

Some Aspects Of Employing The Population

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Annotation

This Article Examines The Provision Of Recruitment Services In Employment And The Factors Influencing It. In The Context Of Economic Development, It Is Proposed To Improve The Innovative Direction Of Recruitment Agencies.

Keywords: Employment, Recruitment, Employing Programs, Sociological Research.

Introduction

Addressing Socio-Economic Problems In The Context Of Economic Modernization Requires A Fundamental Change And Improvement In Living Standards. These Issues Require Improving The Employment Of The Working-Age Population, Mechanisms For Creating New Jobs, Methods For Evaluating New Forms Of Employment In The Regions.

The Republic Of Uzbekistan Pays Special Attention To The Comprehensive Development Of New Forms Of Labour Relations, A Wide Range Of Current Employment And Targeted Measures In This Area.

In Particular, The Strategy For Action In Five Priority Areas Of Development Of The Republic Of Uzbekistan For 2017-2021, Developed Based On The Presidential Decree Of 7 February 2017 "The Strategy For Further Development Of Republic Of Uzbekistan" Pd-4947 "New Jobs And Employment Of The Population, Especially Graduates Of Secondary Special And Higher Educational Institutions, Providing A Balance Between The Labour Market And Infrastructure Development, Reduction Of An Unemployment, And Creation Of The Conditions For The Full Realization Of The Labour And Entrepreneurial Activity Of The Working-Age Population." [1]

While Solving Employment Problems In Developing The Innovative Economy In Our Country, It Is Crucial To Study And Improve Various Specialized And Universal Commercial Employment Agencies, Personnel Agencies, Professional Mediation, And Public Employment Service.

The Importance Of This Task Was Emphasized By The Academician, Doctor Of Economic Sciences K.K. Abdurakhmanov, Professor N.K. Zokirova "Based On Analysis Of Patterns And Trends Of The Labour Market And Employment Development To Identify The Root Problems Of These Areas And Ways Of Their Solution, Preparation Of Scientific Recommendations, Development Of Models Of Labour Market Efficiency Improvement, Preparation Of Conclusions On Clarification Of The Future Socio-Economic Development Plans Of The Country And The Region Based On Employment Projections"[2-B.1].

At The Same Time, The Views Mentioned Above Show The Need To Study The Activities Of Non-State Employment Agencies As Well As Public Employment Services In Improving The Quality Of Life And Employment In Our Country.

Materials And Methods

The Era Of Digitization Of The Economy Requires A Particular Approach To The Legal Regulation Of The Activities Of Private Employment Agencies, I.E. The Recruitment Of Personnel, The Provision Of Vacancies To Students And Other Non-Governmental Organizations Providing Services In The Labour Market. For This Purpose, The Research Process Used A Systematic Approach To The Problem, Analysis And Synthesis, Methods Of Assessment Sociological Research.

Results

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In Addition, Under Paragraph 207 Of The Action Strategy For The Five Priority Areas Of Development Of The Republic Of Uzbekistan For 2017-2021, The Law "On Private Employment Agencies" Was Developed And Entered Into Force On 17 October 2018. According To Him, Private Employment Agencies Provided Job Seekers With Job Selection And Employment Services, Information And Advice On Employment, Including Participants On State Orders For Employment Abroad And Employment Services In The Field.

Organizational Structures Of State And Non-State Employment Differed Significantly From Each Other. The State Employment Service Was Responsible For Monitoring The General Situation In The Labour Market, Providing Material And Social Support To The Unemployed, And Implementing An Employment Policy. The Development Of Private Employment Services Occurred When The State Employment Service Could Meet All Applications In A Rapidly Changing Market And Operated In A Separate Segment Of The Labour Market, The Classification Of Which Provided In The Table Below (Table 1).

Table 1
Classification Of Components Based On The Main Types Of Recruiting Agencies Services

Directions Of Services	Achieved Results
Job Selection For Job Seekers In The Republic Of Uzbekistan	Dissemination Of Information About Job-Seekers Among Employers. A Practical Result With Employers Who Have Vacancies
Personnel Selection For Employers	Dissemination Of Information On Vacancies Available To Employers, Preparation Of Draft Employment Contracts
Socio-Psychological Support System	Employing The Local And Foreign Job Seekers
Practical Work With Low-Competitive Population Categories	Providing Information And Consulting Services In The Labour Market

To Study And Evaluate Labour Relations In Non-Governmental Employment Services, A "Questionnaire To Study The Development Of Non-Governmental Employment Organizations In The Near Future" Was Developed. The Survey's Primary Purpose Was To Develop Scientifically Based Proposals And Recommendations For The Effective Development Of Non-Governmental Employment Services In The Near Future, Based On The Results Of Specific Sociological Research.

Sociological Assessment Of Employment Processes In Recruitment Agencies Had Identified As The Subject Of Research. Therefore, Recruitment Agencies In The Regions Of The Republic Of Uzbekistan Would Be Selected As The Object Of Sociological Research. The Purpose Of The Survey Was To Develop Recommendations And Proposals To Increase Employment Based On The Results Of Specific Sociological Research, Based On A Study Of The Activities Of Private Employment Agencies In The Regions, And To Create A Fund Of Sociological Information.

Using The Above Methodologies, A Clear Sociological Survey Was Conducted In September-October 2019. Recruitment Agencies Located In Tashkent, Samarkand And Jizzakh Regions Were Selected As The Objects Of Research. Based On The Methodology Proposed For This Study, A Detailed Sociological Study Would Be Conducted In Twenty Stages. From The Selected Objects, 400 Respondents Were Selected, Of Which 56.5% Were Men And 43.5% Were Women. Respondents Applied To Agencies For Employment Or Travel Abroad, And 398 Answered The Survey Questions (99.5%) In Total. The Age Range Of The Study Participants Was As Follows: 23.5% Were 16-17 Years Old, 49.5% Were 18-30 Years Old, 24% Were 31-49 Years Old, And 3% Were 50-60 Years And Older.

When Determining The Level Of Education, Proper Sociological Research Showed That 7.5% Of Respondents Had Primary, 34% - Secondary, 37.7% - Secondary Special, 23.7% - Bachelor's Degree, 4.6% - Master's Degree.

In The Sociological Survey, "What Do You Do For A Living?" Respondents Reported That 27.5% Were Engaged

In Unskilled Labour That Required Much Manual Labour, 42% In Manual Labour And More Mechanized Labour, 20.2% In Highly Skilled Labour Performed Mainly By Machinery, And 10.2% In Fully Mechanized Labour Noted. Hence, Through These Responses, It Might Be Seen That The Participants In The Selected Facilities Were Mainly Engaged In Work With High Manual Working Conditions. 52.2% Of Respondents To The Survey On The Agreement Between Private Employment Agencies And Employees Said That They Prefer A Personal Employment Contract, 32.7% - Without A Contract. Also, About 67.8% Of Them Want To Register A Written Agreement, Which Indicated The Need To Focus On Ensuring Legitimacy In The Activities Of Recruitment Agencies.

The Survey Also Included Heads Of Private Employment Agencies (Table 2). The Table Showed And Indicated, "Which Quality Mark Do You Prefer To Hire?" 13.5% Were Qualified, 14.5% Were Highly Productive, 26.7% Were Honest And Truthful, 9.2% Were Knowledgeable Of Production Technology, 9.5% Were Socio-Economic Conscious, 7.5% Were Creative, 5.5% By Age, And 7.7% By Gender, And 5.7% By Ethnicity.

Table 2**Terms Of Employment Of Employees Depending On Quality Criteria**

All (With Respondents, In %)

Quality Marks	In All Regions	Including:			
		Migration Consulting	Todah Samarkand	Avangard Personal	Baxora Amelia
Qualification Level	21,8	7,3	9,1	2,1	3,3
High Labor Productivity	14,7	5,4	6,1	2,1	1,1
Knowledge Of Production Technology	20,4	8,1	4,3	5,6	2,4
Social-Economical Consciousness	19,4	6,1	4,2	4,4	4,7
Creativity	6,3	2,1	1,1	1,6	1,5
Age	5,1	2,1	1,1	1,2	0,7
Sex	5,3	2,2	0,7	2,1	0,3
Nationality	1,2	0,5	0,3	0,2	0,2
Marital Status	3,9	1,2	1,1	0,9	0,7
Other Marks	1,9	1,1	0,3	0,2	0,3
Total:	100	36,1	28,3	20,4	15,2

The Establishment Of Private Employment Agencies Was Essential Due To The Creation Of New Employment Opportunities. However, Respondents Noted The Following Shortcomings When Applying For Jobs With Private Employment Agencies: Insufficient Open Data On Private Employment Agencies Were Not Enough 47.2 %, Legal Imperfection Of These Agencies 27.2 %, Cost Of Services 23.2 %, And Other 2.4 % Barriers. In Addition, Working Conditions Were The Most Crucial Optimal Condition Of Employment For Employers (Table 3).

Table 3**Recruitment Agencies**

What Kind Of Working Conditions Would You Like To Work For?

(Compared To Respondents, In%)

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Reasons	In All Regions	Including:			
		Migration consulting	Today Samarkand	Avangard Personal	Baxora Ameliya
Providing Practical Assistance For External Migration	26,5	6,1	6,1	6,2	8,1
My Salary Is Paid On Time	20,6	7,3	5,6	4,9	2,8
Providing Work In My Specialty	14,7	3,5	4,6	2,9	3,7
Full Time Working Time	2,1	0,3	0,5	0,7	0,6
Part-Time Working	12,9	3,8	4,1	3,7	1,3
Support For Private Business And Enterprise	13,5	3,6	3,9	3,1	2,9
Professional Development Opportunities	7,7	2,1	1,7	1,6	2,3
If You Want Other Terms, Write _____	2,0	0,6	0,4	0,9	0,6
Total:	100	27,3	26,5	24,1	22,1

According To The Results Of The Survey, Table 3 Showed That The Respondents' Answers On Working Conditions Were As Follows: Practical Assistance For External Migration - 26.5 %, Timely Payment Of Wages - 20.6 %, Provision Of Jobs By The Speciality - 14.7 %, Full-Time - 2.1 %, Part-Time - 12.9 %, Support For Private Business And Entrepreneurship - 13.5 %, Training Opportunities - 7.7 % And Other Conditions -2, 0 %.

"Have You Applied To Private Employment Agencies To Find A New Job?" 38.2 % Of Respondents Answered Yes, 60.1 % Said No, 1.7 % Found It Difficult To Answer.

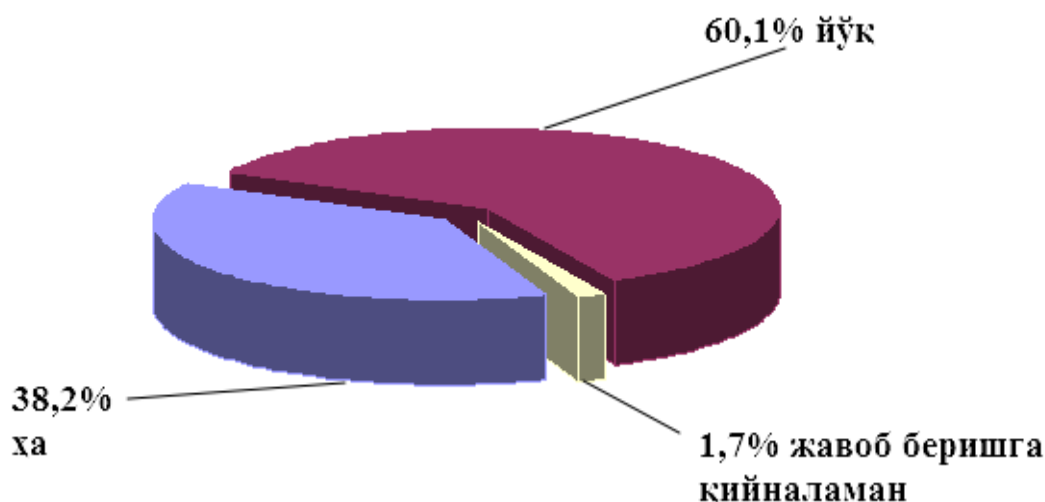


Figure 1. Change In The Proportion Of Those Who Applied To Private Employment Agencies,%

"Do You Think Any Measures Taken By Private Employment Agencies Can Reduce Unemployment?" Creation Of Regional Employment Information Systems 9.3%, Creation Of A Single Bank Of Vacancies 9.7%, Employment Abroad 8.5%, Training Of The Unemployed And Close Assistance In Learning A New Profession 8.5%, Development Of Public Works 5.2%, Establishing Close Contacts With Employers 5.7%, Holding Monthly Job Fairs 7.2%, Development Of The Non-Governmental Sector Of Employment Services 8.7%, Development Of Private Entrepreneurship 6.5%, Development And Implementation Of Local Employment Programs On An Economic Basis 6.7%, Staffing With Qualified Specialists 4.7%, Development Of Recommendations For Improving Employment Contracts 3.7%, Assistance In Creating New Small Businesses 5.5 %, Development Strategy Development 5.6%, A

Study Of Foreign Experience In Reducing Unemployment, Application Of Necessary 2.5% And Other Measures 2.0%.

There Was A Particular Perception In The Labour Market About Private Employment Agencies, "What Kind Of Services Do You Want Private Employment Agencies To Provide?", Legal Protection Of Employees 11.5%, Provision Of Virtual Services On The Internet 12.5%, Legal Protection Of Private Employment Agencies 8.5%, Achieving Salary Increases 8%, Development Of Social Infrastructure In The Regions 5.2%, Housing Based On Free Or Soft Loans 10.7%, And Other Services 12.2%. The Main Reason For This Was That According To The Current Labour Legislation, Labour Authorities Provided Free Employment, Training For A New Profession (Speciality), Consulting And Informing About Changes In The Labour Market. Private Recruitment Agencies Were Required To Improve The Quality Of Their Services Because They Provided Them For A Fee.

Migration In The Labour Market Led To An Interregional And Intersectoral Redistribution Of Labour In Employment, Employment Of The Unemployed, Improved Living Conditions By Increasing Labour Income, And Professional Skills And Work Experience. Therefore, Those Who Were Not Employed In The Regions Chose To Migrate To Foreign Countries To Find A Decent Job To Get Rid Of Unemployment, Provided Themselves With Jobs, And Earned A Living. "What Were The Main Problems With The Employment Of Migrants Abroad?", Problems With Obtaining Work Permit 14.0%, Lack Of Language Skills 15%, Finding Accommodation 13.5%, Poor Access To Medical Care 13%, The Complexity Of Sending Money Home 10.2%, Poor Quality Of Security And Migration Services 17%, Non-Payment Of Wages In The Agreed Amount On Time Was 19.7%.

When Studying The Views Of Respondents On The State Policy On The Organization Of External Labour Migration In Our Country, They Were - Effective Policy 13%, Opportunities To Go Abroad For Official Work Increased By 15.7%, Opportunities For Skilled Employment Abroad Increased By 12.7%, External Labour Migration The Agency's Activities Had Improved By 11%, The Level Of Protection Of Labour Rights Of Migrants Working Abroad Had Further Strengthened By 12%, The Work Done Was Insufficient 10.7%, There Were No Changes 12.2%, It Was Challenging To Respond 12.5%.

Development Of Private Employment Agencies In The Regions For The Effective Organization Of External Labour Migration, The Signing Of Special Agreements On Employment Of Citizens, The Organization Of Sectors For Working With Citizens Leaving The Country, Free Services For Those Wishing To Work Abroad, For Those Wishing To Work Abroad The Organization Of Free Courses In Foreign Languages And Vocational Training Had A Practical Effect On The Balance Between Supply And Demand For Labour In The Labour Market (Table 4).

Table 4

**Suggestions For The Effective Organization Of External Labour Migration
(For All Respondents, In%)**

Indicators	In All Regions	Including:			
		Migration Consulting	Todah Samarkand	Avangard Personal	Baxora Amelia
Signing Of International Legal Agreements On Employment Of Citizens	28,2	8,5	6,6	5,8	7,3
Free Information Provision Service	15,3	5,9	4,7	4,6	3,6
Provision Of Temporary Accommodation Abroad	14,4	4,4	3,9	5,4	2,8
Organizing Foreign Language Courses For Those Who Want To Work Abroad	13,5	4,8	3,3	3,0	2,4
Organization Of Free Training Courses For Industrial Professions	10,6	2,6	2,3	2,6	3,1
Providing Preferential Discounts On Train Tickets And Air Tickets	9,8	4,0	2,2	3,1	2,5
Defining Measures In Other Areas	6,3	2,0	1,0	1,4	1,5
Overall	100	100	100	100	100

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The Table Showed, "What Should Be Considered For The Effective Organization Of External Labour Migration?" Signing Of International Legal Agreements On Employment Of Citizens 28.2%, Free Information Services 15.3%, Provision Of Temporary Accommodation Abroad 14.4%, Foreign Language Training For Those Wishing To Work Abroad 13.5%, 10.6% Considered It Necessary To Organize Free Training Courses For Industrial Professions, 9.8% Considered It Necessary To Provide Preferential Discounts On Railway Tickets And Air Tickets, And 8.2% Considered It Necessary To Establish Measures In Other Areas.

According To The Respondents, Private Employment Agencies Were Working To Improve The System Of Organized Migration: Organizing Training Seminars For Migrant Workers In The Regions, Familiarization With Migration Legislation, Obtaining A Patent For Migrant Workers (In Obtaining The Necessary Documents For Employment Abroad). It Would Be Expedient To Deal With The Remote Registration Of The Necessary Documents, Including Within The Legislation Of The State Of Departure Of The Migrant.

When Respondents Were Asked To Improve Their Skills Or Acquire A New Profession At Selected Facilities, Respondents Identified The Educational Institutions Of Their Choice (See Table 5).

Table 5

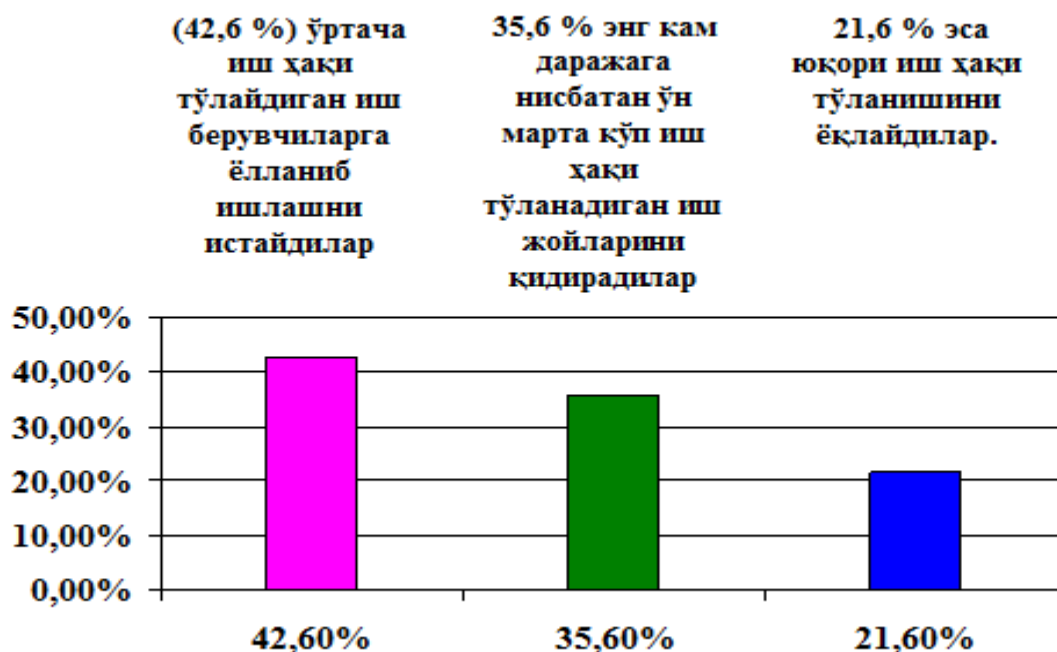
Respondents' Desire To Improve Their Skills Or Start A New Profession (For All Respondents, In %)

Educational Institutions, Courses	In All Regions	Including:			
		Migration Consulting	Today Samarkand	Avangard Personal	Bahora Ameliya
In Public Universities	38,3	28,6	27,6	28,1	29,3
In Special Courses	26,7	8,6	9,6	10,6	9,6
Special Courses With The Help Of Each	12,8	8,7	9,6	8,1	8,6
In Secondary Special Educational Institutions	6,7	9,9	9,3	8,7	9,1
In Foreign Educational Institutions	5,4	18,6	18,1	15,5	13,6
Non-Governmental Universities	5,3	9,5	8,1	9,5	8,3
In Special Courses Of The Personnel Agency	2,8	4,8	5,5	8,0	6,7
Elsewhere	2,0	2,8	3,5	4,0	4,3

As Could Be Seen From Table 3.1, The Differences In The Respondents' Desire To Improve Their Skills Or Acquire A New Profession Were As Follows: Most Of Them In Public Universities (29.3%), Special Courses (9.6%), Special Courses With The Help Of Each (8.6%) And Secondary Special Educational Institutions (9.1%), Foreign Educational Institutions (13.6%), Non-Governmental Universities (8.3%), Special Courses Of The Personnel Agency (6.7%) And Other Places (4.3%) Expressed A Desire To Improve Their Skills Or Took Up A New Profession. The Difference In The Selected Private Employment Agencies Was As Follows: "Migration Consulting" - 28.6%, "Today Samarkand" - 28.6%, Avangard Personal - 27.6%, Bahora Ameliya - 29.3%.

Given The Country's Economic And Social Development, 42.6% Of Respondents Wanted To Be Employed By Middle-Paid Employers. Of These, Only 35.6% Were Looking For Jobs That Pay Ten Times More Than The Minimum, While 21.6% Favour Higher Wages (Figure 2).

Figure 2



Based On The Survey Results, A New Information Fund Was Created, Which Studies The Leading Indicators Of The Effective Organizational Mechanism Of Employment Of Private Employment Agencies In The Regions Of The Sociological Survey. They Aimed To Enhance The Status Of The Private Employment Agency As A Commercial Organization Providing Job Selection And Employment Services To Job Seekers, Recruitment Services For Employers, And Information And Consulting Services In The Field Of Employment, The Formation Of Effective Employment Measures Served As Essential Sources Of Information In The Development Of Recommendations And Suggestions.

Based On The Results Of Specific Sociological Research, A Database Of The Causes Of Unemployment, Organizational And Economic Mechanisms For Employment Was Obtained. This Would Ensure Adequate Employment Resources, Particularly The Formation Of Organizational Mechanisms For Youth Employment, Identifying Appropriate Measures, And Acquiring Relevant Information To Develop Recommendations And Proposals.

In Our Opinion, In Order To Increase The Efficiency Of Employing The Population Based On The Results Of Specific Sociological Research And The Creation Of Modern Forms Of Labour Relations, It Was Necessary To Implement The Following Measures:

- Increasing Employment By Expanding The Services Sector Using The Opportunities Of The Digital Economy;
- Establishment Of Service Enterprises For Processing Agricultural Products In District Centres;
- Establishment Of The Use Of The Most Modern, Popular Methods Of Employment Under The Requirements Of The International Labor Organization;
- Legal Regulation Of Migration Processes, Optimization Of The Level Of Migration Balance By Setting Agreements (Quotas) With Foreign Countries On The Migration Of Labour Resources Based On The Optimal Limits Of The Migration Balance.

Implementing These Measures Would Undoubtedly Moderate The Employment Of The Population, Allowing Them To Raise Their Labour To A Qualitatively New Level. It Should Be Noted That Econometric Modeling Played A Special Role In The Economic-Mathematical Study Of The Organization And Development Of Recruitment Services. However, The Mechanisms Of The Formation Of Private Employment Agencies In Increasing Employment In The Context Of Modernization Of The Economy Had Not Thoroughly Analyzed From An Analytical Point Of View.

According To Economist G.K. Abdurahmanova, "The Systematic Process Of Modeling The Mechanism Of Labour Market Regulation Can Be Divided Into Five Main Stages: - The First Stage Is To Create A Theoretical Model Of Regulation Of Labour Supply And Demand, I.E. The Economic Problem Is Analyzed In Depth; The Second Stage Is The Development Of An Econometric Model As A Set Of Mathematical Knowledge About Labour Market Conditions, The Third Stage Is The Mathematical Analysis Of The Model And The Preparation Of Statistical Information Necessary For Its Regulation, The Fourth Stage Is The Model Of Labour Market Regulation Depending On The Type Of Regulatory Mechanism Quantitative Solution, A Practical Verification Of The Knowledge Obtained About The Object Under Study Using The Model, The Fifth Step Is To Analyze The Quantitative Results. At The Same Time,

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Conclusions Were Drawn About The Effectiveness Of The Regulation Of Supply And Demand For Labour Services, The Practical Results Of Labour Market Modeling Are Introduced [3- P.87].

In The Course Of Our Research, Taking Into Account The Active State Policy Of Employment Regulation In Achieving This Goal, The Main Factors Influencing It Would Be Identified Through Correlation-Regression Methods, Multifactorial Regression Models, And Development Prospects Would Be Formed. In This Regard, It Was First Planned To Identify The Employing Factors Of Economically Active Citizens, Recruitment Services, New Jobs By Industry, And Their Analysis Using Correlation-Regression Methods.

Based On The Results Of This Model, The Prospects Of The Balance Of Labour Resources In The Republic Of Uzbekistan Were Analyzed, And Indicators Of The Balance Of Labour Resources For 2022-2023 Were Developed (Table 2).

Table 2

Prospective Changes In The Balance Of Labour Resources Of The Republic Of Uzbekistan (Thousand People)

Indicators	The 2018 Year Report	The 2019 Year	The 2020 Year	The 2021 Year	The 2022 Year	The 2023 Year	2018-2023 Years Changes, %
Economically Active Population	14921,3	15288,7	15664,2	16048,3	16445,0	16826,4	112,7
Total Employment	14163,0	1451,7	14866,1	15229,6	15605,2	15987,5	112,8
Of Which:							
In The Formal Sector Formal Of The Economy	8528,1	8676,5	8676,5	8824,9	8971,5	9114,2	106,9
In The Informal Sector Of The Economy	4567,6	4721,7	4892,1	5078,9	5264,4	5454,2	119,4
Those Who Went To Work Outside The Republic	1067,2	1112,5	1149,1	1177,3	1210,5	1239,0	116,9
Individuals In Need Of Employment	758,3	778,0	798,1	818,7	840,5	862,0	113,7
Unemployment Rate, %	4,6	4,4	4,4	4,4	4,4	4,4	95,6
Economically Inactive Population	4796,4	4820,7	4843,0	4863,6	4886,0	4909,5	102,3
Total Labor Resources	19717,7	20109,4	20507,2	20911,9	21314,0	21719,8	110,5

According To The Above Table, The Forecast Period Of Total Labour Resources In 2023 Will Increase By 110.5% Compared To The Reporting Period Of 2018, And The Economically Active Population Will Increase By 16826.4 Thousand People Or 112.7% In The Future. As A Result, Total Employment In The Analysis Period Amounted To 112.8%, Employment In The Formal Sector Of The Economy Increased By 106.9%, And In The Informal Sector - By 119.4%. In Conclusion, It Should Be Acknowledged That Changes In Employment In The Informal Sector Indicated An Increase In Labour Market Flexibility. In Addition, The Unemployment Rate Was 4.4% In The Forecast Period And 4.6% In The Reporting Period In 2018, Which Meant That This Figure Might Be Seen To Be Declining.

In This Regard, It Would Be Advisable To Use Various Modeling Methods In Selecting Private Employment Agencies, I.E. The Selection Of Staff, Assistance To Students In Vacancies And Regulation Of The Activities Of Other Non-Governmental Organizations Providing Services In The Labour Market.

Conclusion

Government Incentives For Private Employment Agencies Were Provided Through:

- Expansion Of Innovative Types Of Employment In Modern Industries, Small And Private Business, Services;

- Taking Measures To Expand Their Participation In The Implementation Of Programs And Projects In The Field Of Employment And Employment;
- Providing Legal, Economic, Statistical, Production-Technological, Scientific-Technical And Other Information Necessary For Their Effective Activity;
- Establishment Of Benefits And Preferences In The Field Of Employment In The Field Of Taxes, Other Mandatory Payments And Tariffs;
- Assistance In Training, Retraining And Advanced Training Of Employees Of Private Employment Agencies.

Conflict Of Interests And Contribution Of Authors

The Authors Declare The Absence Of Apparent And Potential Conflicts Of Interest Related To The Publication Of This Article And Report On Each Author's Contribution.

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