

Labor Market in the Regions Regulatory Specifications

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Abstract

In this article, information is provided about the features and ways of regulating the labor market in the regions and the solutions to the problems in the implementation of the developed measures.

Keywords: labor market, regional economy, regional labor market, labor force, gross labor force, unemployment.

When implementing market reforms in our country, we have to solve a number of regional economic problems. This is due, first of all, to the existing differences in the economic development of the regions, and on the other hand, from the legal and organizational point of view, it is necessary to implement the reforms in all regions with a single goal, that is, taking into account the special characteristics of the regions, the single goal is to satisfy the economic interests of all regions - today the country is economically it will be necessary to conduct a regional economic policy aimed at development.

The activity of the regional labor market should be focused mainly on increasing the efficiency of the use of the total labor force in the region. The difference between the expressions "use of the gross labor force in the region" and "effective use of the gross labor force of the region" is that it shows the theoretical and methodological aspects of the regional approach to economic problems, that is, in the first case, the emphasis is placed on the effective use of the complex natural, material and economic potential of the region and implementation through the "economic" labor market is envisaged. In the second case, the "economic" labor market, or. the labor market in its pure state, is intended to be used within the framework of internal economic laws that are theoretically uniform for all countries. "Economic" labor market refers to the use of only two economic mechanisms in the regulation of the labor market, or. wage and working hours mechanisms.

The main feature of the regional labor market is that in its formation and development, the economic interests of the entities participating in this process are clearly visible. Labor market participants have different economic interests, they are state, local government, population and private sector entrepreneurs.

The main goal of regulating the regional labor market is to harmonize the economic interests of its subjects. As the President of the Republic of Uzbekistan, I. Karimov, noted, "one of the leading principles of internal policy is to harmonize the interests of all groups, enterprises, sectors, regions, and the state in general in a similar manner. Decent living conditions for a person, creating opportunities for him to express himself is the highest goal of developing our economy and the entire society." It should be said here that creating opportunities for a person to express himself is done by improving the mechanism of the labor market. In order to achieve such harmony, it is necessary to consider the economic interests of the subjects separately and together.[3]

The important interest of the state is, first of all, the ability of the region (territory) to provide itself with financial and a number of other economic resources, in particular, the ability to finance its own budget. Secondly, it is to reduce the level of unemployment in the region, because in this case the volume of production will increase, tax revenue will increase and the share of the region in the country's budget will decrease.

The interests of the local government are, first of all, to increase the level of social and economic development of the region. In addition, it is to ensure employment in productive work and reduce the unemployment rate. Achieving employment in effective labor for the regions is determined by raising the standard of living of the population as a result of economic activity within the framework of the established Laws. The interest of the local government in reducing the unemployment rate is high, because new jobs are the material basis of the local budget, and the local government can assess that achieving high efficiency of spending in all social spheres is an important task of the present day precisely by increasing the economic activity of people.

In order to harmonize the interests of the state and local authorities in regulating the labor market, it is necessary to pay special attention to the following direction:

- the importance of the labor market in terms of increasing the potential of personnel in the region is constantly increasing. In order to stimulate the demand for labor in the region, it is necessary to improve the indicators of the region, taking into account the specialization of the regional economy, the development of production and social infrastructures. In this case, the basis for increasing the economic potential is created through qualitative changes in the supply of labor force.

The interest of the population in the labor market is directly aimed at increasing their standard of living. Labor is the material basis of any income. The population is interested in employment aimed at satisfying their economic, social and legal needs. It is important to achieve the reconciliation of interests between the population and the state and between the population and the local government by opening a wide path to entrepreneurship rather than wage labor.

In this regard, the importance of the banking and tax system in the development of small business and private entrepreneurship is very high. Secondly, in the social protection system, not only reducing unemployment is the main issue, but attracting the economically inactive population to the labor market is also the responsibility of this system.

The interests of state enterprises and private entrepreneurship in the labor market are expressed, first of all, by the increase of investments attracted to the region. Here, the main factor regulating interests is the amount of wages and the duration of working hours, because changes in these factors directly affect the level of unemployment. A large amount of investment attraction to the region opens up new opportunities for employers in production and generally serves to increase economic efficiency. When making investments, the following features in the region determine the investment environment and are regional factors that represent the interests of the state and local authorities:

- Key factors. These factors include the region's natural resources, labor force availability, and geographic location. They are taken into account when making decisions on direct investments, but their consideration in the implementation of strategic goals is not always methodologically sufficient. For Uzbekistan, this group of factors takes a leading place in some specialized fields, in agriculture, in the field of oil and gas industry.
- Development factors. These include information infrastructure, highly qualified personnel and research institutions. They are the main conditions for creating new techniques and technologies, increasing the type and volume of products. Their position increases in ensuring the competitiveness of the region.

The only goal in the full realization of these factors is to carry out a regional policy aimed at increasing the efficiency of the use of labor resources throughout the country. At the same time,

the economic interests of regional labor market subjects as components of this policy have important socio-political importance as a matter of principle that needs to be regulated.

The strategy of regulating the labor market answers the question of what priorities to pay attention to in considering the vital interests of all members of society, increasing attention to the lives of low-income citizens, and following the criterion of justice in the distribution of social production results.

Selecting the most important of these priority directions determines the social directions of the labor market regulation process and the principles of labor market regulation and their implementation methods.

When developing a labor market regulation strategy, first of all, it is necessary to ensure that all processes are subservient to the development requirements of society and the economy, to encourage positive changes, and to ensure the priority of measures that ensure social and political stability in society.

Second, a socially oriented market economy and an active policy in the labor market corresponding to it should be combined with the principle of equal opportunities. Its main purpose is to eliminate or minimize inequality in getting and keeping a job, which may be due to reasons such as disability, family circumstances, lack of skills.[1]

It is particularly important to increase the competitiveness of all employees in the labor market in order to achieve effective employment. A lack of skills or having a profession that is not promising in the future is the main reason why employees are not resistant to competition. Therefore, in the process of regulating the labor market, the state tries not to allow employees to stop at a low level of qualification, because this situation can be a serious obstacle to the stabilization of employment in the labor market, and it can also interfere with the growth of the economy. attention is paid to active activities, such as vocational training, job placement, programs to invite the unemployed to work, assistance to economically inactive citizens on social security. They are diverted into the flow of productive activity. This is especially true for citizens who may be sentenced to long-term unemployment and lose the opportunity to find employment as a result of a long break in work.

The clear objective of labor market regulation is to help expand labor demand and support an efficient labor supply.

If the concept of active policy in the labor market does not appear as a strategy determining the regulation of the labor market, then one of the following socio-economic directions in social development may prevail:

1. Demands for high social protection of the population in the labor market will cause inflation to rise again, economic passivity will arise, which will create opportunities for qualitative changes in the workplace system and the development of new areas of labor expenditure.

limits. It also forces the employer to limit the hiring of additional labor force, which causes the unemployment rate to increase.

2. If the reasonable social support of the population is weak, the main source of risk for economic changes in the society moves to the socio-political sphere, social risk arises due to the growth of mass unemployment. In the competitive struggle for jobs, the spontaneous market squeezes unprotected groups of the population (young people without professional education and work experience, disabled people with limited work ability, women who have to devote more time and energy to the family, elderly people). Some sectors of the economy and some professions may not be "marketable" and thus rejected by the market economy.

If the state does not regulate labor relations and social-labor relations, drastic social changes may occur. The state itself is an institution of the labor market, which establishes institutions that regulate social labor relations. Such institutions include the Ministry of Labor and Social Protection of the Population at various levels of the economy, the migration service, regional and

local bodies, personnel management services in enterprises (organizations), as well as public organizations of hired employees and employers.

From the perspective of regulating the labor market, the main task of these institutions is to reduce the time an employee spends on searching for a suitable job, and the consumption of material and financial resources. Therefore, the main task of the labor market institute is to eliminate the "uncertainty of the market", to ensure that the information that employers and employees have is perfect, because it is the lack of information that leads to an increase in costs. The most common form of implementation of this task at the macro and micro levels is to create a database of vacancies, taking into account the requirements for the level of professional qualifications of employees, and to analyze the current state of the labor market on a scientific basis, to predict its development prospects.

It is extremely important for the state to develop measures to regulate the labor market, such as the labor activity of employees, the reasons for working, their choice of a type of activity and procedure. This is especially relevant for multi-ethnic Uzbekistan. One or another economic measures to support employment of the population depends on the extent to which they are coordinated with the organizational factors of employment.[2]

The level of regulation of the labor market mainly depends on the nature of the social tasks of the states. For example, the "Swedish" model of the labor market assumes the existence of a certain role of the state in the redistribution of national income, maintaining a high standard of living of citizens, professional training and retraining of employees. The social tasks assumed by the state determine the direction and principles of labor regulation. At the same time, regulation of the market is necessary regardless of what social model society chooses.

Conclusion:

The main link of the national model for the transition to a market economy is defined as the implementation of a strong social policy. In other words, all economic, social and political reforms are aimed at creating decent living and working conditions for people. In this case, it is necessary to consider employment as one of the important social events, and the processes occurring in it as one of the fundamental events. Employment is not only a social, but also an important production category. Because it reflects the economic and legal conditions in which labor is an important factor of any production.

When determining social policy measures in the field of employment, first of all, the main attention should be paid to increasing its specificity and efficiency. However, these aspects of employment problems are almost ignored.

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