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DEMAND ANALYSIS FOR PROFESSIONALLY EDUCATED PERSONNEL IN THE LABOR MARKET

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Annotation. This article describes the socio-economic importance of determining the need for professionally educated personnel in the labor market, proposes mechanisms to determine the need for professionally educated personnel in the labor market of the Republic of Uzbekistan.

Keywords: unemployment, graduates, labor market, profession, training, demand for stuff.

INTRODUCTION.

According to UNESCO, "there are more than 73 million unemployed young men and women in the world today, and there is a need to create at least 475 million new jobs over the next 10 years for the more than 40 million people entering the labor market for the first time each year" [1]. In this regard, targeted measures are being taken by the governments, economic entities and educational institutions to train professionally educated personnel.

In 2017-2021, the state program on the implementation of the strategy of action on five priority areas of development of the Republic of Uzbekistan in the "Year of active investment and social development" defined specific measures on "Organization of vocational education and expansion of the system of targeted personnel training, stratifying the duration of educational programs based on the level of complexity In this regard, the effective organization of the activities of vocational colleges and on this basis the optimal formation of quotas for admission, improvement and integration of classifiers due to the complexity of professions and specialties, as well as the expansion of scientific research on the effective use of the base of vocational colleges

in the training of the unemployed population of professions.

LITERATURE REVIEW

At the regional level, the demand for labor force is determined by the need of employers to hire a certain number of qualified employees necessary for the production of goods and services [3]. This indicator reflects many phenomena and processes that lead to a change in the number of jobs in the region's economy. Academic K.H.Abdurahmonov described the demand in the labor market as follows:" the demand in the labor market forms a relationship between employers for the production of goods and the provision of services for the creation of new jobs on account of a certain period of time and a certain salary" [4].

V.V.Adamchuk and S.S.Utinova proposed to assess the demand for the workforce as the total number of vacancies occupied on the basis of vacancies or vacancies, or as the total number of employees employed and employees whose involvement is required [5]. F.T.According to prokopov, the demand includes only vacant positions of work [6]. However, in the opinion of all authors, the work place is

the base unit of the change in demand for the workforce.

RESULTS.

An analysis of the relationship between unemployment and the need for professionally educated personnel suggests that the need for personnel is an important socio-economic phenomenon for the market, such as unemployment, primarily in the interests of employers. However, the existence of a direct and indirect link between staffing needs and unemployment suggests that the ability to control the level of certain types of staffing needs may be a way to eliminate the relevant types of unemployment. Hence, forecast data on staffing needs is an important source of information for regulating the labor market.

In order to improve vocational education in the Republic of Uzbekistan on the basis of advanced foreign experience, the following measures are being taken to introduce the system of continuing vocational education in other sectors of the real economy:

1. Expanding the system of targeted training through the stratification of the duration of educational programs and the organization of continuous vocational training for sectors of the economy, depending on the level of complexity of professions and specialties.

2. Establishment of professional colleges operating in the form of technical colleges in the areas with the effective use of existing buildings and structures and material and technical base of existing professional colleges and ensuring the continuity and continuity of the training process with relevant higher education institutions.

3. Creation of a system of specialized training of masters of industrial education in technical colleges, taking into account the fact that masters of industrial education, who play an important role in the training of workers in professional colleges, are not trained in higher education.

There was a conflict between the repeated formation of professional and qualification potential of young people and the effective use of their potential in the Republic of Uzbekistan. As a result, in the vocational education system, there are problems in the field of graduate training that do not correspond to the needs of the economy, inconsistency of supply and demand for the labor force in the labor market, problems in the training of working personnel, low level of employment of graduates in their specialties.

The classifier of the main positions of the employees and the classifier of the professions of the workers is not integrated into the directions of vocational education, specialty and profession.

The study proposes to differentiate the duration of training in vocational colleges based on the complexity of professions and specialties and to integrate the classification of areas of vocational education, specialties and occupations into the classification of key positions and occupations of employees (table 1).

Table 1
The proposed project of the classifier of directions, specialties and occupations of vocational education

Section I. Vocational education professions

Code of vocational training areas	Professions	Codes		Professional discharge
		MS KO	MM SK	

Chapter II. Specialties of professional education

Code of vocational training areas	Professions	Codes	
		MSKO	MSKO

New innovative ideas for the development of a classifier of vocational education include: transition from the 2018/2019 academic year to a new system of 11-year compulsory secondary special and independent vocational education under the principle of "Lifelong learning"; Classifier of professions and specialties Ensures compliance with the codes of the International Standardized Classification of Education (MSKO-2011), the Classifier of the National Standard of Training of the Republic of Uzbekistan (MSMSK) and codes used in education documents, level of education, field, field of study, profession and specialty; Ensuring the introduction of the Classification of Vocational Education of the Republic of Uzbekistan, along with the classification system of other countries, in the international labor market with the aim of competitiveness and equality of professional potential of Uzbekistan; the ability to work and support

vital activities throughout the life of the individual and the priority of the individual.

In order to support the conformity of the quantity, composition and quality of training of workers of different categories according to the requirements of innovative production, a constant, multilateral and multi-stage mutual efforts of professional education management agencies, labor authorities, employers and educational institutions are necessary.

In order to formulate an effective system of distribution of graduates of vocational education institutions, to formulate the potential of graduates of vocational education institutions of employers and to activate their participation in the implementation, it is necessary to carry out:

1. 1. Establishment of a system of insurance against the risk of non-compliance with the terms of the tripartite agreement "On the training of specialists with vocational education between the student, vocational education institution and the employer" in order to ensure mutual interest in fulfilling the terms of the contract. To this end, a Special Center should be established within the Vocational Training Center to review and insure such cases.

2. A large part of the work and services provided in the labor market is the state order, which imposes on the responsibility of enterprises operating in the market the obligation to participate in competitive events. In our opinion, it is worthwhile to create a system of state subsidies for enterprises actively participating in the implementation of the Employment Promotion Program in order to increase the competitiveness of young people in the process of carrying out competitive activities for the fulfillment of the state order. The right to receive these subsidies must be confirmed

by the documents attached to the order of the main selection, taking into account the attraction of students of educational institutions to perform a certain amount of work.

In addition, later, such an enterprise will have additional funds for the payment of salaries to attracted professionals. In general, it is possible to increase the effectiveness of production practice and internship, to have full-fledged practical skills in working with high-tech equipment, and to achieve a higher level of professional qualification of graduates of vocational colleges.

3. Loans should be provided to enterprises and organizations that employ youth, as well as those that invest in the development of the material and technical base of vocational education institutions. This is one of the measures to encourage youth employment.

CONCLUSIONS

There is a need in the Republic of Uzbekistan to classify working professions and to establish organizations that classify them in certain sectors, as well as to certify workplaces for professions and specialties related to human life.

In order to improve the quality and content of vocational education, taking into account the needs of the labor market, it is advisable to take the following measures: organization of the educational process, its planning, introduction of new approaches to the selection of educational content; development of flexible and effective relations of vocational education institutions with the external environment; increase the flexibility of educational standards and programs, their openness to the requirements of local conditions; increase the volume of training for working professions in

vocational education institutions through vocational guidance, increasing the prestige of working professions, strengthening vocational education with the involvement of material and financial resources of partner enterprises; introduction of modern systems of modular, distance, individual vocational education and training; to inform the population, to teach high school students to work with computers, to create conditions for the mandatory acquisition of personal computer skills in vocational education institutions.

The mechanism for determining the need of the labor market for professionally educated personnel, proposed by us, allows to obtain information about the state of the professional labor market, to determine the degree and causes of their imbalances and to develop measures to improve labor market regulation.

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