
The Main Directions of Development and Interaction of State and Non-State Structures of Employment in the Labor Market

Arabov Nurali Uralovich, Tukhliev Bakhtiyor Mamaziyoevich
Researcher of Professor of Samarkand State University

Abstract: This article regulates the labor market on the basis of increasing the efficiency of the development of state and non-state employment structures and ensuring effective interaction between them, the forms of interaction between state and non-state employment services in the labor market, depending on the stages of economic development and coordination of their activities, the mechanisms of influence are studied.

Keywords: labor market, labor market regulation, unemployment, employment of the population, public employment services, non-state employment services, organizational mechanism, labor supply and demand, jobs, recruitment and selection agencies.

1. INTRODUCTION

The significant increase in interest in research on the effectiveness of non-labor services in the world in recent years reflects the growing demand for recruitment services in today's labor market. The adoption in 1997 of the ILO Convention No. 181 on private employment agencies [7] provided an important legal basis for developing an effective employment policy in national economies and improving recruitment agencies.

Currently, in order to improve the efficiency of state and non-state employment services, a lot of research is being carried out to ensure effective interaction between them, ways to organize the activities of employment services, technologies and mechanisms for evaluating their effectiveness. It is also important to study scientific trends, such as trends in the development of state and non-state employment structures, the improvement of modern forms and directions of their activities.

The development of state and non-state employment services in our country is an important tool for creating a competitive environment in the labor market. Accordingly, special attention is paid to the characteristics, methods and technologies for the development of public and private employment services, assessing the effectiveness of public and private employment services, and improving the quality of the labor force.

2. LITERATURE REVIEW

The essence and content of the labor market, its functions, types and forms, the mechanism of work, development principles, labor market models and ways to reduce unemployment and employment regulation mechanisms, full employment issues, labor market regulation mechanisms, the fundamental principles of employment policy. problems J.M. Keynes [6], Marshall A. [8], Pigou A. [11], Ehrenberg R.D., Smith R.S. [15].

The socio-economic essence of the labor market infrastructure, components, main tasks and functions, the activities of state and non-state employment agencies, legal, organizational and socio-economic mechanisms for the development of the labor market, the main directions of the state employment policy, methods for assessing the effectiveness of state and non-state employment services, the system employment and incentives, measures taken by the state to

promote effective employment Artur SP [3], Beisenov S., Muksambetov T. [4], Varfolomeeva O.A. [five].

It is also planned to improve the process of selection, selection and hiring of recruitment agencies, expand modern forms and directions of personnel services, increase and evaluate the effectiveness of state and non-state employment agencies, the organizational and economic mechanism for regulating the labor market, labor mobility, virtual agencies., Unemployment Technology problems Artur J.V. [3], Lawler E., Boudreau J. [10], Sims R. [13]. Some aspects of the problems of labor market regulation based on the forms of manifestation of the relationship between state and non-state employment services in the labor market and the coordination of the formation of their activities depending on the stages of economic development Arabov N.U. [1], Varfolomeeva O.A. [5], Nikiforov R.O. [nine].

3. RESEARCH METHODOLOGY

The study uses a dialectical-system approach to the study of economic systems and coefficients, comparative and comparative analysis, statistical and dynamic approaches, grouping methods to determine the features of the development of state and non-state employment services.

4. ANALYSIS AND RESULTS

The purpose of labor market regulation is to achieve optimal and efficient employment while maintaining a balance of social and economic interests of society.

The subjects of labor market regulation are public and private employment structures, professional associations of employers, workers and market participants, as well as the institution of human resource development at the national economy level (the system of general, higher and vocational education, advanced training and retraining of personnel). The object is the movement of demand and supply of labor, relationships and interests of market entities.

The state employment service is an integral part of the employment policy pursued by the state, a participant in the development of its main directions, and sometimes simply its executor. The main tasks of the state employment service are personal assistance to the unemployed and regulation of the labor market, and the ways to solve them are labor mediation, the promotion of professional and geographical mobility, and the collection of information about the labor market. Thus, the combination of the social function of the civil service and its economic function as a regulator of the labor market is implied. This dual task defines the dual nature of the employment service. The public employment service is doomed to constantly vary between solving the problems of unemployment (social function) and problems related to employment (economic function) [1].

Unlike the state employment service, commercial ones pursue one goal in their economic activity - profit. The costs of establishing a recruitment agency and its continued existence in the industry are relatively low. Many entrepreneurs have turned their attention to the recruitment market precisely because of the low costs (where the biggest expense item is renting a room).

Commercial labor mediation actively developed its activities in the segment of highly paid jobs, which were either in a profitable enterprise or required replacement by an employee with high professional and qualification characteristics that are not often found in the total supply of the labor market. The solvency of a successful enterprise and a skilled worker for intermediary services formed the economic basis for the development of commercial labor mediation.

To build a mechanism, it is necessary to take into account the interests of the participants, namely the fact that private employment structures are a manifestation of private capital, as a result of which the use of their activities in order to regulate the labor market within the framework of the state socio-economic policy requires only organizational and legal regulation of the activities of these structures under observance of economic motivation of private subjects of regulation.

The activities of the entities will be directed to various market segments, this is caused, first of all, by economic interests and demand for the services of the respective participating entities. Thus, the demand for the services of recruitment and selection agencies comes from developing, stable and leading companies that have sufficient financial support and are the main consumers of skilled labor. The services of employment agencies are in demand by specialists who are ready to pay for their employment and who experience difficulties in finding a job, on the one hand, and on the other hand, these are companies whose desire is to acquire the necessary resources “for free”. State employment services, first of all, should be concerned about the sector of reduced and released specialists, as well as socially unprotected categories of the population.

The activities of public and private employment structures have common points of contact, both in target and functional terms, which can cause various forms of relations between public and private employment structures, namely [9]:

- real competition, at the same time, both price and non-price, if we talk about possible options for the cost of services for both the employer and the applicant (in intersecting market segments);
- complementary actions, that is, the implementation of complementary measures to regulate the state of the labor market (coverage of various segments of the market);
- cooperation in various forms, including the exchange of information, its joint storage, use, joint projects, transfer of part of the rights to perform, partnership (integration of resources);
- co-financing (the only exception is state financing of the activities of private employment structures).

In order to build a mechanism for regulating the labor market based on the interaction of public and private employment structures, it is necessary to strictly define and separate the types of activities of private structures.

In accordance with the above classifications, in order to build a mechanism for regulating the market, we single out the following types of private employment structures: recruitment and selection agencies, employment agencies, temporary recruitment agencies (staff leasing agencies).

Recruitment and selection agencies represent the interests of entrepreneurs in the market seeking to acquire a more highly qualified workforce. The fee of these agencies consists of a commission, the basis of which is the annual income of the selected specialist. The fee is paid by the employer. Of the negative effects of the activities of these employment structures on the situation on the labor market, one can only single out: the selection of the labor force, an additional barrier between jobs and the labor force. The positive aspects of the activity are: promoting an increase in the productivity of the use of labor, developing human resources, improving the qualitative composition of employment.

Employment agencies strive to offer as many employment options as possible for people looking for a job (here they represent the interests of workers), and also provide employers

with access to their databases of candidates for a fee. The negative properties of the activities of these employment structures are: the creation of an additional barrier between the labor force and entrepreneurs, the collection of material contributions from people who are looking for work, as a rule, the unemployed (at the same time, the financial situation of this category of the population is not the best), deception of the unemployed (creation of "appearance" of activity), etc. The remuneration of this category of agencies consists of contributions made by people for the services provided: entering into the database, writing a resume, compiling a psychological portrait, consulting on job search methods, interviewing, etc. The positive features of the activity of the employment agency are: raising awareness in the labor market about free jobs, facilitating the search for work for people looking for it, etc.

The main positive features of the activity of personnel leasing agencies would be the use of non-traditional flexible forms of employment, lowering the costs of entrepreneurs for personnel, and a quick response to changes in the situation on the market for goods and services.

As a result of the foregoing, it is not possible to combine the recruitment and selection agency and the employment agency in one organizational structure, in view of the differences in the goals of these two areas of employment activity. Therefore, the state should impose a ban on engaging in both types of activities within the framework of one organizational structure, one independent economic unit through the separation of these types of activities at the level of the state classifier of types of economic activities, products and services and a ban on fixing both in the charter of a legal entity activities.

Further, it is necessary to regulate the activities of each type of agency by the state by determining the minimum requirements that guarantee the high-quality execution of orders. At the same time, special attention should be paid to employment agencies, in view of the specifics of their activities - work with categories of unemployed citizens who have difficulty finding work on their own. It is necessary to regulate the receipt of an application from the employer, the process of working with candidates, the process of sending a candidate to a meeting with the employer, the criteria for the candidate to meet the requirements of the employer (definition of a "suitable" candidate) and the correspondence of the workplace to the candidate (definition of a "suitable" workplace), as well as a clear billing of the agency's services based on well-defined service standards for the candidate. To maintain this system, it is necessary to provide a subsystem for monitoring the provision of services by employment agencies and identifying inconsistencies, while a "motivating" system of punishment for violations of minimally regulated service standards and violations of process technology is needed.

Recruitment and selection agencies should be regulated taking into account the fact that their activities are a consequence of the development of organizational (business) systems and the market demand for this service. Strict regulation of activities by the state is not appropriate here, otherwise, this type of business may leave for the shadow sector of the economy. The regulation of the activities of such structures should include: the procedure for licensing and certification, the list of agency services, the procedure for providing information about the activities of these structures.

Personnel leasing agencies require more detailed legal regulation and are not the subject of this study. At the same time, both recruitment agencies and employment agencies can engage in this type of activity. There is a need for a legal framework for the provision of this type of service, clearly defined by law, and the development of labor standards and social protections for "temporary" personnel.

The main characteristics of the activities of recruitment and selection agencies and employment agencies are presented taking into account the stage of economic development in Table. 1, and the relevant forms of interaction and regulatory measures on the part of state employment structures are presented in Table. 2.

As we can see, the activities of recruitment and selection agencies and employment agencies are dialectical and the periods of their activity vary in time and depending on the stage of the country's economic development. As a result, various tools for regulating their activities and methods of involvement in improving the efficiency of state socio-economic policy in the labor market are needed. At the same time, it should be noted that the activities of employment agencies and public employment services are aimed at almost the same segments of the labor force.

Table 1. The main characteristics of the activities of private employment structures in various stages of the country's economic development [9]

	Recruitment and selection agency The main segments of the workforce with which they work: highly qualified and qualified managers, specialists.				Employment agency The main segments of the workforce with which I work: specialists of lower and middle management, low qualification, socially vulnerable people.				
	Ask for this service	Service offer		Service price	Service Demand		Service offer		Service price
		Number of agencies	The scope of services provided		From the side of the employer	From the side of the applicant	Number of agencies	The scope of services provided	
Crisis	High	growing	Low	Minimum	High	High	Maximum	Maximum	Maximum
Depression	Stable	stabilizing	Stable	Stable	Stable	High	Stabilizing	Stable	Stabilizing
Revival	Growth	growing	growing	growing	Decreases	Decreases	Not Increasing	Not Increasing	Decreases
Ascension	Максимальный	Большой число игроков	Максимально	Высокий	Minimum	Minimum	Minimum	Minimum	Minimum

At the stages of “crisis”, “depression”, it is especially necessary to control and strictly regulate the activities of employment agencies. In view of the fact that the main contingent with which these agencies work is the unemployed, specialists and workers who are subject to the consequences of the restructuring of the economic system of the state and are not in demand on the labor market. Control is also necessary due to the fact that on this fertile soil (a large number of people who want to get a job), “Ostaps” appear and it is necessary to suppress any attempts at fraud due to the possible negative result of the activities of such agencies. After all, one of the main roles of the state as a public institution is the protection of its members.

Table 2. Forms of relations between public and private employment structures in the labor market, depending on the economic development of the country

Stages of economic development of the system	recruitment and selection agencies personnel		employment agencies	
	Forms of relations with public employment services	State control	Forms of relations with public employment services	State control
Crisis	complementarity	Control, stimulation	Competition	Control, regulation
Depression	complementarity	Control, stimulation	Competition	Control, regulation
Revival	Complementarity and cooperation	Coordination	Complementarity and cooperation	Control
Ascension	Complementarity and cooperation	Coordination	Complementarity and cooperation	Control

At the other two stages (revival and recovery), due to changes in market conditions and the achievement of a balance between the demand and supply of labor, the activities of employment agencies lose their excess profits, and only those agencies remain that provide quality services and have earned a positive reputation in the market. Therefore, at these stages, it is necessary to control, monitor and respond to deviations from the norms beyond the critical parameters.

The activities of recruitment agencies should not be subject to strict regulation by the state. All that is needed is control over their activities, for example, in order to exclude the use of their signboard for various kinds of fraud.

The activities of this category of agencies should not be subjected to strict control, because their activities are a manifestation of the demand for this type of business services. There is a demand, there will be an offer. Another question is whether this activity will be legal or shadow, controlled and regulated by the state or not. The assessment of the level and quality of service provision is carried out by the market (specifically by entrepreneurs) "voting" with their own funds.

Regulation of the labor market on the basis of a balanced functioning of the activities of public and private employment structures is carried out through:

- a clear distribution of functions for the regulation of the labor market between these structures;
- maintaining a balance of interests between public and private in a number of key performance indicators, such as economic and social goals, key segments of the labor market to harmonize their activities and increase the return on financial resources invested in the regulation of the labor market;
- use of organizational and economic incentives, in relation to private employment structures, to involve them in the implementation of a set of measures to regulate the labor market and regulate "negative" deviations.

The construction of a state policy for regulating the labor market begins with the definition of goals and objectives at a given historical stage in the development of society under certain socio-economic conditions.

After that, specific sets of actions are developed to achieve the developed goals. As well as a set of measures to stimulate private employment structures to achieve the common goal of socio-economic development. Sets of regulatory measures are purposefully developed for each category of agencies, taking into account the specifics of their activities and market mission.

At the level of tactical methods of implementing state policy in the labor market, private employment structures can and should be used as sources of obtaining information about the labor market and jobs. In those segments of the labor market where the activity of private employment structures has proven to be effective in comparison with public employment services, it is necessary to attract the former to implement state employment programs (as commercial projects). At the same time, the state should retain the role of a "strategist" in the labor market, an analytical center, socio-psychological and material support for the unemployed, the least protected segments of the population, as well as the role of a "supervisor" of the activities of private employment structures, depending on the degree possible negative impact on the labor market, in particular, on specific segments of the population.

As our analysis of the interaction between state and non-state employment services shows,

joint activities take place on the following issues [1]:

1. Recruitment for specific vacancies. Most often, recruitment agencies turn to the state employment service with a request to select personnel for specific vacancies of employers. Given the large number of citizens, information about which is available in the database of the employment service of the region, the selection of personnel, as a rule, does not cause difficulties even when it comes to vacancies in rare or even unique professions.

Since the services of the Employment Service are provided free of charge, recruitment agencies in this case provide employment assistance free of charge.

2. Target recruitment. Another option for cooperation can be targeted recruitment when the employer's demand for labor is large and the agency cannot fulfill it on its own.
3. Search for a job for a specific specialist. Rarely, but sometimes there is a situation when the database of non-governmental employment organizations includes highly qualified specialists or rare professions that the agency failed to employ. In this case, the employment service resorts to connections with employers that have been developed over the years and assists in the employment of these citizens. Of course, in this case, employment is free of charge.
4. Cooperation to assist in the employment of citizens of the category in particular need of social protection. A special place in cooperation to assist in the employment of citizens is occupied by the contacts of the state employment service with agencies and exchanges serving citizens who are in particular need of social protection.

5. CONCLUSION / RECOMMENDATIONS

In our opinion, in the future, relations between state and non-state employment services will be determined in all respects:

- state policy in the field of employment;
- evaluate the possibilities of state and non-state employment services to implement this policy in the most efficient market segments;
- sequence of policies aimed at creating a competitive environment;
- Assess the market share of the state employment service to organize assistance to the most vulnerable segments of the population in the labor market.

It is difficult for an employment service to fulfill its role of helping those in need of social protection if its reputation is poor and the quality of services is constantly declining. To avoid such risks, in some countries the public employment service is expanding its activities in the flexible labor market. Accordingly, in our opinion, the interaction of state and non-state employment services should consist of:

1. Create a unified collaboration system for access to the workplace database.
2. Carrying out joint activities aimed at achieving common strategic goals, which include:
 - For business structures: greater profit due to the growth of potential candidates for employment;
 - for government agencies: improvement of the main socio-economic indicators characterizing the activity of the region, through joint interaction with the commercial sector.
3. Holding joint conferences for the exchange of experience in the field of employment;

development of final conclusions based on the results of joint work for the reporting period; development of proposals on the prospects for bilateral cooperation; development of innovative methods and techniques, including the improvement of the institutional framework for regional development aimed at regulating the joint activities of labor market entities.

4. Provide candidates with information about vacancies in a convenient and informative way.
5. Increasing the level of economic activity of the population.

REFERENCES

1. Arabov N.U., Nasimov D.A., Boltayev B.S., Mirzakhodjaev A.B. Method of Integrated Assessment of the Effectiveness of Regional Labor Market Infrastructure // International Journal of Psychosocial Rehabilitation, Vol. 24, Issue 05, 2020 (Base of Scopus), - P. 7.
2. Arabov N.U. The methods and tools of the state labor market regulation // Journal of Management Value & Ethics. - India: 2017. No. 4. - P. 65-72.
3. Arthur J.V. Effects of human resource systems on manufacturing performance and turnover. // Academy of Management Journal. - 1994. - No. 37 (3), 670-687.
4. Beisenov S, Mukhambetov T. Infrastructure of the labor market // Man and labor. - 1999.- №1. - S. 25-28.
5. Varfolomeeva O.A. Formation of labor market infrastructure in a transitional economy. - St. Petersburg, SPvUEF Publishing House. 2001.
6. Keynes J.M. General theory of employment, interest and money / Per. English prof. N.N. Lyubimova, under. ed. Doctor of Economics, prof. L.P. Kurakova. – M.: MIEMP, 2010.
7. Convention No. 181 of the International Labor Organization “On Private Employment Agencies” (06/19/1997). – Information and legal support "Garant".
8. Marshall A. Principles of economic science / A. Marshall: In 3 vols. -M .: Progress -T.Z. 1984. -119 p.
9. Nikiforov R.O. Organizational mechanism of balanced functioning of public and private employment structures // dis. can. economy Sciences. - M.: Russian Economic Academy. G.V. Plekhanov. 2002. - 174 p.
10. Lawler E., Boudreau J. Achieving strategic excellence: an assessment of human resource organizations. – Stanford, California: Stanford University Press 2006.
11. Pigou A. Economic theory of welfare / Pigou A.: In 2 volumes - M.: Progress - V.2 - 1985. - 240 p.
12. Kholmuminov Sh.R., Arabov N.U., Nasimov D.A. Economic mechanisms of structural transformation of agriculture based on investment attraction. Journal. 2019. No. 11(66). Page 715-721.
13. Sims R. Organizational success through effective human resource management. - Westport, Connecticut: Quorum Books, 2002.
14. Uzbekistan Republican President Shavkat Mirziyoevning Uzbekistan Republican Mustaqillining yigirma sakkiz yilligiga bagishlangan tantanali marosimdagi nutqi. <http://uza.uz/oz/politics/prezident-shavkat-mirziyeevning-zbekiston-respublikasi-musta-31-08-2019>
15. Erenberg R.D., Smith R.S. Modern labor economics. Theory and state policy / Per. from English. - M., 1996, 34-b.
16. Ulugmuradova N.B. Formation Of Labor Resources In The Field Of Small Business And Private Entrepreneurship. JournalNX, 126-128.