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## THE WAYS TO FORMULATE A PROPOSAL BASED ON DEMAND FOR PROFESSIONAL PERSONNEL

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**Annotation.** The article describes the socio-economic importance of the formation of supply based on the demand for professionals, the development of proposals and recommendations for the formation of supply based on the demand for professionals in the Republic of Uzbekistan.

**Keywords:** occupations, classifier, professional staff, labour market, labour demand, labour supply.

### INTRODUCTION

Implementing the tasks set out in the Action Strategy for the five priority areas of development of the Republic of Uzbekistan in 2017-2021, training highly qualified personnel according to the requirements of the labour market, introducing international standards for quality assessment of education, creating effective mechanisms for implementing innovative scientific achievements. Consistent work is underway to reform [1].

In the current socio-economic conditions, vocational education is one of the important factors in ensuring employment, forming an effective vocational training, improving the quality of labour, economic development, combating unemployment and poverty. Vocational education does not fully play the role it should play in providing training for the real sector of the economy.

The discrepancy between the occupational characteristics of unemployed citizens registered in employment centres and the available vacancies in these centres leads to both a certain level of unemployment and an unsatisfactory

demand for labour, resulting in increased labour market tensions.

For example, in Uzbekistan, the vacancy rate for a group of occupations (calculated as the ratio of the number of unemployed registered in each occupational group to the number of vacancies in the relevant sector) is 2.7, (the closer this ratio is to 1, the higher the level of labour market tension. and vice versa), while the group of specialist positions is 1.3 [2], which indicates an excess of the number of unemployed workers and specialists compared to the number of currently available vacancies.

### LITERATURE REVIEW

To consider the need for staff as a description of the labour market, it is necessary to clarify the meaning of this concept. For example, in the works of K. Howard and I.B. Kashirina it is described as the existence of a desire or a demand for something, regardless of the possibility of fulfilling the need [3].

According to V.V.Adamchuk, V.P.Beklemeshev and S.S.Utinova demand include occupied and vacant jobs [4]. It can

be said that the need for manpower is satisfied because employees work in occupied jobs and produce products.

KH Abdurahmanov noted that the demand in the labour market often depends on external factors: the economic situation in the country, social situation, investment climate, stage of economic periodicity, level of labour productivity, development of small business and private entrepreneurship [5].

The demand for professionally educated personnel is affected by investment, wages, staff turnover, labour productivity, new jobs, vacancies, natural and migratory movements of the population and production volumes. Achieving a balance of supply and demand in the labour market is urgent.

## RESULTS

The main characteristics of the labour force are based on its professional and qualitative composition, which determines the importance of taking into account these parameters in the analysis and forecasting of the labour market and the development of the country's economy. Thus, an important task arises for the analysis and forecasting of the interdependence of labour demand and its supply, taking into account the formation of the occupational composition of the workforce.

In our opinion, it is time to develop and adopt a "Training Program" in the Republic of Uzbekistan. The main goal of this program is to create the necessary conditions and mechanisms to increase the effectiveness of vocational education in providing the socio-economic sector of the country with labour resources.

Businesses and vocational colleges are key participants in the program. The "Staff Training Program" should reflect the opportunity for a graduate to enter school without passing the state exam, to have a guaranteed job after graduation, additional scholarships, paid internships.

To implement the mechanism of distribution of graduates to enterprises in the region and to provide them with guaranteed employment under the "Worker Training Program" between the college, enterprise and student "On the training of professionals with vocational education between student, vocational school and employer" the conclusion of a bilateral agreement.

The employer organizes the student's acquaintance, production and pre-diploma internship under the tripartite agreement; to provide one-time financial assistance in the amount of at least three times the minimum wage to a student who was called up for military service immediately after graduating from college and returned to the enterprise within three months after release from military service; the inclusion of the student's study time in the college, which entitles him to a bonus for a certain period of work; payment for internships; must provide the student with new uniforms during the internship.

In our opinion, to introduce and develop a modern system of vocational training for unemployed youth in Uzbekistan, it is necessary to join the

Table 1

Classification of key positions and occupations of employees

The classifier of key positions and occupations of employees (Resolution No. 795 of October 4, 2017)		Categories of employees related to employee positions	The level of knowledge required		
Number of working professions	Number of service occupations		Requires higher education	Requires secondary special education	No professional education required
5625	3402	Management staff	1371	19	5
		Specialists	990	533	-
		Production staff	9	4842	335
		Service staff	2	208	52
		Technical staff	3	656	2
9027		<b>Total</b>	<b>2375</b>	<b>6258</b>	<b>394</b>

international association "World Skills International". To do this, it is necessary to establish the World Skills Uzbekistan Association under the auspices of the Ministry of Employment and Labour Relations and other relevant agencies, under whose leadership to hold a national championship in working professions.

Thus, an effective system of distribution of graduates will be created under the "Training Program". The responsibility for the employment of the graduate in front of the enterprise should not be borne solely by the graduate. Of course, educational institutions are reluctant to provide guarantees for graduates, for whom it is important to ensure that the annual enrollment plan is met (including with the help of employers).

In our view, to ensure the effective distribution of college graduates, a vocational training centre should be set up to provide insurance against the above conditions, which, on the one hand, guarantees real reimbursement of the employer's student training and internship costs; the system of vocational education and the mutual interest of employers in the employment of graduates in enterprises that are customers of the training of skilled workers and specialists.

Only on this basis can the participation of employers in the formation and implementation of the potential of graduates of educational institutions be activated. It is important to understand that without social dialogue and without taking into account the interests of each of the partners as much as possible, the social partnership is not possible.

The program should include the design and construction of physical education and health complexes and hotels with small

pools for the temporary residence of students on the territory of vocational education institutions, the design, reconstruction and construction of educational and industrial buildings.

Adoption and training of workers and specialists for the analysis of the effectiveness of the state program for the development of vocational education should be compared with these indicators of higher education because the development of an innovative economy is largely determined by the professional composition of the workforce. The indicators included in this program should be able to fully assess the effectiveness of its implementation.

Besides, due to the implementation of targeted programs in the field of vocational education, labour market, various state and public institutions are funded from the state and local budgets. Employers, in this case, are not directly financially encouraged to implement these programs but are often forced to direct their funds to implement the activities envisaged in the programs.

Such cooperation with vocational education institutions will allow employers to ultimately reduce the cost of recruitment and training within the firm, as well as the recurrence of "recruitment errors", and effectively update the knowledge of existing employees based on educational institutions.

## **CONCLUSIONS**

The solution of the problems of coordination of the labour market and the system of vocational education, the formation of effective vocational training of young people depends on the willingness of business, employers to cooperate with vocational education institutions. With the transition to market relations, the business avoids fulfilling the social obligations associated with the need to be directly



involved in the training of future employees, while wanting to acquire ready professionals. The problems under consideration can be solved by finding an optimal system of vocational education, mutual coordination of its components. The types of vocational education institutions and the ratio of the number of students in them should be determined by the composition of jobs in the economy of the country, the need for the appropriate level of vocational education and qualifications of graduates.

The availability of demand by public authorities, as well as the necessary sources of empirical data, is a necessary condition for conducting an assessment of the effectiveness of public programs. This means that only with the support of public authorities can the data needed to evaluate programs across the country be collected and regular assessments conducted.

Thus, it is necessary to develop a mechanism to assess the effectiveness of targeted programs, which allows determining the goals and objectives of government programs, their directions, activities and targets.

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