



Employment regulations based on current market and state policy

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ABSTRACT

Since Uzbekistan's independence, the country has achieved several achievements, policy of employment and related issues have also been established at all. The goal of this policy paper is to analyse the existing positions of employment over the markets in Uzbekistan, to define and analyse key causes of employment in the labour market and to develop recommendations for increasing the effectiveness of the state employment policy. To ensure the full realisation of the labour potential and employment. The final outcomes of the study will serve on the development of the structure in Uzbekistan as whole.

Keywords: labor force reproduction, employment, market mechanism, government employment regulation, regulating methods

INTRODUCTION

Uzbekistan's economy has demonstrated high and stable average annual growth rates in recent years, largely as a result of deepening economic reforms aimed at modernizing production and improving both infrastructure and the overall quality of life. This has laid the basis for the country to further enhance its competitiveness and achieve the average global level of economic development (Akimov & Dollery, 2009).

Most of the research system of employment regulation mechanism is considered the interaction of supply and demand on the labor market on the basis of self-regulation of the labor market and employment mechanism of the state regulation mechanism.

As a result, competition in the mechanism of market self-regulation through the interaction of supply and demand in the labor market will lead to the effective functioning of the labor force to help the economy, stemming from one field to another, productively and reduced treatment costs and provide the required ratio that stimulates the ratio of the unemployed (Calhoun, 2013).

However, in times of the crisis and balance of "market abuse" - will be available on the market, especially, in the considered areas of vulnerability. A. Smit his scientific work and improved market-based system completely incapable of self-regulation, but the "market power" was also recognized by the sector and the possibility of crises need to regulate such situations (Bobojonov, Teuber, Hasanov, Urutyanyan, & Glauben, 2016).

Jobs and regulatory issues were discussed by representatives of different economic schools. Economic Development has approved the rules of the theory of employment, including amendments. Consolidate the achievements of modern economic ideas in previous years or the promotion of employment are required to eliminate the negative effects of unemployment. In this case, effective ways to develop new methodological approaches are considered as major ones (Abdukarimov B. A, 2013).

Traditionally, the possibility of self-regulation of the labor market as a basic principle of the rule of the classical theory of employment and the need for regulation by the state. Moreover, as representatives of the theory need for regulation of the labor market and employment, forms and methods of a range. Inclusive economic development with a focus on employment and social protection may lead to a better lifestyle.

Sustainable economic growth to ensure broad opportunities for human development has been identified as a key priority of the Government. As also outlined above, to achieve this goal the Government envisions formulating targets for sustainable development and deepened structural transformations in the economy (Madjidov & Khakimov, 2012).

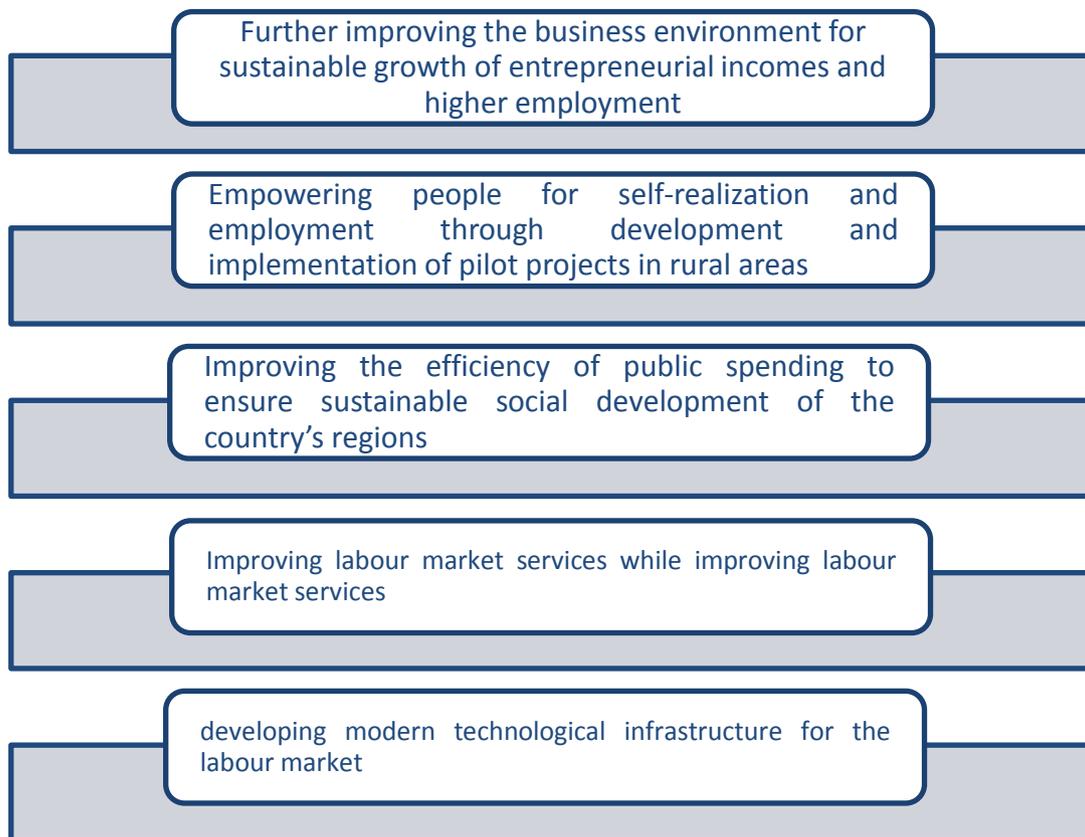
As a following step of advancement, study covers points such as: Scheme 1.

Further improvements of the business and investment climate are believed to create more opportunities for those employed in the informal sector to enter formal employment, which in turn will provide by both pension security and social benefits.

Government policies on improving livelihoods and human development are found to be strongly in line with some organizations. Poverty and promoting are believed as inclusive and sustainable while showing better economic growth. Furthermore, the following outcomes have been identified to encapsulate the collaboration between the Government and the United Nations System in this area.

In the recent years, employment and economic factors in the development of the theory of employment and economic methods with the regulation in social, psychological and legal techniques are observed. This is connected with the term of "human capital" and it is linked with industrial-sociological theory of employment, contract theory, the theory of a flexible labor market is confirmed.

Each of the concepts of employment and the labor market with a rational approach and the implementation of self-regulatory mechanism should be used as opportunities and methods of state regulation. Their attitude is based on the economic state of the system, it is necessary to change elements of the market consequently it will be part of his balance.



Scheme 1.

Only the need for state regulation of various scientific theories, but also in the history of the world economy proved.

According to A. M. Zagorodneva "Monetaristic framework of the theory of socioeconomic processes can not rely on management macro methods with the state regulation of the labor market and employment".

At this time of economic processes are regulated only by the market mechanism and it is not available in some countries and sectors of economic activity. The state - including all elements of the system are the administrative methods of regulation, legal and economic methods have minimal impact on the market (Ames, Brown, Devarajan, Izquierdo, & others, 2001).

This is why the study of the two systems of employment regulation mechanism of steel. On the other case, the methods of state influence on the economy, the effects of the direct object regulation of production or in the form of market mechanisms encourage all segments.

The purpose of regulation of employment, facilities, workers labors to regulate the relations of subjects of the labor market. In addition, employment regulations, methods and mechanisms of regulation in the labor market, infrastructure and the regulatory process, including the socioeconomic conditions, need to have a complex system of governance.

V. A. Kostryukov human factor production object for the regulation of labor relations in the economic and physical factors, in conjunction with the quality of the entire system.

Accordingly, the regulation of the employment of these workers work in various spheres of social activity means managing the relationship continues.

Employment and labor market regulation are necessary to distinguish between the object of the object. The labor force, distribution, use and redistribution processes, workforce re-create the entire regulation of the object cycle of employment, the demand for labor and the relationship between recruiters and employees, labor or labor services as a trading commodity subject to regulation of labor relations in the sphere of exchange remittance market are analyzed as a major feature of the investigation.

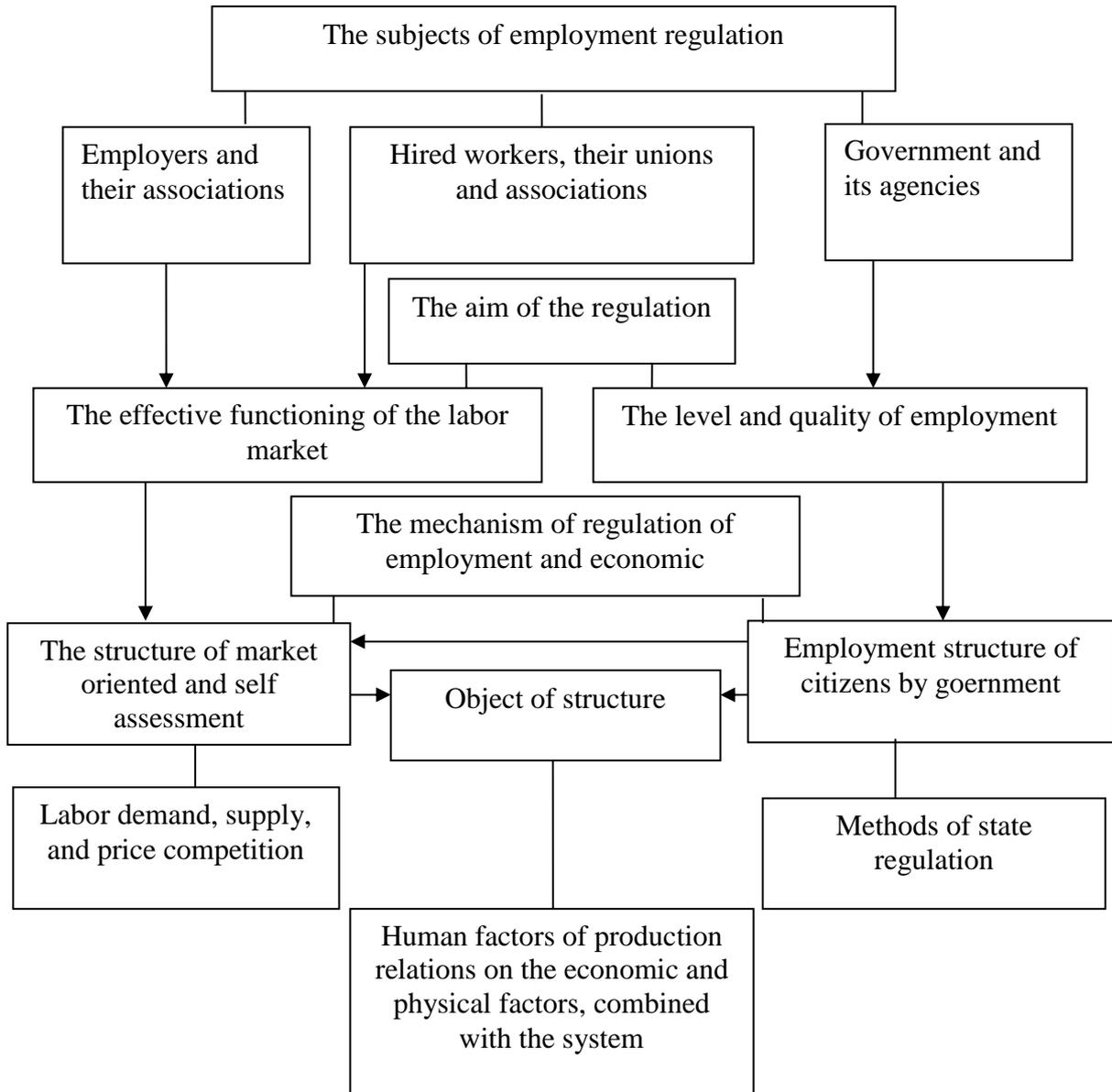


Figure 1. Employment in the regulatory system.

Again based on the principle of production and employment in the labor force, representing the movement of the joints to understand the object of regulation of this approach to determine the position of the system of total employment and the labor market, labor relations, eliminate disparities, and allows you to define the objectives of the regulation (see Table 1).

Table 1. Labor re-employment at all levels to make sure that the purposes of the regulation.

Stages of reproduction	Appear to be in employment	The purposes of employment regulation
Generation (production)	Creating economic welfare and employment, combined with the means of production employed	Ensuring compliance with the following indicators: <ul style="list-style-type: none"> ✓ The need to reduce young labor, attitude increase the flow of qualified personnel for the efficient use of labor resources; ✓ Universalization of the labor of workers in the public areas and future specialization; ✓ To stabilize the structure of vocational training and the development of new types of employment and labor supply
Distribution	Sectors of the workforce, industry and regional distribution	- The labor force to meet the needs of the economy and the efficient movement of directions rational distribution; - Working to improve the professional and regional mobility
Distribution (exchange)	On the basis of the validity of the laws of supply and demand in the labor market, labor exchange as well.	Supply and demand in the labor market; sectoral and regional distribution of labor; the compatibility between the cost price and the quantity and quality of the labor force
Usage (Consumption)	Labor in the process of social production, consumption and income	- To improve the living standards of employment and labor productivity; - The quality of the training of workers and their labor, material and technical support; employment, the level of complexity and awarding it; labor and employment between traditional and new types of forms to ensure compliance.

Employment regulation mechanism of regulation of subjects in the field of employment, which is different from studying ones: through the interaction of supply and demand in the labor market, employment, self-regulation and regulation by the state.

The mechanism of the impact of self-regulation of jobs and labor force characteristics of the employers and their associations, as well as employees and their unions was control subjects. Employers, on the one hand, the formation of labor supply and demand in the labor market through the provision of jobs are considered part of the self-regulation mechanism. On the other hand, employment in the state regulation of their direct and indirect impact on the various events, in this case, the implementation of the public employment mechanism of regulation and to be subject to regulation (Mishkin, 2007).

In accordance with the legislation of the Republic of Uzbekistan, the state employment policy to help employers “Employment assistance for workers laid off due to the organization and other business education and financial aid; workers vocational training, advanced training and create conditions for training; to comply with the terms of the contract governing labor relations; production workers, laid-off workers in the event of cancellation of contracts and agreements for the protection of the labor laws of the Republic of Uzbekistan. This is a direct impact on employment and the administrative actions of all actions, which regulates the work.

Implementation of the policy on employment of non-governmental institutions and organizations (trade unions to promote the employment of persons with disabilities, non-governmental organizations), educational institutions will participate in the meeting. Representatives of these organizations, employers' associations, trade unions, associations and representatives of Government in the Republic of Uzbekistan, as well as representatives of social and labor communications pursue a coordinated policy in the field of regulation of social and labor relations, trilateral commission.

Nevertheless, employers and non-governmental organizations as the regulation subject to regulation as a rule, carried out in micro scale and government regulation are different, the level of employment in the region has not been studied as an effective control mechanism. On the other hand, if large enough, these organizations have a great impact on the socio-economic processes in the region, they can be regarded as subjects of regulation of employment in the region. For example, multinational corporations, large holdings of monopolistic enterprises, large networks operating within the framework of a strong non-governmental organizations and trade unions to be among them.

Regulation of the State of employment in this country and its policy development, implementation tools, embodies the procedure for the selection of forms and methods of stabilization of employment and stability in the labor market that reflects the impact of the process. The state and its authority, subject to state regulation.

Employment assistance to solve the problem of governmental and non-governmental organizational structures and the complex structure of the labor market. Work to create conditions that facilitate the location of the action in the labor market as the main criteria for inclusion examined in its infrastructure. This approach is based on have been added to the ranks of the labor market in the following infrastructure area:

- Ministry of Labor;
- Regional employment promotion centers;
- External labor migration agency;
- Vocational training, retraining and advanced training of the university system;
- Service company personnel.

- The main tasks performed by the labor market, infrastructure:
- Workers and employers to information and services;
- Interaction of employers and employees;
- Training and retraining of workers;
- The labor market, forecasting the development of its data collection and analysis;
- Development and implementation of special programs for the labor market;
- Employees of the population faced the threat of job losses and social support;
- In order to help create the conditions necessary for the effective functioning of the enterprise.

The state policy of employment and employment of special groups of the population is an important means of regulation by the state. G.Shatoxin said that in order to achieve social and economic rivljanishiga direct and indirect impact on the set of characteristics. This definition N. V. Feshenko fill in the field of employment policies, their consistency and the public authorities on the need for scientific evidence.

Employment policy at several levels:

- Interstate (International), international organizations of policy;
- National - national employment policies;
- Regional - Regional employment policies;

Local areas and policies in the field of employment by local authorities.

It specifies the level of their functions and powers of state bodies, and many of them are different. As a result, policies and practices in the field of employment employment policies, based on the crossover.

Full, selective and development workers and members of his family life and enough to get a decent salary productive employment in macro level content of the state employment policy. Such employment and support to achieve the goal of employment policy. Nevertheless, the overall level of employment not only full employment, but simply to maintain economic and social problems, first of all, to improve the living standards of human development, including continuous maintenance and improvement of the education system (Chandra, 2014).

Most modern scholars of the population in the context of the current level of wages, the demand for labor (labor supply), and the work may require payment (number of jobs) between the year. Such an understanding of the working population wants to participate in the production of the social level, the ability to achieve full employment, that is, in conditions of full employment in the labor market of the unemployed, as well as job vacancies. At the same time, doing jobs that usually do not cover the needs of the population is considered poor, the unemployed population in the competitive categories (Saliev, Soliev, & others, 2015).

Full-time and description of the state policy of employment will only increase tension in the labor market, social workers and the unemployed, reducing the life of the citizens and their family members. Full-time and a lot of understanding people, to meet the needs of the labor and employment objectives of a socially oriented market economy as well as the full employment of the economically active population in order to meet the needs of all categories of work and put people's interests first and foremost determined by income.

State employment policies aimed at achieving productive employment. This is the basis of short-term goals and long-term full employment case. In accordance with the definition of

full employment it is not effective. Furthermore, it is generally oppositely productive employment since it is only suitable to the conditions of the low labor costs.

Productive employment, social development workers from the whole of this phase of life is determined by the criteria of social management, social and economic conditions for the development of reproductive potential. Description of income from employment of workers engaged in social activities, as well as the desirability of jobs, economic and social considerations (Bobojonov et al., 2016).

In addition, to the criteria of economic and social efficiency required to select the best options have identified. Effective employment can be analyzed in two ways: as a rational use of labor resources, economic and social - a decent income, health, education and skill level, in accordance with the interests of workers.

Economic history shows that full employment can not be achieved in practice. As the professional skills of labor is incompatible with the structure of jobs and economically viable jobs deviations will always be there, it will involve a reduction of wages of workers do not meet the qualifications of the evidence. The Republic of Uzbekistan "On Employment" allows us to realize the goals of the employment policy. On the other hand, if the conditions of the low labor costs (i.e, workers, and the conditions of the low number of complaints). To meet the needs of society, must be the pursuit of full employment, the question naturally arises.

Rational employment mobility of labor and means of production for the period of rational combination of production, material and human factors are adopted by target groups.

Rational use of labor force by age and gender composition of the working age also population reproduction and regions, taking into account the placement of formation, distribution and the process will be interpreted as a valid point of view.

The concept of rational employment related to the balance between economic efficiency and social justice and full employment is required to prevent unemployment, unemployment "socially acceptable" level of understanding.

From the point of view of working, to achieve full employment needs of the population, as well as social and cost-effective employment objectives of the current phase of economic development study promotes full and productive employment will remain a strategic goal of the national employment policy (Corsi & Akhunov, 2000).

Within the framework of state employment regulation, the level of income, the unemployed need to ensure that the needs of the population. Unemployment is quite high, while the number of unemployed dwellers at all. Considering that employment in the second, no less important task is not as busy as it is necessary to provide a decent standard of living.

The growth of these processes and the regulation of economic and social processes of globalization, regional, national and state level to carry out the purposes of evidence. Because of regional differences in practice more flexible approach to the adoption of economic reforms and regional policy exception.

The level of employment, regional policy can be studied on both sides:

- Condition its administrative and territorial structure of regional socio-economic development to reduce the gap. To minimize the differences in regional employment and reduce social tension in the country of the regional employment policies;
- The level and structure of employment in the region through the development and implementation of employment policy in the region in order to form, they are compatible with the objectives of the development of this region. The supply of labor in

the region and demand in the labor market, the scale and the structural incompatibility of its facilities.

Table 2. The classification of methods of state regulation of employment.

Classification marks	Groups of methods
Oriented events	<ul style="list-style-type: none"> - active and strong regulation of employment; - Regulation of wages; - Institutional policy.
A description of the impact (employment policy)	<ul style="list-style-type: none"> - active; - passive
Methods and areas of influence (events)	<ul style="list-style-type: none"> - legal; - economic (finance, credit, investment, tax policy); - administrative (indirect methods of state regulation) - social; - organizational; - institutional; - demographic.
Elements of direct repercussions on the labor market (method)	<ul style="list-style-type: none"> - Direct (legal and regulatory); - Indirect (economic).
The object of influence	<ul style="list-style-type: none"> - A general description; - Specialized, common in the population; - Workers, entrepreneurs and individuals (the duration of labor, working conditions, wages) groups.
Financing sources	<ul style="list-style-type: none"> - State budget; - Funds of commercial organizations; - Mixed.
To cover the tasks to be solved	<ul style="list-style-type: none"> - A complex and unique; - Problem-oriented; - Situation.
Focused on the influence	<ul style="list-style-type: none"> - Carrying out the supply and demand in the labor market (reducing) activities; - The demand for labor and the events that affect the structure of the offer; - Measures aimed at increasing the level of compliance with supply and demand.
Description of elements	<ul style="list-style-type: none"> • motivational; • limitation; • protection.

Periods of influence	<ul style="list-style-type: none"> - long period; - medium period; - short period.
Rate and importance of adopted decisions (impact)	<ul style="list-style-type: none"> - among countries; - nationwide; - regional, local; - in firm.

CONCLUSIONS

Of the various socio-economic situation in the region, taking into account the level of employment is always the pursuit of full employment of all the positive elements of the socio-economic system and its level of employment in the regions. In the near future to reflect decrease, on the other hand, positive economic and social success. I. V. Denisov, V. V. Pulyashkina and by A. G. Shatoxin, that the regional employment policy in the near future, the potential control are investigated relatively. Removal of the unemployed, which is transparent to prevent the growth of unemployment and the number of jobs due to the balance of supply and demand characteristics of the development of the region by taking this into account, should be achieved rational employment.

Methods of regulation of employment of state regulation of economic mechanisms are an important element. Separate groups, such as the first of the living standards and human resources affects the quality of the distribution methods:

- Wage policy in the sphere of tariff regulation;
- The minimum wage guaranteed by the state;
- Eliminate the difference in wages between the special rate;
- Development firmachki training systems;
- Jobs and jobs in order to determine the effect of the dynamics and structure of the examination of investment projects and social programs

Employment market self-regulation and regulation by public authorities, policy objectives in the field of employment full understanding, and not only on employment, but also to increase the income of all categories of the population, regulating the use of modern methods of work, suppliers basis for the efficient functioning of the tax system.

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