



MODELS AND METHODS OF INCREASING EFFECTIVE EMPLOYMENT IN THE LABOR MARKET

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| Article history: | Abstract: |
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| Received: 8 th May 2024 Accepted: 6 th June 2024 | This article analyzes the concept of population employment in the labor market as an economic category. Models of employment and labor market regulation have been studied in industrialized countries. The possibilities of using the experiences of these countries to reduce unemployment in our country and increase the employment of the population with socially necessary work are highlighted. |

Keywords: population employment, unemployment, labor market, employment programs, models of employment regulation, foreign experience.

INTRODUCTION

Currently, the problem of ensuring employment of the population is one of the most important macro-economic features of the socio-economic development of the society and is of special importance in the economy. In particular, in the Strategy of Actions on the five priority directions of the development of the Republic of Uzbekistan in 2017-2021, adopted at the initiative of the President of our country Sh.M. Mirziyoev, "in order to increase the employment of the population, increase the real money income and purchasing power of the population, increase the number of low-income families and the level of income differentiation." reduction, creation of new jobs, ensuring the balance of the labor market and infrastructure development, reducing the unemployment rate" is defined as the main task [3].

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

ANALYSIS OF LITERATURE ON THE TOPIC

There are many definitions of the concept of "population employment". In the scientific literature, the concepts of "employment" and "labour market" are often considered the same. It gives a general description of the concept of "labor market".

There are "narrow" and "broad" interpretations of this concept. In a broad sense - socially beneficial activities related to the satisfaction of personal and social needs of citizens, and this activity brings him wages (income). In a narrow sense, it is a set of economic relations with the participation of economic activities related to employment of citizens.

In a broad sense, the labor market can also be viewed as a system of social relations, social norms, and institutions that ensure the use, exchange, and reproduction of labor. As a result, there are relationships related to employment in the labor market and reproduction of labor potential. From this point of view, the economist D.A. Artikova considers the organization and functioning of the labor market as an important link in ensuring and supporting employment in the market economy [6].

A. Smith, a representative of the classical theory school, in his work "Research on the nature and causes of the wealth of nations" states that employment is determined by people's activities and aspirations through their personal economic interests [16].

Academician K.Kh. Abdurahmanov gives the definition that "Employment is the activity of citizens that is related to meeting their personal and social needs, which does not contradict the laws, and which brings them wages and income" [5].

According to A.Olmasov and A.Vahobov, one of our economists, "Employment means that people who have the ability to work and are eager to work get a job and engage in useful work" [19].

A.G. 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 concerned with the production of material factors. In employment, the main productive and consuming forces of the society are manifested. Because the relationship to the objective conditions of production in it serves as a means of obtaining funds for the living of workers, which are considered to be the conditions of reproduction of the total population [22].

V.A. According to Pivlenkov's definition, population employment is citizens who have reached



the legal age and are currently engaged in activities that bring income in the form of material or money [15].

A different definition was given by E.R. Sarukhanov. Employment is a socio-economic relationship in which employees participate, that is, they perform human activities in the production and improvement of material goods [17].

Based on the opinion of L.A. Kostin, employment is a universal economic category characteristic of all economic formations. Employment is a social relationship of workers in mutual cooperation [11].

Employment of the population is a complex socio-economic phenomenon that occurs as an important component of social production, as a social relationship that provides the population with a workplace and at the same time with the necessary funds for a person's life, ensures the formation of the main production forces of society [21].

Here, the need used by the author is a tool, it is understood that work is not the only goal of a person, but that he needs things to live comfortably. Man works hard to get the blessings he needs.

RESEARCH METHODOLOGY

The research methodology is based on the results of the scientific work of our country and foreign scientists on the theory of employment of the population, as well as the decrees and decisions of the President of the Republic of Uzbekistan on the provision of employment of the population and improvement of living conditions. At the same time, studying the specific features of the models of employment provision in developed foreign countries can be a great motivation to put into practice their useful aspects in conducting the policy of employment provision in Uzbekistan. From this point of view, the methodological aspect of this study is to justify ways of implementing innovative development ideas in our country.

ANALYSIS AND RESULTS

Researchers distinguish several models of employment promotion policies in industrialized countries based on the interrelationship between economic growth rate, employment and labor productivity. In particular, researchers have identified five types of employment and labor market regulation: the American model (USA), the Scandinavian model (Sweden, Finland, Denmark, Norway), the Anglo-Saxon model (Great Britain, Canada, Ireland), the continental or German model (Germany, Austria, Belgium, Netherlands, Switzerland, partly France) and Japanese models.

However, some researchers group countries differently, for example, instead of dividing the

American model into parts, they add it to the Anglo-Saxon model [9]. Some researchers divide countries into three models (America, Scandinavia, Europe) are studied separately [7]. Below we will get acquainted with these models.

1. The basis of the American model is the subsidization of social-labor relations, the employee's personal achievement 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 hired worker by the employer; high level of geographical and professional mobility of workers; characterized by a relatively high level of unemployment.

Professional career is primarily related to job changes; accordingly, this model differs from the rest in its high level of mobility. The amount of salary is determined based on the specialization and complexity of the work, moving up the ranks is usually not dependent on the expansion of the professional-qualification profile. Great attention is paid to the issues of professional direction. Special career guidance centers and private agencies have been established at universities and colleges. More than 1,200 state-sponsored career guidance and career selection centers operate under the US Department of Labor, and more than 1 million young people pass through them every year. As a result, specialist training costs are reduced by 30-40%, one dollar spent on professional selection tests provides economic efficiency of one thousand dollars [10].

As you know, the US is traditionally a country with extremely high levels of unemployment. Its level is well affected by frictional unemployment. This can be explained by the fact that in a wide and dynamic labor market, workers actively change not only their workplace, but also their specialization. For example, 10% of workers in the country change their profession every year. In addition, this country has not ranked first in the world in terms of annual job creation for many years. These factors allow the population to perceive unemployment not as a dangerous phenomenon, but as a common condition. Since unskilled or low-skilled workers are often unemployed in the US, the jobs created for them are of correspondingly low quality.

The main directions in the modern employment policy of the USA are: increasing the quality of jobs in terms of increasing the salary level, ensuring future professional growth, maintaining jobs and increasing them.

US policy is primarily aimed at promoting employment growth and job creation, training and retraining, and supporting the wage labor force.



Sufficient experience has been accumulated in European countries and the USA on the organization and operation of regional development agencies that help to solve the problem of population employment to a certain extent.

One such form of widespread regional development agency is the state investment corporation. Its activity is based on the concentration of state investments aimed at the development of the city, and the city, in turn, has a positive effect on the remaining peripheries economically and socially.

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

- achieving full employment of the working population;
- providing social guarantees to the population;
- to ensure equal opportunities in achieving well-being.

It is well known that Sweden's economic policy is aimed at limiting the excessive increase in corporate profits, and the country has a 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 field is unique. In Sweden, a restrictive (fiscal) policy is being formed in the labor market, that is, based on the elements of encouraging job creation and selective economic growth [8,9]. It has been recognized that the traditional strategy of creating full employment inevitably leads to high inflation and wage distortions.

The Swedish model is characterized by an active policy of the state in the field of employment, which has reduced the level of unemployment to a minimum. The peculiarity of this model is not to deal with the consequences of unemployment, but to warn the unemployed. The country's government pays a lot of attention to social policy, including 70% of the funds, developing activities aimed at creating new jobs, mainly in the public sector of the economy; coordinating population migration and labor by providing subsidies and loans to families moving from labor-intensive areas to vacant areas; to ensure quick access of the population to information about available vacancies; spends on activities such as vocational training and retraining of persons who are unemployed or at risk of losing their jobs.

The following can be cited as employment policy issues in the Swedish labor market:

- promotion of work and competence strategy;
- ensuring efficiency and flexibility in the labor market;
- to avoid cases of discrimination in people's work due to the need for special specialties;
- activities to achieve equal rights between women and men in the labor market.

These are implemented through the implementation of the employment program, vocational rehabilitation, training, i.e., active policy program on employment in the labor market and control of employment insurance. In them the following four programs can be distinguished:

- stimulating the increase in the demand for labor force and employment of the population;
- influencing labor supply;
- support for disabled people;
- financial assistance in case of unemployment.

The purpose of the Labor Demand and Employment Support Program is to support the demand for labor force in unfavorable situations. They offer the unemployed temporary employment and minor production work experience.

Support programs for people with disabilities are widespread in Sweden. These programs include provision of activities for disabled people and compensation for employers to cover costs associated with creating workplace 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 criminalize violations of women's rights at work. In general, the high level of employment and the normal level of birth have been achieved in the Scandinavian countries.

This model is intended to create jobs with average, satisfactory wages and working conditions in the public sector for the total workforce. The negative aspect of this policy is that it is implemented only at the expense of state financial funds, but the limited or reduced funds lead to a decrease in production and a sharp reduction in jobs.

3. The continental or European model, like the Swedish model, is based on reducing the number of employed people at the time of increasing productivity and income. Therefore, the issues of employment and unemployment are given priority attention. This is due to the state's awareness of its responsibility for the state of the labor market and socio-political reasons, especially the large number of migrant workers who create competition for local workers. The regulation of this phenomenon in France is aimed, in particular, at the implementation of the "New services - new jobs" program. Among other measures, the state provides up to 80 percent of the costs of enterprises to create new jobs for young people. The implementation system of the French employment policy is also noteworthy. Employment issues are considered not only at the state and regional level, but also at the sector level [8].



The German (or neoliberal) employment model is based on an active employment policy - the state encourages all producers (employers) who create new jobs, and also maintains the existing level of employment while modernizing enterprises, giving benefits to enterprises that avoid mass layoffs.

Such a policy would require the creation of a costly welfare system for the growing number of unemployed. The negative result of this policy is long, stagnant unemployment and the associated high social, financial and economic costs.

4. The Anglo-Saxon model assumes a high share of private enterprises and public organizations in the provision of social services, mainly in the state's passivity in employment policy. It is the first time that the labor regulations have been published at the national level by Great Britain since they are introduced, let's look at their general direction historically.

Former Prime Minister of Great Britain T. Blair told his colleagues that statistics are a poor help in creating new jobs. According to him, employment is a personal problem, calculations and numbers cannot help a certain unemployed person to find his place in life. In the mid-30s of the 20th century, the National Council for Economic Development was established in the country in order to implement the recommendations presented by J.M. Keynes to the British government. In order to get the economy out of crisis, Keynes proposed the artificial use of public spending as a relatively strict intervention of the government, for example, building roads, developing new areas for the purpose of creating jobs (public works), etc.

Currently, the modern model of employment in Great Britain is impressive and effective. It has several interrelated blocks: the situation of demand and supply in the labor market, an integrated system of professional education and employment, the development of training and retraining programs to increase the competitiveness of women and young people in the labor market, the development of targeted community work development programs, unemployment insurance development of savings, development of the social security system. In Great Britain, the institutional system for regulating economic and social relations has an extensive network of quasi-governmental organizations. Employment and unemployment issues are dealt with by the Labor Commission, which acts as an advisor to the government. Today, employment regulation at the state level is carried out by the Department of Labor.

In the UK at the beginning of 2016, the unemployment rate reached the lowest value in the last 7 years (5.3%), and the number of employed people rose to a record

value (31.2 million people), indicating that the conditions in the labor market have changed in a positive direction [24].

5. In the Japanese model, the system of labor relations is based on the system of lifelong employment, and employees are guaranteed to be employed until they reach the maximum (55-56) working age in the enterprise. Such a system of lifelong employment is a favorable basis for increasing the amount of material rewards in the form of salaries, bonuses, incentives and social payments.

This is based on ensuring the stability of the policy aimed at fostering a positive attitude to work among employees and the desire for high-quality work. In recent years, the unemployment rate in Japan is 3-3.5 percent [14].

Aiming to use employees for a long time in Japan, carrying out their professional training and qualification at the level of the internal company, taking into account the composition of jobs, the types of products produced, assuming the professional mobility of the employee within the company from the beginning, it is positive for employees to work hard and achieve a high level of work quality. creates an opportunity to nurture the approach. In this development model, an important sign of work promotion and formation of order is development of issues of increasing production efficiency and product quality improvement by all employees, rewarding the initiative of workers. Attitude and efficiency are encouraged through rationalization proposals, long tenure bonuses, and large retirement benefits.

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 20th century, two measures were taken that greatly affected the employment of the population in rural areas of the country. First, the peasants were given independence in choosing a profession and running a farm. Second, peasants were allowed to do business in the city. As a result, the first event cost 125 mln. provided a person with employment in enterprises in rural areas. The second is about 60-80 million. led to the migration of peasants from rural areas to cities. 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 jobs[20].

The distinctive feature of China's employment policy is as follows:

- strict regulation of labor in the public sector;
- absolute lack of legal regulation in the private sector;
- low price and surplus of labor resources;
- hard work of the population;



- political stagnation and authoritarian regime;
- a large number of free economic zones. For a long time, the demand for skilled labor in China has been observed to exceed the supply. Complex economic situation, shortage of natural resources, incomplete formation of a modern system of economic management, all this limits the possibility of providing effective employment and affects the secondary employment to a certain extent.

Although measures to create a socialist market economy have been adopted in China, they have somewhat revitalized the functioning of the economic mechanisms of enterprises.

China's economic growth is achieved by increasing the labor force and investment volume, labor productivity has remained low. One of the reasons for this is the weakness of the incentive mechanism for employees with a high level of knowledge and skills, who have good professional training and the possibility of high-return work.

So far, the country has not created a socio-economic environment that provides material incentives for competence and creative attitude to work. The level of professional training of the population of any country is one of the important indicators describing the labor potential of this country. Today, in China, this indicator has risen to a much higher level than in previous years, but it is not enough to use and absorb economic resources and improve the efficiency of the national economy. In addition, skill levels are not the same across regions and industries.

The current mechanism of payment for labor does not allow employees to fully demonstrate their labor potential, that is, their skill level often does not meet the requirements set by global competition. At the beginning of the 21st century, China is facing a number of employment problems.

In particular, the problem common to all economically developed countries is the "aging" of the population, the tendency of the employment rate among young people to decrease, the lack of specialists, etc.

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, like foreign countries, to reduce unemployment and increase the employment of the population with socially necessary work.

For this, we think it is necessary to take into account the following measures:

- stimulation of investments made by the state in the economy, which is the main condition for creating new jobs;

- giving tax incentives to entrepreneurs and small business enterprises when new workplaces are established;

- to encourage self-employment with socially necessary work;

- creation of conditions based on stimulation of investment activity in small business and family entrepreneurship, which is studied as an important method of ensuring employment of the population in many countries;

- vocational training, retraining and provision of information-consulting services to persons who have become unemployed due to structural changes or are at risk of losing their jobs;

- development of labor exchanges and employment services mediating in the labor market, collection and analysis of information on vacant jobs in order to reduce frictional unemployment and unemployment related to structural changes (information and consultation centers);

- allocating compensations to employers to cover expenses related to creation of workplace conditions for special groups of the population - youth, disabled, people with limited ability to work;

- creating a socio-economic environment that provides material incentives for competence and creative attitude to work;

- if necessary, help families to move from labor intensive areas to vacant areas by providing subsidies and loans;

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

- creation of jobs in the public sector - education, medical services, utilities, construction of public buildings and facilities;

- organization of targeted public works, etc.

In the context of deepening economic reforms, scientific research and analysis of the experience of foreign practices on the socio-economic mechanisms of increasing the employment of the population, using the advanced aspects of the experience of these countries, which are convenient for our republic, allows to identify and apply in practice the effective, promising directions of increasing the level of employment of the population gives

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