

## PERFECTION OF REGULATION PROCESSES OF POPULATION EMPLOYMENT IN UZBEKISTAN

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### Abstract

*The present stage of market relations is characterized by relative qualitative growth of regulation of demand – supply of labor force, improvement of social partnership on the labor market and interaction of all structures implementing management of concrete issues of employment assistance of the population. The policy of creation of workplaces should differ from a policy of their preservation. Programs of preservation of workplaces by placement service should be considered exclusively as anticipating, constraining liberation of employees. It is important to direct allocated means by special-purpose designation for partial financing of investment programs.*

### MAIN PART

It is expedient to develop the special mechanism of creation and preservation of the workplaces intended for marginal groups of the population which should be allocated by separate subsection in the general provision and the order of financing of creation of new workplaces. Financing of workplaces for marginal groups should be carried out only on an irrevocable basis, and all the others - on returnable. It is important to select those projects which will allow realizing multiplicate effect. The order of rendering the financial help to the enterprises should provide allocation of financial assets both on creation, and on preservation of workplaces.

Transition to the active policy of employment according to macroeconomic stabilization and labor productivity growth should become the major priority directions of regulation of the labor market.

Formation of features of the labor market revealing at macrolevel, concerning a great demand on labor force and low level of the registered unemployment, is connected with mechanisms of adaptation of employers and employees, accordingly.

The most important element in the policy of regulation of manpower resources is the liberalization of labor market which includes weakening the direct intervention of the state institutes and trade unions in

employment sphere, returning to the employer of greater freedom at the solution of the issues connected with use of labor force.

Taking into account national interests the basic directions of employment policy are:

1. optimization of employment which provides, first of all, perfection of employment structure and formation of new professional skills. Within the limits of change of employment structure there allocate following tasks: unemployment reduction, development of partner relationships, simplification of transition from training to work.
2. strengthening the adaptable ability concerns, firstly, technological changes, transformation of production structure and occurrence of the new goods and services. The adaptation is in the change of system of the organization of labor, labor contracts, human resource management, and also education system and professional training.

It is necessary to expand the sphere of registered employment; to increase the flexibility of labor relations, to maintain their adaptation to the changes of economic conjuncture, and also to strengthen the mobility of employees. The policy of employment should be directed first of all on formation and action of effective system of measures on the rapid return of the persons

having lost their work to the employment sphere.

It is expedient as stimulation of the unemployed to search of a new workplace to inculcate the system of bonuses for fast finding of job with the condition for a certain term. One of tools of state policy of employment which can considerably affect speed of employment assistance of the unemployed is a decrease in wage capping at which the competitor is obliged to accept the offered work. Besides, there are a lot of vacancies registered by placement services, do not find interested persons because of low level of earnings, bad working conditions or remoteness from a residence.

Main directions of employment policy at the present stage should become, firstly, gradual liberation of excessive labor force at the enterprises, for the purpose of increasing the efficiency of use of labor potential of the country, and simultaneously creation of new workplaces in the scales providing satisfaction of the population needs in labor activity; secondly, maintenance of conformity of vocational structure of employees to the requirements of labor market, including retraining of liberated employees, prevention of real deficit of labor force; thirdly, realization of large-scale measures on employment restructuring in connection with modernization and diversification of economy, restoration of vocational blanks as a part of employees of the industry; fourthly, monitoring of labor market and maintenance of adequate reaction of employment policy on labor market shifts.

At regulation of employment processes it is necessary to pay great attention to small business development, on which great influence renders that the demand for the goods and services of small business depends, firstly, on the level of the development of region and incomes of its inhabitants, and, secondly, on the urban saturation, presence of big cities and population density, i.e. concentration of consumers. But even more important role is played by institutional barriers. Among them there is not only the general one for all country, but also differentiated on viloyats (regions), therefore the number of small enterprises and an occupation level can serve in small-scale

business as indicators of an enterprise climate.

For regions of the republic with more developed small business in nonagricultural branches the objective factors of a site are important: presence or the neighborhood of big cities; frontier position; the favorable enterprise climate received from local authorities.

For regions with less-developed small business the institutional barriers are more significant. At the same time the appreciable role is played also by objective restrictions: small number of big cities; low profitableness of small business in слабозаселенных regions; alternative possibilities of employment in other branches of economy with high payment in resource and export regions of Uzbekistan.

All problems of current activity of small enterprises can be divided into groups:

- The problems connected with the selection of qualified personnel, license reception, shortage of knowledge and skills of business conduct, accounting conduct, legal vulnerability;
- The problems connected with search of circulating assets, attraction of investments, sale, payment of taxes, premise rent, purchase of equipment, payment of interests on credits and return of credits, acquisition of raw materials and materials.

The task at creation of favorable conditions for the activity of enterprises is development of progressive financial technologies - including leasing, guarantee and mortgage schemes, franchising chains, expansion of foreign trade activity of small business, attraction of foreign investments into this sphere.

At realization of state support of small business it is necessary to solve following tasks: to develop mechanisms of attraction of private credits under guarantees of specially created guarantee funds (agencies), to create the centers of financial leasing, to fulfill the mechanism of the simplified taxation and taxation under imputed earnings. All this will promote simplification of access of potential businessmen to the loan capital for opening and expansion of business, to facilitate management and account at again created enterprises.

Expansion of the offer of trained labor force is the necessary precondition of improvement of quality of production and services from small business, and hence their competitiveness. In this sense the measures undertaken on labor market, including in the field of professional training for small business, can be a method of indirect strategic support of the whole sector of small business.

Distinctive feature of manpower resources of Uzbekistan is that in the majority they possess high enough labor potential caused by high educational level and vocational training.

However the demand of the professional knowledge received in higher educational institutions, in system of specialized secondary education, frequently appears low in real life. Much more valuable for the businessman is the practical experience, professional skills got by the personnel in the process of work at the enterprise, or on the previous place. The system of higher education is far from real requirements of small business, especially in the new spheres of activity to economy. Other source of gaining knowledge are various short-term courses, participation in seminars, foreign trips, training in other firms, training in postgraduate study, self-education, etc. However interest in additional vocational training and improvement of professional skills in small business is so far

insignificant. It is much easier for businessmen to take the person with ready and necessary qualification for a job, rather than to spend own funds for his training.

It is expedient to allocate as priority object of the state support the starting and youth business, as in these segments it is possible to create new workplaces and support self-employment of young initiative members of society.

Programs of assistance to small firms should be guided by concrete sector of economy or region. As a rule, such programs are elaborated and accepted by the state bodies of various level and differ with the variety of applied measures, and also with diversification concerning coverage of various areas of economy of region.

Thus, in our opinion, creation of corresponding conditions for small business development will promote the further increase of occupation level of the population in Uzbekistan.

## REFERENCES

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