

EFFECTIVE RURAL LABOUR MARKET DEVELOPMENT STRATEGY

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ABSTARCT:

The article offers the main directions, factors and tasks of effective and full use of labour resources for the future in rural areas on a regional scale. When developing socio-economic development programs for each region, it will be necessary to determine in advance the demand and supply of labour in the labour market, as well as information that represents the relationship between them. In the proposed strategy for the development of rural labour markets, appropriate criteria and quantitative indicators for analyzing and predicting the situation on the labour market were formulated.

KEYWORDS: Rural labour market, labour demand, labour supply, market development strategy, criteria and indicators.

INTRODUCTION:

One of the most pressing issues in the structure of available resources in the Republic of Uzbekistan is labour potential and its effective use. The structural structure, status and dynamics of the labour force have a significant impact on macroeconomic stability and economic growth. This necessitates the full, rational and efficient use of available labour resources, especially in rural areas, where the majority of the population lives.

LITERATURE REVIEW:

The scientific and theoretical sources of the study of the rural labour market in a particular region reflect a number of approaches to the development of programs,

concepts and strategies for the effective development of this market, including a set of short, medium and long-term measures to coordinate labour supply and demand. described.

Russian scientist Nikiforova.N.V in developing a strategy for the development of the labour market, it focused on segmentation and research as a primary and secondary market [3].

Bondarenko.L.V. and that the development of the concept of rural labour market development is effective mainly within the framework of national state programs for the development of the regions, as well as through the use of institutional mechanisms of the market [2].

Russian scientist Tretyakova.L.A. as the main directions of effective development of the labour market, the need to expand high-tech production on the ground, improve labour market infrastructure, create conditions for increasing high-income jobs in industries and sectors, and simulate clusters and sectors that affect employment and job growth in the region [4].

Xolmuminov Sh. R. He put forward the idea of implementing the concept of effective development of the rural labour market in four stages: the creation of socio-economic and organizational-legal conditions for the formation and development of the labour market; development and implementation of a set of measures aimed at reducing the gap between labour supply and demand; formation of a socially-oriented rural labour market using effective mechanisms for regulating employment and unemployment; achieving a

market equilibrium of supply and demand in the labour market [5].

Economist Arabov N. His research has focused on improving the mechanisms for systematic forecasting and monitoring of regional parameters of improving the efficiency of labour market infrastructure development in the context of innovative development of the economy [1].

It is clear from the main content of research that in market conditions, the main goal, priorities and tasks for its implementation are determined in the development of the strategy of this or that process.

RESEARCH METHODOLOGY:

Scientific observation, systematic and complex approach, statistical grouping, correlation-regression analysis and other mathematical-statistical methods are used in the econometric study of the labour market in a separate region and in determining its future parameters.

ANALYSIS AND DISCUSSION OF RESULTS:

The study of the situation in rural areas of Fergana region used a systematic approach to the systematic forecasting of the effective development of the labour market, complex assessment, comparative analysis, statistical analysis and econometric analysis. In the context of the digital economy and globalization, it is important to develop and implement management decisions and specific measures to ensure employment in rural areas.

The main goal of the strategy for the effective development of the rural labour market is to ensure the effective functioning of the labour market in a particular region. Based on this goal, the following priorities and tasks for the effective development of the rural labour market are proposed:

1.1. Provision of employment to the unemployed population

1.2. Introduction of modern mechanisms for the employment of graduates and young people

1.3. Transparency, accounting, regulation and export of labour migration;

1.4. Disclosure, official registration and guarantee of modern forms of self-employment in rural areas in accordance with the recommendations of the International Labour Organization;

1.5. Financial support for enterprises that have managed to save jobs and build new ones during the downturn.

1.6. Improving the infrastructure of the labour market, which serves the employment of the rural population;

1.7. The orientation of unused land, basic production and non-productive means to the creation of new jobs;

1.8. Legal protection and financial support of the population in rural areas, especially young people and women, to organize their own business and entrepreneurship;

2. Creation of new jobs in the territories and employment sectors of the Fergana region.

2.1. Formation and development of entrepreneurial and business skills of the population

2.2. Increasing domestic and foreign investment

2.3. expanding the activities of enterprises producing high value-added products under localization programs

2.4. Labour relations and population in free economic zones introduction of innovative employment solutions

2.5. Improving the legal framework for social cooperation and equality in labour relations

2.6. Expanding and developing the activities of the rural population in modern areas of labour, such as IT technologies, freelancing, outsourcing, recruiting.

3. Increasing the supply of skilled labour in the rural labour market.

3.1. Adapting and adopting the system of training and vocational education to the needs of the labour market

3.2. Improving the activities of labour camps, business incubators, training and vocational guidance centers

3.3. Introduction of advanced methods of professional development in the enterprises of the industry

3.4. expanding and developing the production of high value-added products that require a lot of labour in rural areas.

3.5. Expansion and encouragement of activities of the rural population in the field of services

In the case of Fergana region, it is recommended to achieve the main goal of the strategy for the effective development of the rural labour market and to address the tasks identified in its priorities in the following two stages.

The first phase, covering the years 2020-2022, will address the following:

- Using a systematic analysis of the rural labour market and personnel monitoring in a separate area, the demand for personnel in the sectors of the economy and districts (cities) is determined.

- Necessary measures will be taken to train, upgrade and retrain relevant professions and specialists.

- Projects on the expansion of enterprises producing high value-added products, the creation of new ones will be introduced.

- The regulatory framework for the private labour sector and self-employment will be developed, the procedure for transparency and registration of their activities will be simplified and social protection will be provided.

- Effective mechanisms will be introduced to increase the efficiency and effectiveness of government and non-government employment agencies in rural areas.

- Improving the quality of jobs and decent pay systems will be introduced.

- The system of creating equal opportunities and job quotas for citizens in need of social protection and uncompetitive in the labour market will be improved.

The second phase, which covers 2023-2025, will focus on:

- An effective system of training personnel and specialists in accordance with the needs of employers in the labour market will be established and expanded. This creates a flexible cluster of higher and vocational education in market relations.

- Legal and effective organizational mechanisms for the use of their export potential will be introduced due to the increase in the share of skilled labour. As a result, the share of skilled labour in the working population of the region will almost double.

- An integrated and transparent system of registration, registration as a taxpayer, length of service and pension calculation of small businesses, services, entrepreneurship, family businesses, farms and other forms of self-employment will be introduced. Modern forms of self-employment are developing due to the formation of a simplified link between entrepreneurship and the organization of their own business.

- A system of determining the minimum wage based on the consumer basket and the subsistence level will be introduced. This ensures the stability of employment and family income.

- Between supply and demand for labour in the labour market and the minimum level of unemployment will be achieved. As a result, tensions in the labour market will decrease, household incomes will increase, and aggregate demand will grow.

- Modern, innovative and flexible systems of employment, retraining and vocational training of unemployed citizens will be introduced.

The effective implementation of this strategy requires the effective and full use of financial, regulatory, institutional, information and organizational mechanisms.

The main financial mechanism for the implementation of the strategy is reflected in the state programs of regional development of the Republic of Uzbekistan. Investment projects, local and foreign grants play an important role in increasing employment in the cities and districts of the Fergana region.

In implementing the strategy, the legal framework of the labour market should be improved based on market requirements and foreign experience. Because in practice, the problems of statistical accounting of employment, wages, length of service, pensions and other similar legal issues are solved.

The institutional mechanism includes the subjects of social infrastructure that serve the effective functioning and development of the rural labour market. The main focus is on the digital economy, information and communication technologies, government, non-governmental organizations, educational institutions, public-private partnerships, information and consulting and coworking centres, labour camps, business incubators operating in the field of employment using the Internet. focuses on infrastructure links. They play an important

role in the recruitment of the necessary personnel in the labour market and the rapid filling of vacancies with specialists.

The information support of this strategy is based on official reports of state statistics agencies, data and reports of the regional department of the Ministry of Employment and Labour Relations, educational institutions, professional centers, sociological and scientific research, media and the Internet.

The organizational mechanisms for the implementation of the strategy perform management and control functions in ensuring the effective functioning of the labour market. In this case, the implementation of the developed strategy will be the responsibility of local authorities and local labour agencies of the state.

THEY PROVIDE:

- Implementation of measures outlined in the strategy;
- Monitoring and regulation of socio-economic processes in the labour market;
- Preparation and timely submission of reports on the implementation of the measures set out in the strategy to higher authorities.
- Providing labour market participants with guidelines, instructions, etc. on the orderly implementation of relations.

The economic and statistical parameters of the expected results of the implementation of the measures set out in the strategy are given in Table 1.

Table 1. The main prospects for the effective development of the labour market in the Fergana region

№	Indicator	Unit of measurement	Basic year (2019)	Future years				Change compared to 2019, in per cent
				2022	2023	2024	2025	
Full and efficient use of labour potential at the regional level								
1.	The level of tension in the rural labour market	once	3,4	2,6	2,3	2,1	1,9	55,9
2.	The employment rate of the rural population	per cent	71,5	68,7	71,1	71,9	72,6	101,5
3.	Number of the economically active population	thousand people	1644,7	17656,2	1784,4	1812,6	1840,8	111,9
4.	The average annual number of people employed in the economy	thousand people	1492,5	16261,4	1639,9	1660,3	1684,3	112,9
5.	Unemployment rate relative to the economically active population	per cent	9,3	7,9	8,1	8,4	8,5	91,4
6.	The additional growth rate of the rural population	promille	22,3	22,6	22,7	22,8	22,9	102,7
7.	Labour migration rate	per cent	18,1	17,4	18,3	19,3	20,4	112,7
8.	The employment rate of the unemployed who applied to employment offices	per cent	89,4	91,2	92,3	93,6	94,3	105,5
9.	Percentage of those receiving unemployment benefits	per cent	0,02	0,99	1,01	1,03	1,05	5250,0
10.	Number of newly created permanent jobs	thousand people	43,1	53,9	57,8	61,7	65,6	152,2
Creating new jobs in the region and in the employment sector								
11.	The share of those employed on the basis of a formal contract	per cent	59,2	64,9	66	67,1	68,3	115,4
12.	The share of those engaged in small business and farms	per cent	0,18	0,19	0,18	0,17	0,19	105,6
13.	Number of employees	thousand people	44,4	49,6	53,1	56,5	60,0	135,1
14.	The share of young people in employment	per cent	44,0	61,1	61,9	62,5	64,0	145,5
15.	The share of women in the workforce	per cent	59,4	56,3	57,2	58,3	59,9	100,8
16.	The share of the non-competitive population resurrected in employment	per cent	1,2	1,5	1,6	1,7	1,7	141,7
Increasing the supply of skilled labour in the rural labour market								
17.	The share of highly skilled jobs	per cent	23,5	28,6	29,9	31,2	32,5	138,3
18.	The weight of the skilled labour supply	per cent	16,5	23,0	24,2	25,4	26,6	161,2
19.	The level of enrollment of graduates in higher education	per cent	15,5	28	30	33	35	225,8
20.	The share of employment of graduates of educational institutions	per cent	87,9	88,0	89,1	90,4	92,1	104,8
21.	Average monthly salary	thousand soums	1890,2	2289,1	2492,9	2681,2	2869,5	151,8

The table shows that the level of tension in the rural labour market studied in the Fergana region will decrease from 3.5 units in 2019 to 1.9 in 2025. The employment rate of the rural population will increase by 1.5%, and the share of the economically active population will increase by 11.9%.

The number of new jobs will increase by 52.2%, and the demand for skilled labour will increase to 38.3%. Due to the annual increase in the coverage of higher education, by 2025 the composition of the skilled workforce will also increase from 16.5% to 26.6%.

CONCLUSION:

The main economic and financial resources for the implementation of the labour market development strategy developed during the research are reflected in the state programs of strategic development of the country and regional development programs. The role of local authorities, government agencies, non-governmental organizations and other structures directly involved in employment is important in the implementation of the strategy.

The positive change in the employment of the rural population in the labour market is also influenced by the increase in the share of youth, women and non-competitive citizens in this market, the development of labour market infrastructure, a significant increase in average wages.

At the current stage of socio-economic development, the effective solution of the tasks set in the proposed priorities of the strategy for the effective development of the rural labour market will serve to increase employment and living standards of the rural population and reduce unemployment. The full use of financial, regulatory, institutional, informational and organizational mechanisms in the implementation of this strategy will ensure the effectiveness of the measures set out in it.

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