

Concept of Development of Labor Resources Infrastructure in the Digital Economy

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Annotation: *The article outlines the directions for improving the mechanisms for systematic forecasting and monitoring of regional parameters of improving the efficiency of labor market infrastructure in the context of innovative development of the economy.*

Keywords: labor market infrastructure, employment services, evaluation indicators, employment, econometric model, labor potential, unemployment rate.

I. INTRODUCTION.

In Uzbekistan, it is important to ensure sustainable economic growth through the modernization of key sectors of the economy, innovation and the development of high-capacity industries. Increasing the economic activity of labor resources in the national labor market is largely determined by the reforms of socio-economic development of our country. In the process of modernization of the economy, society is expected to face a number of challenges, including the reproduction of highly skilled labor, the maximum use of creative abilities of people, especially the economically active population, the development of the country and improving the quality of life. It is expedient to emphasize the issue of forming an innovative type of employment.

In the context of innovative development, the labor market plays an active role in regulating employment. The innovative development of our country also requires the development of relations in the field of social labor. This necessitates the formation of the labor market and its effective development. Honorable President Sh. Mirziyoyev as noted, "Despite the need to employ 1.5 million people a year in our country, last year the Employment Assistance Centers employed only 248 thousand people or 16.5%. The main reasons for this are outdated forms and methods of work and formalities in solving employment problems¹. Accordingly, in our country "creation of new jobs and employment of the population, especially graduates of secondary special and higher education institutions, ensuring the balance of the labor market and the development of infrastructure, reducing unemployment"² is a topical issue.

The effectiveness of the components of the labor market infrastructure of the Republic or its selected territory is determined by its prospects, employment programs, new job creation programs, concepts and specific directions of measures. Therefore, the prospective indicators to be determined should have features such as accuracy, accountability, validity, validity, and multivariate.

ANALYSIS OF THE LITERATURE ON THE SUBJECT.

KH Abdurahmanov's textbook "Labor Economics" examines the most important criterion of the quality of the labor market is the level of development of its infrastructure, the socio-economic nature of the labor market infrastructure, its components, main tasks and functions. It is also necessary to ensure that there are no conflicts between them in the accession of special bodies to the system of labor market relations, to organize and regulate employment processes and policies using various economic means and methods, legal norms³.

O. Kolesnikova's article "Ob otsenke effektivnosti raboty slujby zanyatosti" explains the essence of the concept of labor market infrastructure, its functional elements, classification and interrelationships, and scientifically studies the levels and functions of labor market infrastructure. The article also partially substantiates the need to use optimal methods to assess the effectiveness of employment service activities⁴.

¹Mirziyoyev Sh.M. Critical analysis, strict discipline and personal responsibility should be the daily rule of every leader. / Report of the President of the Republic of Uzbekistan Shavkat Mirziyoyev at the enlarged meeting of the Cabinet of Ministers on the main results of socio-economic development of the country in 2016 and the most important priorities of the economic program for 2017. // "People's speech", January 16, 2017.

²Decree of the President of the Republic of Uzbekistan No. PF-4947 of February 7, 2017 "On the Action Strategy for the further development of the Republic of Uzbekistan", Annex 1, paragraph 4.1.

³Abduraxmonov Q.X. Labor economics (textbook). - T.: «Mehnat», 2009. -512-p.

⁴ Колесникова О. Об оценке эффективности работы службы занятости. // «Человек и труд», 2002, № 3. -С. 55-56.

S. Smirnov's article "Methods otsenki gosudarstvennoy politiki zanyatosti" describes the main directions, goals and objectives of state employment policy, methods and indicators of evaluation of state employment policy, the mechanism of employment and incentives, the promotion of effective employment by the state. the measures to be taken have been investigated⁵.

The textbook "Labor Market Infrastructure" by Sh.R. Kholmuminov and N.U. The main directions of formation and development of services are identified. Also, a strategic concept for improving the organizational and economic mechanism of labor market regulation and increasing the efficiency of labor market infrastructure development has been developed⁶.

RESEARCH METHODOLOGY.

The study used a dialectical and systematic approach to the study of economic systems and ratios, complex assessment, comparative and comparative analysis, statistical and dynamic approach and econometric analysis to identify mechanisms for systematic forecasting and monitoring of parameters of labor market infrastructure development in the regions.

ANALYSIS AND RESULTS.

The formation and development of market relations in the economy of the Republic directly affects the effective development of the labor market, its structural, quantitative and qualitative indicators.

Calculations to determine the rational parameters of the development of the labor market infrastructure of the Republic of Uzbekistan were conducted for 2020 and for the period 2017-2021. To this end, the main macroeconomic and statistical indicators of the country for 2017-2020, as well as the program approved by the President of Uzbekistan on February 7, 2017 "On Strategy for further development of the Republic of Uzbekistan" PF-4947 and the Year of Dialogue with the People and Human Interests The main indicators of macroeconomic development of the country on the basis of the program, the results of our sociological analysis served as a database.

Table 1.

Prospects for 2017-2021 of factors influencing the level of employment of unemployed people in the employment centers of the Republic of Uzbekistan⁷

№	Name of factors	The most convenient function for forecasting	Fisher F-coef.	2021y.	2022 y.	2023 y.	2024y.	2025y.
1.	BCM *	$Y = -80,953 + 0,008 \times X_2 - 4,528 \times X_4 - 1,249 \times X_5 + 2,068 \times X_9 + 1,855 \times X_{10}$	137,62	94,6	95,0	95,3	96,2	96,8
2.		$X_2 = -221,853 + 329,7 \times \ln(t)$	51,396	712,3	731,1	748,9	765,8	781,9
3.		$X_4 = 4,887 \times t^{0,194}$	2,389	5,1	4,8	4,6	4,4	4,4
4.		$X_5 = 3,847 \times t^{0,122}$	61,732	5,4	5,5	5,5	5,5	5,6
5.		$X_9 = 82,6773 + 0,589 \times \ln(t)$	575,695	93,0	93,1	93,2	93,4	93,6
6.		$X_{10} = 1,923 + 0,162 \times t$	44,248	4,7	4,8	5,0	5,2	5,3

* Proportion of employment of unemployed citizens in BCM (Employment Assistance Center) (%).

The multifactor econometric model based on the labor market data of the Republic of Uzbekistan shows that the following factors have a direct impact on the share of employment of unemployed people in BCMs $Y(t)$ (5.1):

$$Y = -80,953 + 0,008 \times X_2 - 4,528 \times X_4 - 1,249 \times X_5 + 2,068 \times X_9 + 1,855 \times X_{10} \quad (5.1);$$

⁵ Смирнов С. Методы оценки государственной политики занятости. // «Вопросы статистики», 1998, -№ 4. -С. 29-34.

⁶ Kholmuminov Sh.R., Arabov N.U. Labor market infrastructure. Study guide. - T.: «Science and technology», 2016. -150-155-p.

⁷ <http://tsue.uz/?p=12549>

+1,855×X10,

where: X2 - number of unemployed (thousand people); X4 - unemployment rate (%); X5 - the required level of employment services for employees laid off from enterprises (%); X9 - the share of those who have a job (%) from the number of graduates of vocational training organized by the employment service; X10 - the share (%) of services provided to persons for vocational guidance in the total number of applicants to the employment service on employment issues.

The calculations show that in the forecast period (2021-2025) the volume of employment of unemployed citizens in the BCM of the country will increase by 2.2%. The number of unemployed in the period of modernization of the economy (9.8%), the required level of dismissal of employees in employment services (0.2%), the share of employed in the number of graduates of vocational training organized by the employment service (0.6%)) and an increase in the share of persons provided with vocational guidance services (0.6%) and a decrease in the unemployment rate (0.7%) in the total number of those who applied to the employment service on employment issues.

Table 2.
Prospects of population, employment and unemployment in the Republic of Uzbekistan (thousand people)⁸

Indicators	2020 й. (report)	Future period					In 2025 compared to 2020,	
		2021y.	2022y.	2023y.	2024y.	2025y.	%	+ ; -
Average annual population	32121,0	32567,6	33209,1	33863,2	34530,2	35210,3	109,6	3089,3
Number of labor resources	18492,6	19332,2	19717,7	20109,4	20507,2	20911,9	113,1	2419,3
Economically active population	14022,4	14562,3	14921,3	15288,7	15664,2	16048,3	114,4	2025,9
Number of people employed	13298,4	14711,0	15189,8	15684,3	16194,8	16722,0	125,7	3423,6
Number of applicants to BCMs for employment	266,2	301,4	273,7	248,5	225,7	204,9	77,0	-61,3
Number of employees	248,2	286,1	262,8	241,3	221,7	203,6	82,0	-44,6
Unemployment rate, in%	5,2	4,8	4,6	4,4	4,4	4,4	84,6	-0,8

The above situation in the labor market of the country in the near future will be based on the future dynamics of the population in the country, as well as the dynamics of indicators in recent years, such as labor resources and the number of employed.

Table 2 shows that if by 2025 the population of the Republic of Uzbekistan will increase by 19.6% or 3089.3 thousand people compared to 2020, the number of labor resources in the same period will increase by 13.1% or 2419.3 thousand people, economically active the population will increase by 14.4% or 2025.9 thousand people, and the employed population by 25.7% or 3423.6 thousand people. Such figures are due to the growth of the country's labor force by an average of at least 2.0% per year over the forecast period. It is also expected that during the forecast period, the number of applicants for employment will decrease by 61.3 thousand people, the number of employed by 44.6 thousand people and the unemployment rate by 0.8%.

Using the data of Table 3, based on the monitoring and forecasting of the results of the identification of people in need of labor in the country, we analyze the prospects of the economically active population in Uzbekistan, people in need of employment and unemployment.

In general, compared to the 2020 reporting year, in 2025 the country will see an increase in the number of economically active population (17.3%), a decrease in the number of unemployed (33.2 thousand) and its level (from 5.2% to 4.4%). , even now, hidden unemployment remains negative and problematic.

In the process of diversification of the economy and modernization of modern industries in our country, the improvement of the

⁸<http://tsue.uz/?p=12549>

organizational and economic base of the labor market in an innovative direction is of particular importance.

Table 3.

Prospective parameters of job creation in the economic sectors of the Republic of Uzbekistan by regions, (2017-2021)⁹(thousand people)

Name of regions (provinces)	2020 reporting year	Future period					2020-Change in 2025,%
		2021y.	2022y.	2023y.	2024y.	2025y.	
The Republic of Karakalpakstan	50 552	57930	59401	60777	62072	63294	125,2
Andijan	80 486	87877	89324	90665	91916	93090	115,7
Bukhara	73 850	86290	87404	88422	89358	90224	122,3
Jizzakh	44 292	48062	48728	49337	49897	50416	113,8
Kashkadarya	89 121	97317	98714	99989	101162	102249	114,7
Navai	41 245	44277	44793	45264	45697	46098	111,8
Namangan	75 849	82209	83443	84570	85606	86565	114,1
Samarkand	95 522	102810	104243	105550	106754	107867	112,9
Surkhandarya	67 416	72237	73276	74224	75097	75905	112,6
Sirdarya	40 547	43164	43714	44216	44678	45106	111,2
Tashkent	88 513	96835	98425	99876	101212	102448	115,7
Fergana	93 292	100875	102233	103473	104614	105670	113,3
Khorazm	60 611	66789	67862	68841	69742	70576	116,4
Tashkent city	95 907	100875	102233	103473	104614	105670	110,2
Republic of Uzbekistan	997203	1087547	1103793	1118677	1132419	1145178	114,8

Table 3 shows the changes in the future parameters of job creation in the economic sectors of the Republic of Uzbekistan by region. In the reporting period of 2020, the creation of new jobs in the economic sectors of the country in the reporting period of 2016 amounted to 997,203, and this figure is expected to increase by 14.8% or 147,975 by 2025. In terms of regions, the highest growth can be observed in the Republic of Karakalpakstan (25.2%) and Bukhara regions (22.3%).

Calculations on the creation of new jobs in the country show that in the forecast period (2017-2021) the total number of jobs created in the country will increase by 14.8%. Of these, the launch of new production facilities, expansion and renewal of existing enterprises (10.1%), development of small businesses and individual entrepreneurship (2.6 times), development of domestic labor (home-based work) (4.6%) , development of farms (20.5%), development of production, social and market infrastructure, restoration of enterprises (25.8%) will increase the level of labor demand due to the creation of new jobs in various sectors.

One of the main demographic sources of the formation of rational employment of the able-bodied population is the expansion of its economically active part. The employment of the economically active population reflects its movement in the unity of interrelated economic and socio-demographic processes.

The balance of labor resources is compiled based on the results of each year and its periods, and based on them the forecast is determined. Table 4 shows the changes in the balance of labor resources of the Republic of Uzbekistan in the coming period (2017-2021).

Table 4.

Prospective changes in the balance of labor resources of the Republic of Uzbekistan¹⁰(thousand people)

Indicators	2020 reporting year	2021 year	2022year	2023year	2024year	2025year	2020-Change in 2025,%
Economically active population	14022,4	14562,3	14921,3	15288,7	15664,2	16048,3	114,4

⁹<https://stat.uz/uz/>

¹⁰<http://tsue.uz/?p=12549>

Total employment	13298,4	13823,2	14163,0	14510,7	14866,1	15229,6	114,5
Of which:							
In the formal sector of the economy	7908,0	8379,7	8528,1	8676,5	8824,9	8973,3	113,5
In the informal sector of the economy	4245,1	4430,0	4567,6	4721,7	4892,1	5078,9	119,6
Those who went to work outside the republic	1145,3	1013,5	1067,2	1112,5	1149,1	1177,3	102,8
Individuals in need of employment	724,0	739,1	758,3	778,0	798,1	818,7	113,1
Unemployment rate, %	5,2	4,8	4,6	4,4	4,4	4,4	84,6
Economically inactive population	4470,2	4769,9	4796,4	4820,7	4843,0	4863,6	108,8
Total labor resources	18492,6	19332,2	19717,7	20109,4	20507,2	20911,9	113,1

According to Table 4, in the forecast - in 2025, the total growth of total labor resources compared to the reporting period of 2020 will increase by 13.1%, the number of economically active population by 14.4%, and employment by 14.5%. Of this, the number of jobs in the formal sector of the economy will increase by 13.5%, and in the informal sector of the economy - by 19.6%. It can be seen that an increase in employment in the informal sector leads to an increase in labor market flexibility. In 2016, 75.8% of the total labor force was the economically active population, 24.2% were the economically inactive population, respectively, and by 2025, these figures will be 76.7% and 23.3%, respectively. According to the results of the analysis, one of the positive developments expected in the future is the reduction of the unemployment rate by 2025 compared to 2020 (4.4%).

The development of employment services over the years continues with changes in laws, requirements and socio-economic conditions. Accordingly, detailed and clear adjustments are being made to the areas of activity. However, the formation and development of the organizational structure of the state employment service has remained virtually unchanged for many years. The modern organizational structure of the formation of the state employment service at the regional level requires the creation of a number of new departments to promote employment¹¹.

The emerging socio-economic and demographic situation in the labor market in Uzbekistan and their changes have a significant impact on the activities of organizational structures in the field of employment.

The rapid growth of labor potential is making the problem of employment a crossroads. There are vacancies in the state employment service. In some periods, the level of dissatisfaction with the demand for labor exceeds the number of officially unemployed by 1.3-1.5 times. This is mainly due to the mismatch between labor supply and demand and quality indicators¹².

Currently, the effectiveness of the state employment service is assessed by a limited range of indicators. This is not usually about the employed, but about the unemployed. The criterion for assessing the state of employment is a change in the unemployment rate, if it decreases, the activity of the employment service is effective, if it increases, it is ineffective.

CONCLUSIONS AND SUGGESTIONS.

In our opinion, the strategic concept of increasing the efficiency of labor market infrastructure development should include the implementation of the following measures:

In order to improve the strategy of the employment service in accordance with the objectives set out in the Law of the Republic of Uzbekistan "On Employment":

- In the process of strategic planning of the employment program by the employment service bodies should be evaluated on the basis of accurate and complete information about future potential labor supply (redundancies, graduates, military units, school graduates, etc.).
- Create a database of qualified specialists on the resume2 and ensure the diversity of their individual quality composition.
- Organization of targeted vocational training and retraining on the order of enterprises.
- Development of the level of employee satisfaction with the salary of the employee in the enterprise and firm.

¹¹ Arabov N.U. Improving the efficiency of labor market infrastructure development in the Republic of Uzbekistan (Monograph). – T.: «Science and technology», 2017, -272-p.

¹² Kholmuminov Sh.R., Arabov N.U. Labor market infrastructure. Study guide. –T.: «Science and technology», 2016. -332-p.

- Ensure that the wage and other legal income threshold is not less than the subsistence level.
- Intensify efforts to train young people for work, to develop a policy of their professional orientation.
- Creation of additional benefits for employment of citizens in need of social protection.

Based on the above considerations, it can be concluded that a new strategy needs to be developed in the employment service system, so there is a need to create a new organizational structure of the employment service to ensure the implementation of new issues. Therefore, today's economic changes require the most important reforms that are urgently needed and the rapid development of the employment service.

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