

Ways to Increase the Effectiveness of Mechanisms for Regulating the Rural Labor Market

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Annotation: The article develops the concept of regulating the rural labor market, employment, increasing the competitiveness of the workforce, organizational improvement of employment services, achieving a balance between supply and demand for labor, a flexible labor market, employment of the rural population through human capital development.

Keywords: rural labor market, regulation, employment, labor competitiveness, labor demand, labor supply, flexible labor market, human capital.

Employment of the able-bodied population entering the rural labor market of Uzbekistan, increasing the professional mobility and competitiveness of the unemployed, taking into account the specifics of regional development in the development of employment programs, improving the economic mechanism of labor demand in the rural labor market. available. Accordingly, seven priorities of the New Uzbekistan Development Strategy for 2022-2026 have been identified. In order to ensure the continuity and continuity of reforms in this conceptual document, the principle "From the Action Strategy to the Development Strategy" is the main idea and the main criterion. will also be in the center of our constant attention¹. " Effective solution of these tasks requires achieving a market balance between supply and demand for labor in the rural labor market.

This allowed to form the basic conditions of the concept of employment assistance to the rural population of the Republic of Uzbekistan. In our opinion, the concept of employment assistance to the rural population includes the following cases:

- restoration, increase of agricultural production (gross and commodity) and processing, and on this basis the restoration, creation and maintenance of new jobs;
- increase the efficiency of the agro-industrial complex in terms of working conditions and remuneration in agriculture with state support;
- stabilization of the economic situation and improvement of the structural structure of new enterprises in rural areas, taking into account their specialization in the real distribution of labor;
- increase the level of employment of the rural population. At the same time, taking into account the socio-economic and demographic characteristics of the region's development, creating conditions for the development of alternative forms of employment;

¹Sh.M.Mirziyoev. We will resolutely pursue the path of democratic reforms on the basis of the new development strategy of Uzbekistan. People's Word newspaper, November 7, 2021, 8238 (8018).

- development of farms and private households, folk crafts related to local resources and values, small and private entrepreneurship, employment in the household, creation of new jobs in rural social infrastructure, restoration of existing ones;
- taking into account the specifics of the rural labor market, improving the regulatory framework for social protection and employment of unemployed citizens, in particular, the introduction of employment in private households and the provision of social guarantees for employment in private households, in the agricultural sector increase the level of modernization and creation of non-agricultural workplaces;
- conducting an active employment policy in the rural labor market, improving the system of providing employers and employees with information on labor market conditions;
- The only effective form of information on employment assistance to citizens who apply to the district employment centers is the creation of express service centers for the population. The difference between the services of the district employment centers on the above issues is that the express service centers provide fast services to citizens applying for jobs, as well as self-service of citizens. All the basic information on employment issues can be accessed through open, popular display boards or special automated devices, where everyone can get all the information about vacancies by pressing the buttons of special automata in a row. Experience shows that the establishment of express service centers will lead to the development of independent job search for employment and vocational training of citizens;
- expansion of flexible forms of self-employment and employment (temporary, public works, household employment, non-standard employment), which balances the supply and demand for jobs in rural areas;
- improving the quality of jobs, improving safety and working conditions, bringing the level of wages in rural areas closer to urban areas;
- formation of psychological readiness of young people to enter the labor market and increase their professional mobility, more active involvement of youth in the employed population, development of targeted employment programs for young people, taking into account regional characteristics;
- to take measures to guarantee the employment of unemployed citizens who are not able to find employment in a normal way, to provide them with opportunities for temporary employment aimed at reducing the unemployment rate, providing them with tax benefits from the local budget;
- implementation of a set of targeted measures for the arrival of the necessary specialists in rural areas.

The main directions of increasing the competitiveness of the labor force in the rural labor market and the organizational improvement of employment services are:

- reform of the network of continuing agricultural education and development of the system of continuing vocational education on the basis of new information technologies as a factor in improving the quality of the workforce;
- in order to increase the competitiveness of the rural population in the labor market, to increase human resources, to form a system of accelerated vocational training specific to industries and sectors of the economy;
- creation of a single database of vacancies at the regional level;
- improving the system of measures to strengthen social protection to support the temporarily unemployed rural population;
- developing independent job search skills;

- forecasting the state of employment development of the rural population at the regional level. Provide prompt information to employers and the public about the need for job-seeking citizens and workers, and vocational training opportunities.

In our opinion, the following measures should be taken as an economic measure to achieve a balance between supply and demand for labor in the QMB:

- development and implementation of a structural investment policy for the creation and maintenance of jobs;
- preferential lending and taxation of enterprises implementing special employment programs;
- development of regional, sectoral professional mobility through the financing of information systems, vocational training and vocational guidance;
- formation of public works and temporary employment;
- development of small business and entrepreneurship in rural areas;
- establishment of additional guarantees of employment and social benefits for certain categories of citizens.

two options for regulating the supply of labor, depending on the influence of one or another factor, as the main directions of labor market regulation, namely, social orientation and liberal forms of regulation.

In most cases, the mechanism of labor market regulation is currently complicated.

As a study of the state of the regional labor market, the following priority areas of its regulation can be identified: activation of the activities of non-governmental entities of regulation; introduction of a flexible labor market system; increase the demand for labor through comprehensive support for small business ; stimulating human capital development.

Research shows that labor market regulation is effective only if labor market entities (outside the state) are more actively involved in it (mainly trade unions). Therefore, an important area of labor market regulation is currently the activation of the activities of non-governmental entities of regulation.

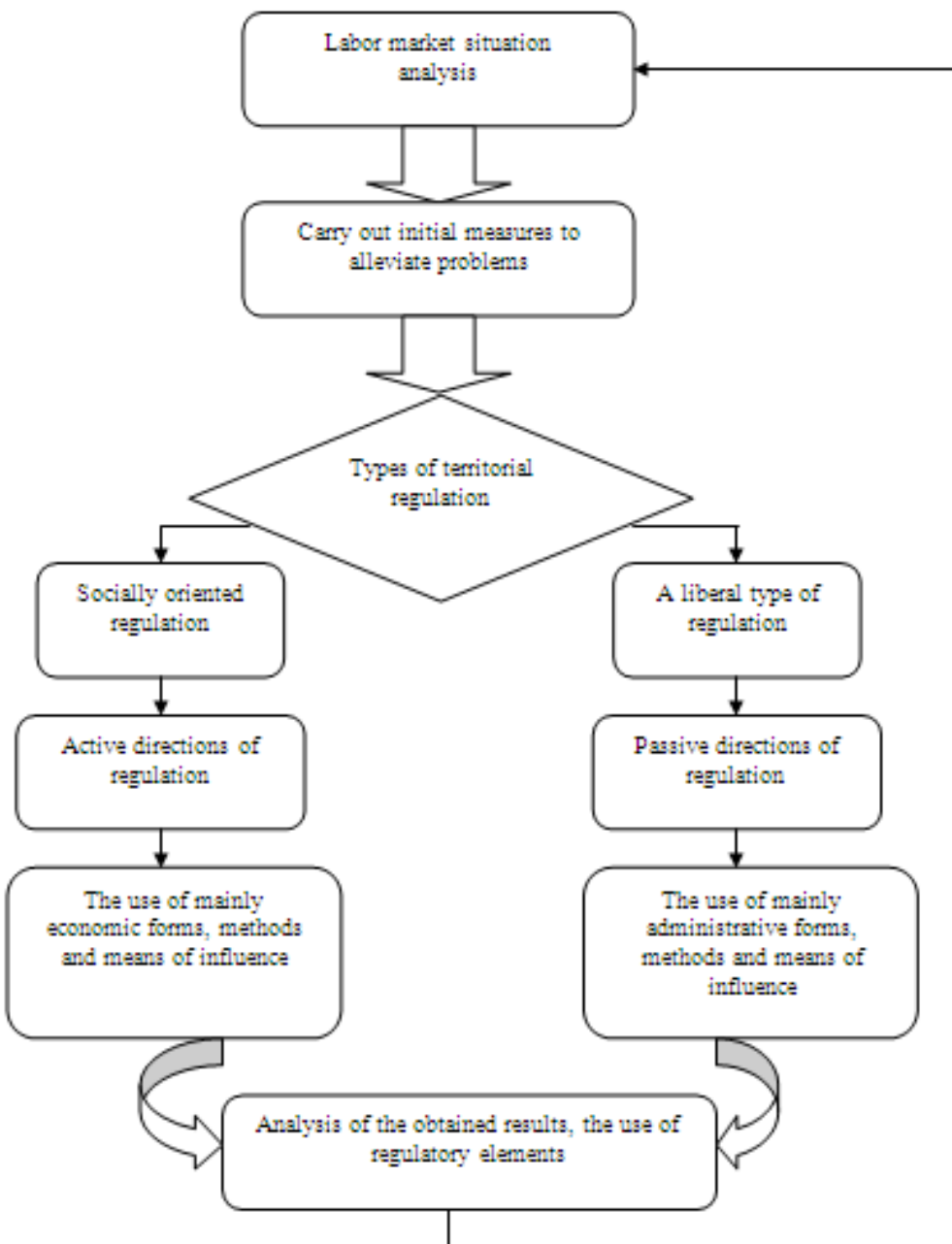


Figure 1 Implementation of the labor market regulation mechanism upgrade process model²

In our opinion, the priority of labor market regulation today is the introduction of a flexible system of the labor market, increasing the demand for labor through the full support of small business, stimulating the development of human capital. One of the priority measures is to improve general education and skills training.

Regulation of the flexible labor market at the regional level encourages the development of small businesses as flexible forms of employment, increasing productivity, labor productivity and wages. At present, the

²Developed by the author.

introduction and expansion of flexible systems of the labor market is one of the priorities of regulation. The introduction of flexible employment in large corporations can have a negative impact. Under such conditions, it is difficult to determine the productivity of a worker working from time to time and to make a distribution of wages and a fair assessment of the contribution of each employee to the results of labor. Adherence to the principle of uniformity in the payment of wages to all employees in the team will subsequently lead to a decrease in the interest of workers who are truly motivated or who work conscientiously on a part-time day or week. Therefore, labor flexibility in large enterprises can have negative consequences. Therefore, the use of a flexible system of the labor market in small enterprises has a positive effect.

The development of a flexible labor market is necessary for the development of labor market flexibility in small business and private entrepreneurship. In Western European countries, in the 60s and 80s, hired workers received some concessions from employers on the introduction of flexible employment. The further formation of a flexible labor market involves the introduction of professional knowledge of workers and the development of scientific techniques related to the coverage of computer and information technologies.

As a result, the composition of the labor force in the flexible labor market will change, in which the share of young people and women will increase. A significant proportion of women and young people with a flexible work schedule prefer to be busy only part of the work day.

Changes in the composition of employment necessitated adjustments to the working conditions and wage requirements of workers. Therefore, new trends in economic development have led to the formation of forms that contradict strict labor norms, that is, non-standard types of employment.

Regulation of the development of a flexible labor market implies the retention of qualified personnel in the enterprise in times of decline in production. Flexible labor market allows small businesses not to be afraid to expand staff, as well as small business - the development of the only problematic and important factors of the flexible labor market. The expansion of the flexible labor market will lead to structural changes in the economy, the contraction of agriculture and industry, and the growth of the service sector, especially the production of the information sector and the development of infrastructure. The development of a flexible labor market, as an important area of labor market regulation, now creates the conditions for reducing unemployment, stabilizing the labor market, economic growth and increasing the level of the population sector. This direction of regulation can be achieved through cost-effective, direct methods of regulation. The result of a flexible labor market is to increase the country's labor potential by helping people unleash their untapped potential.

Currently, an important area of labor market regulation is to increase the demand for labor. One of the most effective ways to increase the demand for labor is to provide comprehensive support to small businesses as a means of supporting a flexible labor market. An important way to regulate this direction is the monetary instruments of labor market regulation. In particular, such regulation is effective at the regional level if it is carried out on the basis of a targeted program.

In our opinion, it is necessary to formulate forms of self-employment at different levels, nationally and regionally. To do this, it is necessary to take into account the level of quality of employment services related to the specifics of the region .

An important area of state support for small business and private entrepreneurship is a differentiated approach to organizing their own independent business among different groups of the population. These groups are divided based on occupational affiliation, level of education, employment status, or unemployment. Regulation of the market, focused on the efficient use of labor resources , requires increasing the number of people involved in economic life by encouraging small business, ensuring self-employment and labor market

flexibility, and significantly increasing secondary special and vocational education. Therefore, the current state of the labor market implies the constant development of human capital, which is one of the priorities of its regulation. This direction of labor market regulation applies both in a socially oriented way and in a liberal way. For example, this view is popular in the United States, where the goals of labor resource formation, along with labor incentives, are creative in nature and operate within the scope of the overall complexity of the nature of human work throughout life. The development of human capital can be based on the following measures:

- raising secondary special, higher and scientific education (even in countries with a liberal labor market regulation, about 80-90% of education costs are covered by public, private capital and public organizations);
- improving the forms and system of remuneration of labor. Wages should meet the personal and social needs of workers engaged in industries and sectors of the economy, ensure their decent living and health;
- improving the system of lifelong vocational training and retraining (in countries with a liberal-oriented type of labor market regulation, an average of 90% of these measures are carried out at the expense of public funds and private capital).

In our opinion, the use of various forms of labor market regulation in our country is purposeful. In a socially-oriented way of regulating the labor market, the state emphasizes the transition from a passive policy to an active policy. This means that the comparative-based economic methods of regulation are preferred over the administrative methods, i.e., the employment-oriented method, rather than the unemployment-oriented method. The state uses not only direct but also indirect methods of regulating the labor market. In this process, the regulation of the labor market may include the following measures:

- organization of public works, mainly for young people (according to the Swedish experience, such work is provided for a guaranteed salary of up to 50-100% of the salary for occupations in housing, road construction and services) for a period of up to six months);
- providing subsidies to private firms to create new jobs;
- information payments for all types of services on vacancies in the personnel departments of enterprises;
- providing special equipment for the creation of jobs in enterprises for people with disabilities and providing subsidies to business owners for the employment of people with disabilities;
- to encourage the expansion of entrepreneurial activity in the main extracurricular activities.

In the socially-oriented type of labor market regulation, measures are taken to increase the level of general education of the unemployed and vocational education, which is in constant demand in the labor market. This process is conditioned by:

- identification of professions in demand in the labor market, the provision of such information to future professions and those wishing to enter the labor market, taking into account the period of vocational training;
- comprehensive identification of the interests of those entering higher education institutions, colleges or retraining courses: the purpose of which is to conduct an initial interview, acquaintance with previous work and educational subjects, to determine the future job in a short time (for example, a month);

- introduction of individual teaching methods (so-called individual module), which is based on the choice of the subject, in particular, to fully satisfy the interests of students and offer its sequence and optimal pace of renewal;
- effective organization of retraining courses with the help of scientists, specialists, and practitioners of higher education institutions, industrial enterprises, in this case it is necessary not to save the salary of a group of teachers, otherwise the organization of these training courses will not do anything.

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