

Opportunities of Use of Personnel Mobile Services on the Work of the Labor Market

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Abstract- This article reflects the socio-economic importance of the regulation of the national labor market. By author were investigated opportunities of use of personnel mobile services on the work of the labor market and was proposed ways of development nongovernmental employment agencies in the country.

Keywords: Labor, employment, unemployment, mobility, population.

I. INTRODUCTION

Significant changes are taking place in the labor market due to the consistent implementation of the tasks outlined in the Action Strategy of the five priorities of the Republic of Uzbekistan for 2017-2021. In addition to accelerated development of various industries, they create new jobs, contribute to the employment of the population and the further prosperity of our people.

However, we have to admit one of the most serious problems we all face: the structural shift in the economy is accompanied by the unemployment of employees in several sectors. In turn, the natural increase in the number of able-bodied population is also on the rise. As a result, there is a discrepancy between the need for employment and the demand for the labor force in the economy, as well as the professional nature of employees and the nature of the proposed business.

Employment issues have been studied in the scientific works of a number of scientists as Abdurakhmonov Q.X [1-2], Beisenov S., Mukhambetov T.[3], Xlebovich D.I. [4], Holmuminov Sh.R., Arabov N.U. [5-6], Tsygankova A.V. [7], Kaiser N.V [8], Novoselova N.V. [9], N. Kondratiev [10], Fisher I. [11] and others.

II. ANALYSIS AND RESULTS

From an institutional point of view, it is possible to address the problem of disparity in supply and demand in the labor market by setting up a social control system. The state needs to implement its planned labor market policies through institutions that operate in this market. Research has shown that the most important social problems are solved directly in the labor market. In addition, the state must take part in this process. Otherwise, many people will be deprived of jobs and livelihoods. The state is interested in the high employment rate. Because it ensures the increase of the budget revenues and the country's wealth.

Social and economic policy should be aimed at achieving consistent discipline and capacity building for individuals:

- Creating opportunities for career change, ability to succeed, and the availability of appropriate training opportunities;
- Establishment of equal conditions for organization of active work, retraining and professional development, promotion of service;
- widespread introduction of different forms and means of labor promotion, achievement of the amount of income earned by the owner and his / her family;
- Legislative improvement of labor relations between employees and employers, particularly in the private sector, and legislation in this area.

The present stage of development of the national economy is characterized by the steady development of all spheres under the influence of innovative trends. This process will help to forecast future employment of the country in accordance with changing conditions of internal and external factors and to ensure their adaptation to today's innovative situation, to introduce and improve new competitive advantages.

Of course, innovative trends in the economy remain the main source of competitiveness of labor resources, both in the world and in the domestic labor market.

Also, this mobility is one of the key factors in the labor market. As the main purpose of any market is to exchange, the company is interested in maximizing the use of labor resources among employers. That's how both the employer and the labor force benefit from the maximum return on the turnover. It is the key factor in increasing mobility of enterprises, organizations and firms from low-paid enterprises, organizations and firms - increasing the wages of businesses, organizations and firms that pay less than the balance cost.

At the same time, mobility creates additional costs and excessive concerns. For example, labor resources need to spend time getting to know other things. Moreover, in most cases, they will need to get rid of their old job before applying for a new job. Returning to the old workplace means leaving out with colleagues, friends and the environment, as well as granting future guarantees and bonuses.

During the current strategic development, mobility of labor resources plays a special role in the labor market. When it comes to working mobility, we understand the degree of readiness of labor resources to move from one region or region to another, and change one type of labor activity to another. Based on the above, types of mobility of labor resources are classified by regions, occupation and duration (Graph 1).

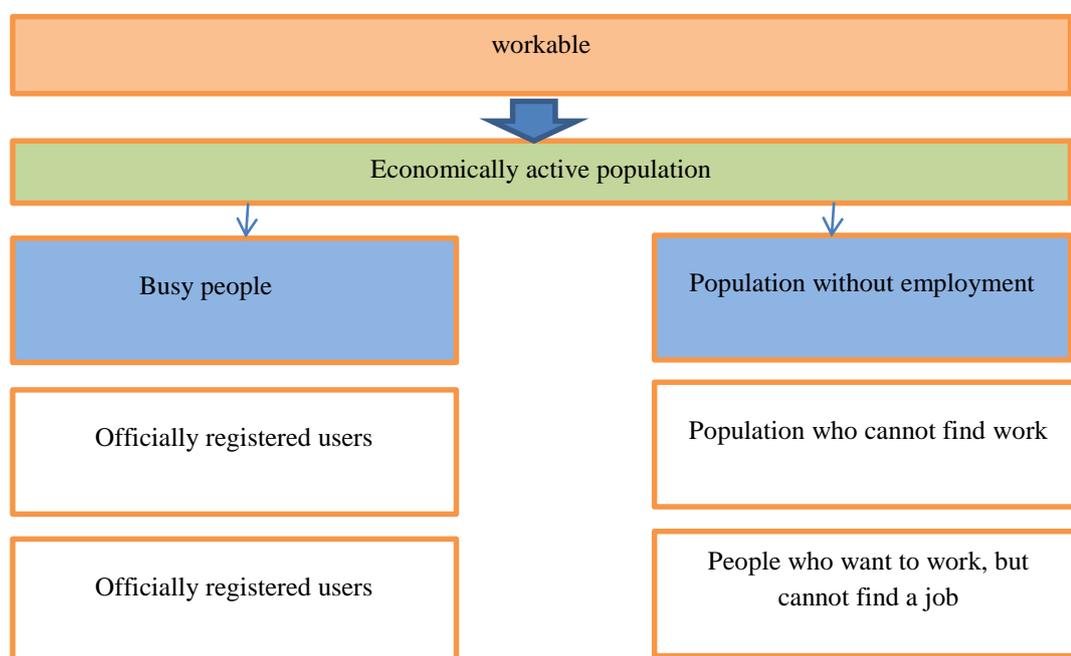


Fig.1. Types of labor mobility

There is a special role of those employed in the working age population (Figure 2). Economically active population, in turn, involves employed and unemployed people. Thus, the decline in the number of unemployed will lead to an increase in employment

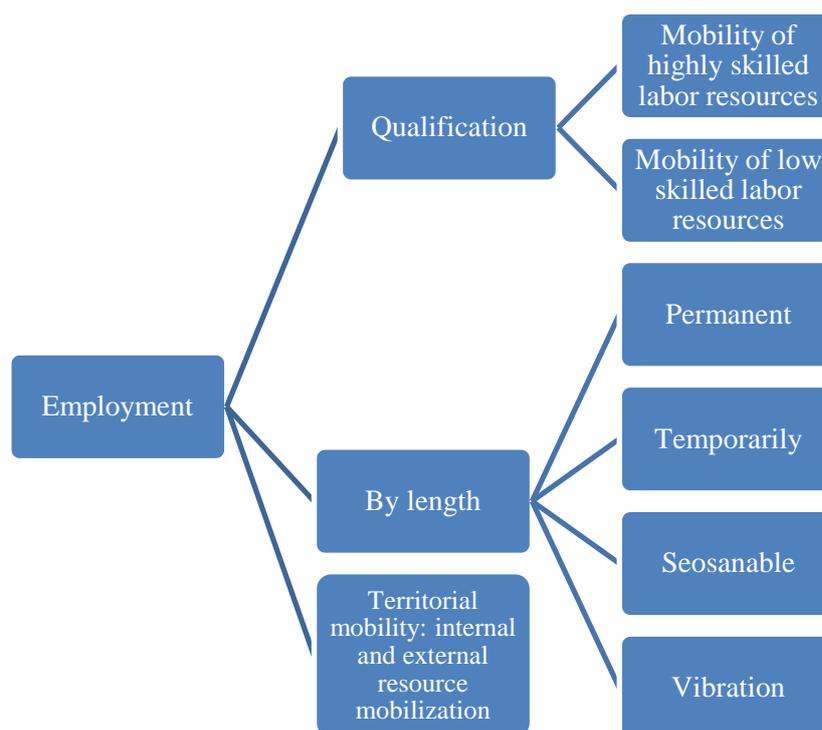


Fig 2. The role of employed population in the able-bodied population

Nowadays it is desirable to create new jobs in the social sphere and market infrastructure to increase employment. This sector is dependent on all economic sectors. Therefore, its development will serve as a locomotive for the development of other industries.

Depending on the specific socio-economic and sociological goals of the research, it is possible to analyze the employment of the workers according to their qualifications, professional, national or other content.

In our opinion, the composition of the entire population currently employed; demographics; networks; occupational groups; Qualification levels; regions; It is appropriate to classify sexual content.

In the development of the national economy the network structure of employment is most influenced. Its formation depends on the location and location of a particular network in the development of a particular country. The specialization of economic zones in the regions of the country differs from the natural and climatic features, the location of the network production in each region and the quality of the workforce. Also, international division of labor has some or no effect on the network structure of employment. This impact reflects the more active integration of the national labor market into the international labor market.

From the point of view of formation of the national economy and employment structure, territorial differences in the natural and climatic conditions of any country are also important. They, along with the economic growth rate, determine the economic prospects of the regions. As a result, production and agrarian specialization will be decided within the territory.

Due to specialization in sectors, the differences in living standards and migration mobility, those who are employed are concentrated in economically well-developed regions of the country. Their demographics are characterized by gender, age, marital status, nationality, and so on. These characters will change over the course of their lives. Therefore, the employment of the population is based on the features such as age, sex, and family status. It also affects the natural population growth. High rates of growth are considered as favorable demographics. As a result, there is a problem of employment of young people in the labor market of the country. This is a special place for Uzbekistan.

Nowadays, managers, professionals, and technical specialists are becoming increasingly popular in almost all countries. From the end of the 20th century, the focus was focused on the "strategic" management of production (automation of new technologies), restructuring of organizational structures, entrepreneurship, human resources management and co-operative forming. There are also some countries-specific features that can be used to assess the prestige and willingness of a particular profession (Table 1).

Table-1: Comparative analysis of the most prestigious and most paid professions in the United States

Most Prestigious Occupations	
Firefighters (57 percent)	7. Farmers (41 percent)
2. Scientists (56 percent)	8. Priests (40 percent)
Doctors (53%)	9. Engineers (40 percent)
4. Medical nurses and teachers (52 percent)	10. Congressmen (28 percent)
5. Soldiers and police (46 percent)	11. Journalists (18 per cent)
6. Bankers (47 percent)	12. Players (15 percent)
The most paid professions	
1. Doctors-anesthesiologists (193 thousand dollars per year)	5. Doctors related to childbirth (\$ 195.3 thousand a year)
2. The surgeons (191.4 thousand dollars per year)	6. Top Manager (\$ 151.4 thousand per year)
3. Orthodontists (\$ 185.3 thousand a year)	7. Pilot (\$ 148.6 per year)
4. Dentists (\$ 189.3 thousand a year)	Twenty are ending with engineers and managers in the industry. Financial managers are the 25th with 106.2 thousand dollars a year

Source: Created by the author on the basis of Head Hunter data.

In the broader sense, the employment patterns provide an objective indicator of the level of economic growth in the country. Ultimately, the level of development of the national labor market, as well as negative processes in the area of social labor relations.

As you know, the state employment policy determines the purpose of achieving the full employment level. Its realization depends on how well the structural changes in the economy are. It should be noted that the role of the state in ensuring the restructuring of employment is incredible. First, it is a reformer of the change of ownership, secondly, by implementing macro and microeconomic policies and influencing the development of the sectors, and thirdly, it creates institutional conditions first. Thus, a set of measures to ensure the effective management of the employment of the population by the government is the priority direction of the public employment policy.

Now let's analyze the changing professional and qualitative composition of employment in leading countries. First, it is worth mentioning three things. The first is that in the historical process, the term "labor power qualification" has become more important than the concept of "labor power." Secondly, in the economically developed countries nowadays there are specific vocational skills in the field of employment. Thirdly, the increase in the competence of the workforce leads to a reduction in the number of workforce, which leads to structural changes.

As can be seen from the table, the most paid professions in the US depend on one or another human capacity. According to Head Hunter, in the last ten years, engineers, computer hardware developers, IT specialists, nanotechnologies, electronics and biotechnologies, services, logistics, ecology, medicine, and chemistry are demanding high profits in the international labor market. Thus, the new profession gains a high level of income as a result of the broad development of science. This requires radical reorganization of the education sector and the expansion of institutional conditions for young people to become professional.

The most important priorities for the development of the education system for those employed by the fundamental modernization of the production structure should be:

1. Promoting the modern methods and forms of education, based on the incentives for the use of advanced international experience, to strengthen the cooperation of state-university-industry structures.

2. Grant of state grants to the non-state educational institutions performing training, retraining and advanced training of staff.
3. Widespread introduction of the system of retraining and advanced training in the sectors of the economy, increasing the capacity of independent training of personnel.
4. Assisting academic and educational institutions with the use of high quality teaching materials, the introduction of new teaching methods and practices.

Increasing the quality of employment of the population necessitates a number of challenges. In our opinion, they are:

- 1) Qualified workforce shortage.
- 2) Structural unemployment.
- 3) Insufficient qualifications for the sectors of the economy, and the discrepancy between educational institutions for vocational training and guidance.
- 4) The high unemployment duration. This indicator lasts for an average of 6-7 months for unemployment.
- 5) High level of staffing.
- 6) The difficulty of finding job vacancies for the jobseekers, the concealment of information about vacancies of employers.
- 7) Problems in support and development of small business and private entrepreneurship.

The following measures should be taken to address these issues:

- Priority development of production infrastructure of small business and private entrepreneurship in the village. The main attention should be paid to the development of melioration, hydroelectric power stations, power plants and networks, irrigation, anti-erosion activities, long-term seedlings, construction and technical re-equipment of industrial enterprises. Engineering and production infrastructure facilities should be in the focus of the water supply, sewage system and facilities, gas and electricity supply networks, roads, telecommunications systems;
- In order to manage the process of organizing market infrastructure and accelerate the creation of a rural infrastructure, adapting it to the requirements of the world economy, business units should be improved to ensure the state support for market reforms in all districts of the region and to form an effective system of their development.
- Demographic policy, family support, development of small business and private entrepreneurship, creating the necessary conditions for the employment of the population should be made to transform the state migration processes in favor of the village. Good efforts in this area will have a positive impact on the employment rate in agriculture. In order to encourage the rural population to be accommodated in the rural areas and to attract them to small businesses and private entrepreneurship, it is planned to allocate housing, education, culture and sports, health care facilities, gas, water and electricity supply, telephonization, communication and communal facilities it is necessary to consider the advantages of using radio-television services in construction.

It is necessary to develop a system of measures to improve the competitiveness of goods produced by small businesses and private enterprises through the strengthening of the scientific and technical and production base, regulation in the field of standards and quality of products. It is also important to encourage them to rapidly re-equip them, create incentives for technological incubators, developers and developers of new types of products, introduce them to practice and create new technology trainings, and then sell them to small businesses and private entrepreneurs. It is permissible to purchase licenses for production technology.

One of the urgent tasks is to reform the labor market in the light of the current trends in Uzbekistan's innovative development, deeply study the experience of advanced countries and their application in practice, based on the characteristics of our national labor market. To achieve this, it is necessary to create a legal foundation, first of all, to support the employment of the population, to develop new and flexible forms of employment, to support the employment of non-governmental organizations, including recruiting.

Indeed, although there are still existing structures in our country that have contributed to the recruitment of labor resources for a certain amount of work (employment), there is no separate law that sets out the legal basis for their activities. According to experts, the recruiting agency may, in accordance with the requirements of

Article 703 of the Civil Code, perform a non-physical service (taking certain actions or performing certain activities), employer or employer, to pay for this service . In addition, in accordance with the tasks outlined in the Action Strategy for five priority areas of development of the Republic of Uzbekistan for 2017-2021, a draft law "On Regulatory Activity" was elaborated and discussed in the Legislative Chamber. From January 1, 2012, non-governmental organizations in the country have the right to provide citizens the right to work in the territory of the Republic of Uzbekistan on the basis of a license issued by the Ministry of Employment and Labor in the cases of employment abroad [2].

Recreation agencies will benefit from the fact that first of all the population is concentrated, and the need for the labor force is high, and investment projects are being built in new production facilities. For example, Tashkent as the capital city has a wide range of opportunities, with its labor market far more advanced than anywhere else. In this context, we will consider the possibility of using non-public recruiting services to help people with employment in the area.

The main customers of the Recruiting Service are employers, ie enterprises-organizations. In recent years, a large proportion of them is in Tashkent. In 2016, 19.3% of all enterprises, 21.5% in 2017, and 21.4% in the first six months of 2018. Also, most of the enterprises with foreign capital in the country are located in the capital. This is due to the fact that the infrastructure in Tashkent is more developed than other regions.

According to statistical data, 66.6% of joint ventures with participation of foreign and foreign capital in 2016, 65.7% - in the country, 64.2% - in the first half of this year are registered in the capital.

It is worth noting, however, that recruiting services are more of an interest in the workforce (labor resources), their competence and competence in the area where they operate. The employer asks first to find qualified and experienced staff. The search resource of the recreational service is a part of the economically active population of the city of Tashkent. Changes in the population of the capital affect the labor force and the economically active population.

Results of our study on the age structure of the population In 2017, the total population of the capital (excluding temporary ones and migrants) in the age group of 0-4 years increased by 5.3%, 5-9 years - by 29.6%, 0- 5 percent, 25-29 years age group 2.8 percent, 30-34 age group 19.2 percent, 35-39 years age group 7 percent, 40-44 age group 14.1 percent, 45-49 age group 9.6 percent , By 10.2 per cent in the age group of 50-55 years, by almost 30 per cent in the age group of 55-59, by 44.1 per cent in the age group of 60-64, by 71.3 per cent in the age group of 65-69, by 59 per cent in the age group of 75-79, in the group of adults 1 By 1%, as well as 14.3, 17.4 and 22.4% respectively in the age groups 15-19, 20-24 and 70-74 (Fig. 3).

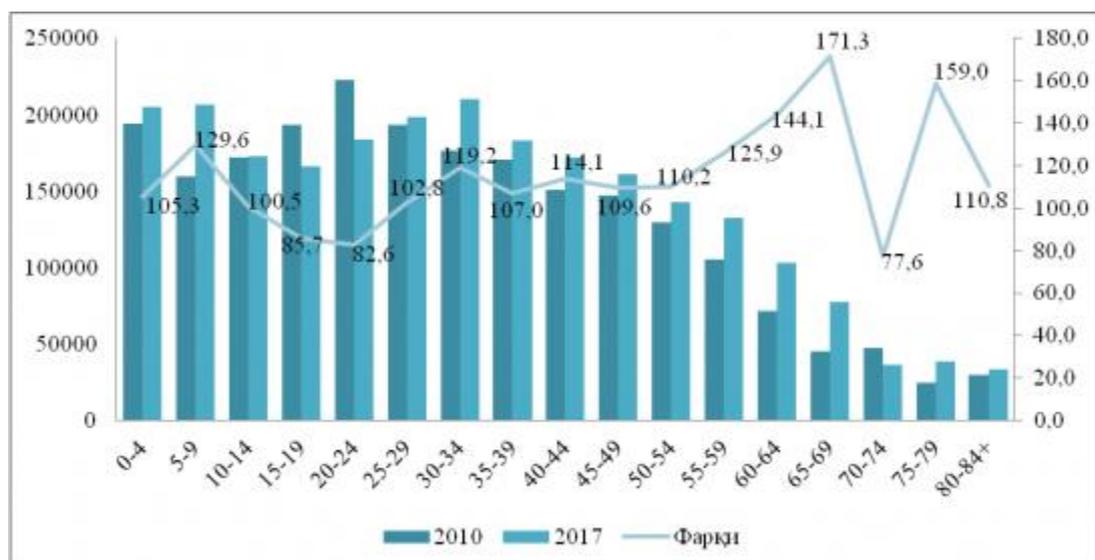


Fig. 3. Dynamics of Tashkent city population by age groups.

Considering the age and sex of the urban population, the proportion of women over the age of 24 is higher than 1990, ie, after the year 1993, ie the proportion of males under the age of 24 years (Figure 2).

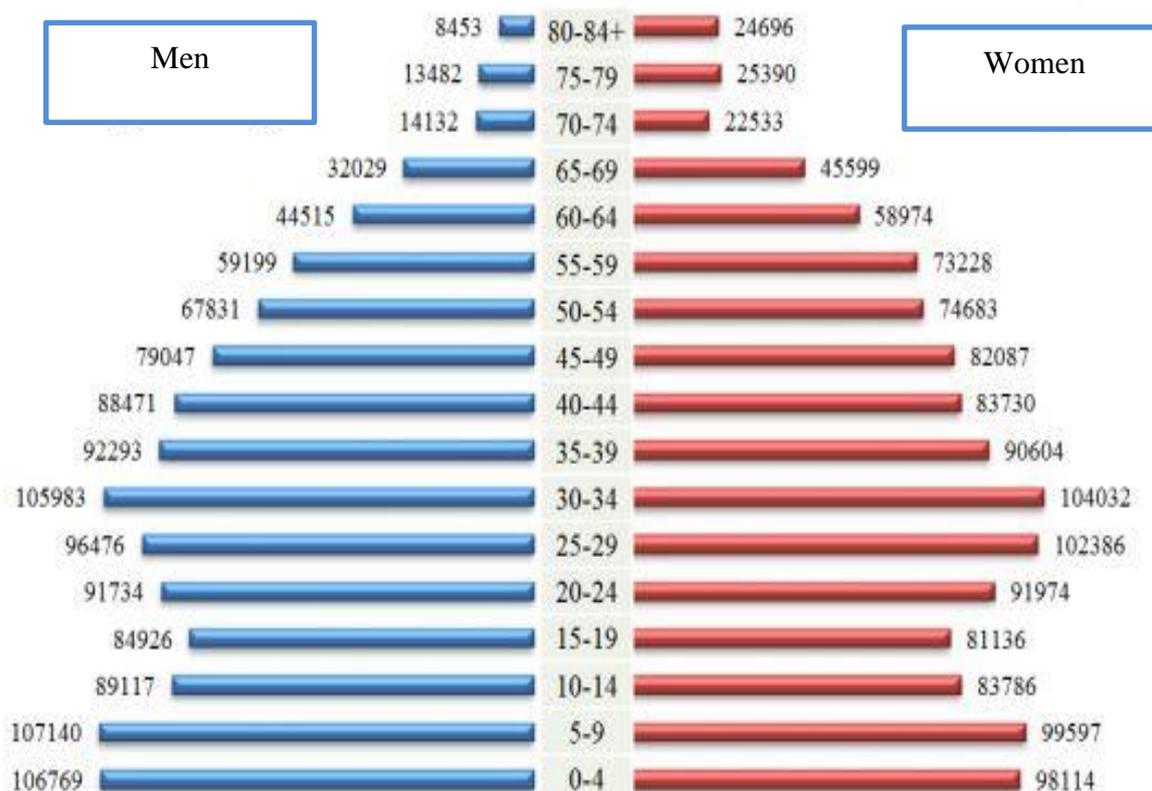


Fig.4. Structure of the population of Tashkent city (as of January 1, 2017).

In the capital, older than 16 years of age, compared to the general population, amounted to 24.7 per cent in 2013 and 25.4 per cent in 2017. So their share increased. The working people, ie 16-59 year old men and 16-54 year old women, make up the majority of the population. Their share was 68.4 percent in 2013, 66.9 percent in the previous year, and showed a tendency to grow. The number of adults aged 60 years and over, and the number of women aged 55 years and older, is steadily rising. In particular, their share in 2013 was 6.9 percent, reaching 7.7 percent in 2017 (Table 2).

Table 2: Compared to the age of working age, the total population, thousand people
(by the beginning of the year, January 1)

	2013		2014		2015		2016		2017	
	Persons	%								
Total population	2340940	100	2352896	100	2371267	100	2393176	100	2424146	100
of which: younger than the working age	577574	24,7	584063	24,8	592368	24,8	601554	25,1	615705	25,4
able-bodied age	1600966	68,4	1602005	68,1	1605776	67,7	1611236	67,3	1621345	66,9
older than working age	162400	6,9	166828	7,1	173125	7,3	180386	7,5	187096	7,7

As of 2017, 8.3 percent of the total labor force in our country, 8.7 percent of the economically active population, and 8.8 percent of those employed in Tashkent lived in Tashkent. According to the State Statistics Committee, the labor force in the city in 2013 amounted to 1537 thousand, the economically active population was 1206.6 thousand and the number of people employed was 1165.3 thousand. These figures increased by 0.5, 1.7 and 0.55 percent respectively in 2017, reaching 1544.6 thousand, 1226.8 thousand and 1171.4 thousand people.

Not only are the labor resources available to the population in Tashkent alone, but also to the region's labor market, there are also labor migrants from regions and overseas, temporary residents of seasonal work, and those studying at institutions of higher education.

Current state of production and services in the capital will create competitive jobs, effectively apply flexible forms of employment.

Promoting nongovernmental services, including recruiting, in Tashkent, contributes to the creation of a positive trend in the labor market. According to the Internet, there are more than a dozen enterprises, such as Uzjobs.com, Superjob, Business status agency, Aurora Human Resources LLC, Global work resources LLC, HRC Personnel Agency, Person hunters TM, which now offer recruiting services in the city.

In the future, the implementation of the Law on Recreational Activities, as well as the ratification of the ILO Convention No. 181 on Private Employment Agencies will be inevitable.

III. CONCLUSIONS

In our opinion, the following results are achieved thanks to the creation of nongovernmental employment agencies in our country:

- competition between state employment agencies and nongovernmental agencies occurs, innovations in the labor market are introduced;
- Recruitment agencies also have a competitive advantage, and active and innovative methods are being used in the labor market search process;
- Changes in approaches to personnel policy in enterprises and organizations are observed. Everyone understands and understands for whom and what they are paying for, and is willing to engage the specialists who have the highest potential for their work;
- Qualified staff (professionals) and professionalism (professional maturity) become the exact target of both parties (employer and recruitment agency).

Based on our findings, we can say that Tashkent is a region with the infrastructure needed to attract labor migrants from all over the country to innovate the labor market. Here, the modern approach to employment assistance has a three-way positive character:

- First, new entrepreneurial activity will be formed;
- Secondly, the competitiveness of state employment agencies will emerge and will stimulate their development;
- Thirdly, innovative approaches to personnel policy in local enterprises will be implemented, professionalism and professionalism of specialists will rise to the forefront. Potential labor resources, which claim competitive jobs in the labor market, also employ recruitment labels.

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