the satisfaction of personal and social needs that is not illegal and usually brings wages (labor income).

The codes and laws state that citizens have the absolute right to freely dispose of their abilities in production and creative work, and that they can engage in any activity not prohibited by law, including unpaid activities (raising children, studying separately from production, public works). highlighted.

The Code and Laws not only confirm the freedom of choice of work and the voluntary nature of work, but it is legally established that any form of administrative coercion (except for the cases provided for by law) is not allowed.

The right of a person to work is interpreted as the right to freely choose one's type of activity, regardless of state interests or social needs. At the moment, the rights of citizens regarding their wishes related to labor legal relations have been greatly expanded. And on the contrary, the previously established total labor obligation and the punishment measures for non-compliance with it will be canceled. So, the law lays the foundation for a completely new approach, a new view of the citizen as a subject of legal relations in the field of labor.

Thus, despite the complexity of the situation in the labor market, the superiority of the supply of labor over the demand, these fundamental changes, that is, by creating a single electronic database of workplaces, there is an opportunity to manage labor relations on the basis of a legal mechanism, to ease the pressure on the labor market. Currently adopted laws and employment programs cover only the most general problems of labor market management.

The labor market is not filled by all classes of the population, a certain part of them bypasses the labor market, is employed in social production, and studies in the vocational education system. The actual number of people in the labor market, who are looking for work and applying for the services of the

employment assistance center, is based on the level of economic and social development, the pace of transition to market relations, the state policy aimed at managing the demand and supply of labor force (with the creation of a single electronic database about jobs), the number of people able to work depends on the distribution of activities and other factors.

In order to achieve effectiveness in socio-economic management on the basis of legal mechanisms, it is necessary to take into account the specific basic principles of labor market management.

In our opinion, during the implementation of economic reforms, the management of the labor market is directly related to increasing the material interests of the employer and the hired worker in the areas, independent recruitment of the labor force in the areas, free offer of the labor force in the areas, coordination of the activities of the employment assistance centers in the areas, demand and supply of the labor force in the areas. It is based on basic principles such as balancing, guaranteeing social protection of the unemployed on the ground.

As can be seen from this picture, the main economic mechanisms of labor market management are implemented through economic methods, economic relations management mechanisms and management tools.

Economic methods and tools have a direct impact on the management of economic relations. Finance and credit mechanisms play a decisive role in it. These, in turn, directly affect the effective employment of the local workforce.

Renewal of economic structures through implementation of economic reforms, improvement of economic development, change of character of economic management, development of private entrepreneurship and small business and joint ventures will lead to redistribution of labor force from one branch of the economy to another, reduction of its share in the state network.

In such conditions, in the transition to a market with limited demand, an increase in organizational costs in the labor market is inevitable, which includes the following factors:

- the closure of local labor markets (despite the creation of an electronic database about vacancies);
- the composition of qualified and professional workforce does not correspond to the composition of qualified and professional workplaces in the new conditions of economic management;
- labor force concentration (professional, educational and territorial);
- lack of well-established employment system in the conditions of the labor market with limited demand;
- lack of readiness of the population for employment conditions in the market with limited



demand, etc.

Changes in organizational costs in the economic management of the labor market affect labor shortages and surpluses. As these costs increase, the imbalance between supply and demand for labor increases, so even if the number of vacancies increases, the number of surplus labor may increase.

One of the promising directions of labor market infrastructure management is the "socialization" of the employment assistance center service on the basis of social cooperation. This applies to the organization of mediation in the field of labor, placement of the unemployed and payment of benefits, management of the service of the employment assistance center.

Intersectoral balance takes the leading place among the balance tools of the complex analysis of labor resources employment in the regions. Compilation of this type of balance sheet is carried out with the help of the perspective intersectoral balance information of product development and distribution and the coefficients of correct labor costs.

In this process, the report of intersectoral balance of labor costs, standards for the use of material, labor and financial resources, macro-economic and demo-social indicators of the development of regions, and the established perspective plans of demand and supply of labor force are widely used.

In addition, the labor and material cost coefficients of the reporting period are used in the development of the perspective inter-sectoral balance of labor costs in the employment sectors of the working-age population. Therefore, it is possible to limit the use of the method described above only when the correct labor costs are determined for the intermediate years of the period under consideration.

Statistical and normative methods are used to determine the correct labor cost coefficients for the prospective period.

Using the statistical method, the same methodology should be used to determine the correct labor cost perspective coefficients for different years, because methodological differences make it difficult to compare and analyze the coefficients of different periods.

When determining the perspective coefficients of the correct labor costs based on the normative method, the norm of labor costs for the production of a product unit, as well as the technical and economic indicators of the development of objects, are used.

In order to further improve the calculation and perspective of productivity of products, it is necessary to determine the influence of some factors on its dynamics (growth). The method of mathematical statistics, in particular, the method of multivariate models, can be used for the analysis of labor force on the influence of factors. When selecting factors, first

of all, it is necessary to select labor productivity indicators that have a serious impact on overwork. Selected indicators should be quantified.

In short, on the basis of support for professional and labor mobility, including organizational and financial provision of employment restructuring processes, improvement of forms of professional training and retraining of dismissed personnel, strengthening of coordination with trade unions and business associations, socio-economic management of the labor market and it will be possible to increase organizational efficiency.

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