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OAJI (USA) = 0.350

SOI: [1.1/TAS](#) DOI: [10.15863/TAS](#)

International Scientific Journal Theoretical & Applied Science

p-ISSN: 2308-4944 (print) e-ISSN: 2409-0085 (online)

Year: 2019 Issue: 11 Volume: 79

Published: 30.11.2019 <http://T-Science.org>

QR – Issue



QR – Article



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USE FROM THE INTERNATIONAL EXPERIENCES IN EMPLOYMENT THE POPULATION IN UZBEKISTAN

Abstract: *The article analyzes the definitions of employment as an economic category. Models of employment and labor market regulation in industrialized countries are studied. The experience of these countries is illustrated by the possibilities used in reducing unemployment in the country and increasing the social employment of the population.*

Key words: *population employment, unemployment, labor market, employment programs, employment regulation models, foreign experience.*

Language: *English*

Citation: *Khatamov, O. K., & Ortikov, S. M. (2019). Use from the international experiences in employment the population in Uzbekistan. ISJ Theoretical & Applied Science, 11 (79), 364-371.*

Soi: <http://s-o-i.org/1.1/TAS-11-79-76> **Doi:**  <https://dx.doi.org/10.15863/TAS.2019.11.79.76>

Scopus ASCC: 3300.

Introduction

Today the problem of employment of the population is one of the most important macroeconomic peculiarities of social and economic development of the society and plays a special role in the economy. The Strategy of action on five priority directions of development of the Republic of Uzbekistan for 2017-2021, initiated by the President of the country Sh.Mirziyoyev, also discussed the issues of "... further reducing the level of differentiation, creating new jobs, ensuring a balanced labor market and developing infrastructure, reducing unemployment".

The urgency of exploring the problems of employment in the context of structural transformations in the economy necessitates, first and foremost, the study of evolutionary approaches and conceptual approaches to this concept. The concept of socio-economic relations of this concept is expressed in various forms.

Therefore, it is important to study the existing models of employment and labor market regulation in developed countries. This knowledge will enable to develop scientifically based proposals and recommendations on their efficient use in Uzbekistan. It is also important that these models help address issues that are expected to reduce unemployment in the country and provide socially important employment.

Literature Review

There are many definitions of the concept of 'employment'. The scientific literature is often the concept of "employment" and "labor market" is considered the same. It gives an overview of the notion of a 'labor market'.

This definition has narrow and broad interpretations. In a broader sense, it is a socially useful activity that is linked to the satisfaction of the individual and social needs of citizens, and this activity generates a wage (income). In a literal sense,

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it is a set of economic relations involving economic activities related to employment of citizens.

In a broader sense, the labor market can also be viewed as a system of social relations, social norms and institutions that provide for the use, turnover and reproduction of labor. As a result, there is a relationship between employment and the reproduction of labor potential in the labor market. In this context, the economist D.A. Artykova considers the creation and functioning of the labor market as an important element of maintaining and supporting employment in a market economy [Artykova, 2005].

A. Smith, who represents the classical theory school, states in the book "Studies on the Nature and Causes of the Wealth of Nations" that employment is determined by people's economic interests and aspirations [Smith, 1993].

Academician K.Kh.Abdurahmonov describes "Employment is the activity of citizens connected with the satisfaction of their personal and social needs that do not contradict the legislation, providing them with wages and income" [Abdurakhmanov, 2009].

According to A. Ulmasov and A. Vahabov, "Economic employment is the key to employment for those who are able to work and who want to work" [Ulmasov and Vahidov, 2014].

A.G. Gryaznov refers to employment as a set of economic relations related to employment and participation in economic activities. In his view, employment represents an economically active population that is concerned with the production of material factors. Employment demonstrates the main production and consuming forces of society [Shuvaeva, 2011].

V.A. According to Pivlenkov, employment is the citizens who have reached the age established by law and are currently engaged in activities that bring in material or monetary benefits [Pivlenkov, 2004].

E. Sarukhanov gives a different definition. Employment is the socio-economic relationship in which employees participate, that is, they perform human activities in the production and improvement of material goods [Sarukhanov, 2001].

According to L.A. Kostin, employment is a universal economic category that is common to all economic formations. Employment is the social interaction of working people [Kostin and others., 1997].

Employment by E. V. Shuvaeva is the most important element of the system of labor relations. At the same time, its universal character differs from that

of the others. This is because it is characteristic of voluntary production and is an essential factor in the development of productive forces. Employment was formed long before the emergence of the hired labor force or the labor market [Shuvaeva, 2011].

Employment as a complex socio-economic phenomenon that is emerging as an important component of social production, ensures the formation of the main productive forces of society as a social relationship that provides the population with jobs and at the same time sufficient living standards [Kholuminov, 2016].

It is understood here that the need used by the author is not a tool, but labor is not the sole purpose of man, but the need for things to live perfectly. Human work to get the goods he needs.

Research methodology

The methodology of present research based on the results of previous studies of domestic and foreign researchers on employment theory, as well as decrees and resolutions of the President of the Republic of Uzbekistan on employment and welfare improvement. At the same time, the study of the peculiarities of employment patterns in developed countries can be a powerful impetus for the successful implementation of employment policy in Uzbekistan. In this regard, the methodological aspect of this study is the substantiation of the ways in which the ideas of innovative development in our country are implemented.

Analysis and Results

Researchers draw on several models of employment promotion policies in industrialized countries based on the relationship between economic growth rates, employment, and labor productivity. In particular, the researchers identified five types of employment and labor market regulation: the American model (USA), the Scandinavian model (Sweden, Finland, Denmark, Norway), the Anglo-Saxon model (UK, Canada, Ireland), the continental or German model (Germany, Austria, Belgium), Netherlands, Switzerland, partly France) and Japanese models. However, some researchers classify countries differently, for example by not integrating the American model into an Anglo-Saxon model [Drujinina, 2014]. Some researchers study countries by dividing them into three models (American, Scandinavian, and European) [Novikova, 2003]. Below we will introduce these models (Figure 1).

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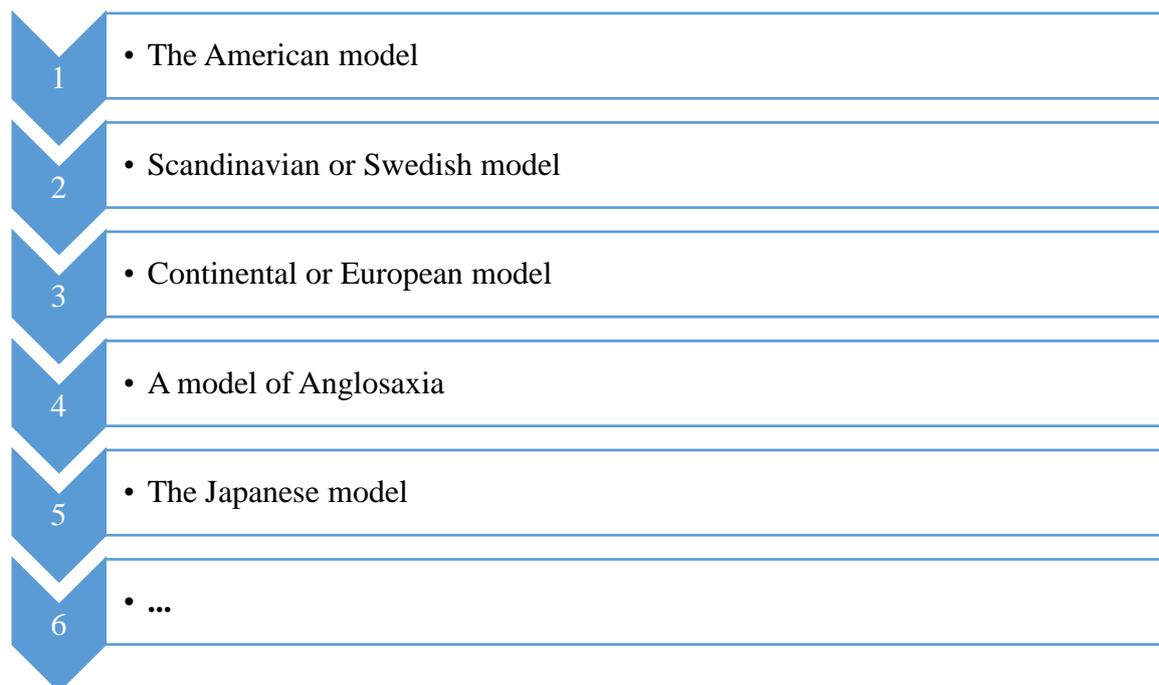


Figure 1. Foreign countries' models of increasing employment¹.

1. The basis of the American model is the social-labor relationship of subsidies, employee achievement, and self-expression. This model is based on the decentralization of the labor market and the legitimacy of employment and social security; high level of control by the employer over the hired worker; high geographical and professional mobility of workers; is characterized by relatively high unemployment. Professional careers are primarily associated with workplace change, therefore this model characterized by the higher mobility. Salaries are depend on the specialty and complexity of work, shifts in service are not usually related to the expansion of professional profile. Great attention is paid to the issues of professional orientation. Universities and colleges have special training centers and private agencies. Under the US Department of Labor, more than 1,200 state-run vocational and career centers operate, with more than 1 million young people passing through them every year. As a result, the cost of specialist training is reduced by 30-40%, with one dollar invested in occupational selection tests providing a thousand dollar economic benefits [Zaitseva, 2003].

It is well known that the United States is traditionally a country with extremely high unemployment. Its rate is well affected by frictional unemployment. This can be explained by the fact that in a broad and dynamic labor market, workers are actively changing not only their workplace but also their specialty. For example, every year 10% of

workers in the country change their profession. In addition, this country has for many years been at the forefront of global employment creation. These factors allow the population to perceive unemployment as a widespread phenomenon rather than as a threat. Because in the US, often unskilled or unskilled workers are unemployed, the jobs created for them are of lower quality.

The main focus of modern US employment policy is to improve the quality of jobs in terms of higher wages, to provide future career growth, and to maintain and increase jobs.

US policy is primarily aimed at promoting employment growth and job creation, training, and retraining of workers, and assisting the hired labor force.

European countries and the US have accumulated sufficient experience in establishing and operating regional development agencies that contribute to addressing employment issues.

One of the common forms of regional development agency is the state investment corporation. Its focus is on concentrating public investment in urban development, with the city having a positive economic and social impact on the remaining peripherals.

2. The Scandinavian or Swedish model is based on three principles:

- achieving full employment of the working population;

¹ Compiled by the authors.

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- provision of social guarantees to the population;

- ensuring equal opportunities for prosperity.

As is known, economic policy in Sweden is aimed at limiting the excess of companies' profits, and the country has a developed system of vocational training and retraining for both the unemployed and the employed. In this way, regional and professional mobility of the workforce is encouraged. Sweden's experience in this field is unique. In the Swedish labor market, restrictive (fiscal) policies are formed based on the elements of economic growth in the form of incentives and selective employment [Belous, 2006 and Drujinina, 2014]. It has been recognized that the traditional strategy for creating full-time employment will inevitably lead to higher inflation and higher wages.

The Swedish model is characterized by an active state employment policy that minimizes unemployment. The peculiarity of this model is not to deal with the consequences of unemployment but to warn the unemployed. The Government of the country pays great attention to social policy, including the development of measures to create 70% of the funds, mainly to create new jobs in the public sector of the economy; coordination of migration and workforce by providing subsidies and loans for families to move from vacant areas to vacant areas; ensuring prompt access of the population to information on available vacancies; professional training and retraining of unemployed or at risk of loss of employment.

Full employment will be achieved by doing the following:

- restrictive fiscal policy. This policy is aimed at supporting low-income businesses and stopping the profits of high-income firms to reduce inter-firm inflation in wage growth;

- work on "Solidarity Policy". This policy is intended to provide equal pay for equal work regardless of the financial capacity of a firm. This results in low-profit (low-income) businesses reducing their workforce and stopping or restructuring their activities, while high-income firms are limited to salaries that are below their ability;

- active policy on support of the labor market for the employees with weak competitive ability. Entrepreneurs receive many subsidies for this;

- support for employment in sectors with low economic activity but providing social solutions.

About 3% of GDP and 7% of the budget are spent on activities related to employment policy implementation. This is one of the successes of ensuring full employment in Sweden.

The Swedish labor market and employment policy as the following:

- promotion of competence and competence strategies;

- ensuring efficiency and flexibility in the labor market;

- prevention of discrimination in human cases with the need for specialties;

- activities aimed at achieving equality between men and women in the labor market.

This is done through the implementation of employment programs, vocational rehabilitation and training, that is, the active labor market program and the control of employment insurance. The following four programs can be distinguished:

- stimulating the demand for workforce and increasing employment;

- impact on the supply of labor force;

- support for persons with disabilities;

- assistance with unemployment funds

The purpose of the labor force and employment promotion program is to support the demand for workforce in unforeseen circumstances. They offer temporary employment to the unemployed and small production experience. This facilitates their search for a job in the open labor market or provides the basis for their choice of vocational training. Such programs include individual subsidies, start-up subsidies, district 20-year programs for youth, computer workshops and centers, temporary job creation programs for adults, and resource programs.

In Sweden, programs for supporting people with disabilities are widespread. These programs provide disability benefits and compensation for employers to cover the costs of creating workplace conditions for people with disabilities. Swedish law sets strict requirements on employers regarding employment. State monitoring is established to eliminate discrimination. Finland and the Netherlands have criminal penalties for women's labor rights. In general, high Scandinavian countries have achieved high levels of employment and a normal birth rate.

The current Swedish Law on Equal Opportunities for Men and Women (1991) provides for an obligation on the part of employers to ensure equal distribution of jobs between men and women. This means that in an enterprise with a disproportionate proportion of men and women, the employer must additionally hire people of the same gender.

This model is designed to create jobs in the public sector with average, satisfactory wages and working conditions for the total workforce. The downside of this policy is that it is implemented exclusively at the expense of public funds, but limited or reduced funding can lead to declining production and a sharp decline in jobs.

3. The continental or European model, like the Swedish model, is based on reducing the number of employed people in employment increases and income increases. That is why the issues of employment and unemployment are given priority. This is due to the government's awareness of the labor market situation and its socio-political nature, especially the presence of many migrant workers,

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creating competition for local workers. This event in France is aimed at streamlining, in particular, the implementation of the New Services - New Jobs Program. Among other measures, the state provides young people with up to 80% of the cost of their jobs to create new jobs. The system of French employment policy implementation is also noteworthy. Employment issues are addressed not only at the state and regional levels, but also at the sectoral level [Belous, 2006].

The German (or neoliberal) employment model is based on an active employment policy - the state encourages all producers (employers) to create new jobs, but also maintains the existing level of employment in the modernization of enterprises, giving incentives to enterprises that avoid mass layoffs.

Such a policy would require the creation of a costly retirement system for the growing number of unemployed. The negative consequences of this policy are long, unstable unemployment and the associated social, financial and economic costs.

In Germany, the bulk of subsidies are directed to cooperatives established on the basis of bankruptcy enterprises of unemployed people who have some knowledge but do not have the skills to do business [Tulenkov, 2004].

Applying the positive experience of organizational management in Germany to the basic principles of employment regulation will reduce unemployment by creating new jobs and will provide dual effect, as well as economic and social development. First, new competitive products will be created, and secondly, unemployment and social tension in post-Soviet countries will decline.

4. The Anglo-Saxon model assumes a high passivity of the state in the provision of social services, the passiveness of the state in employment policy, the proportion of private enterprises and public organizations. As the UK-based labor regulations were first introduced by the United Kingdom, let's look at their common course historically.

Former British Prime Minister Blair points out that statistics are a bad assistant in helping his colleagues create new jobs. In his view, employment is a personal problem, and calculations and figures cannot help a unemployed find his or her own place in life.

In the mid-1930s, a National Council for Economic Development was established in the country to follow the recommendations made by JM Keynes to the British Government. In order to pull the economy out of the recession, Caines proposed artificially using public expenditure as a sound government intervention, such as building roads, developing new territories for job creation (public works), and so on.

One of the tasks of the National Council was to develop economic and social programs aimed at

ensuring the full employment of the labor force and improving living standards.

Currently, the modern employment model in the UK is impressive and effective. It has several interrelated blocks: the state of labor market and supply, the holistic system of vocational training and employment, the development of training and retraining programs to improve the competitiveness of women and youth in the human resources market, the development of targeted social work programs, and unemployment insurance. Fund development, development of social security system. In the UK, the institutional framework for the regulation of economic and social relations has a broad network of semi-governmental organizations. Employment and unemployment are handled by the Labor Commission, which acts as a consultant to the government. To date, the regulation of state-wide employment is carried out by the Department of Labor.

The UK's expertise in career guidance is noteworthy. The main coordinating body for professional activities is the Youth Employment Service, which has over 3,600 consultants and their assistants. Training in this field has been conducted in the UK since 1949.

In the UK at the beginning of 2016, the unemployment rate has grown to the minimum value (5.3%) over the past 7 years, while the number of employed has risen to a record value (31.2 million), indicating that labor market conditions have improved [Int. Lab.].

5. In the Japanese model, the labor relations system is based on lifelong recruitment and guarantees that employees will be employed until they reach the age of 55-56. This system of lifelong recruitment is a good basis for the growth of employers' material remuneration in the form of wages, bonuses, incentives and social payments. This is based on ensuring the sustainability of policies aimed at promoting a positive attitude towards work and encouraging a high-quality workforce. In recent years, the unemployment rate in Japan has been around 3-3.5% [Potpov, 2011].

Long-term use of employees in Japan, their professional development and training at the level of the firm, taking into account the composition of the workplace, the types of products manufactured, primarily the professional motivation of the employee within the firm, the positive effect on the work, high quality of work. nurture the approach. In this developmental model, an important sign of labor incentives and order is the development of all employees 'issues of increasing productivity and product quality and encouraging employees' initiative. They are encouraged by their attitude towards work and efficiency, rationalization proposals, long-term pay for one-on-one jobs, large retirement payments.

Entrepreneurs decide not to reduce production by reducing staff time, but by reducing working hours

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or by transferring a certain number of workers to another enterprise upon agreement. In Japan in the 1980s, women emerged as managers as a result of the privilege of men at the top of traditional management, a process of "feminization" that began in the 50s of the last century and intensified in the 1970s. The following factors were influenced by women's labor activity:

- facilitation of women's household and childcare through electronic services;
- changes in attitudes and values towards family and family relationships;
- increasing the share of single women in the total number of married women;
- an increase in the number of divorces;

In our opinion, the Chinese model can be recommended as the sixth model. In China during the reforms of the second half of the twentieth century, there were two events that had a great impact on the employment of the rural population. First, the peasants were given independence in choosing their professions and in managing their businesses. Secondly, farmers were allowed to do business in the city. As a result, the first event raised \$ 125 million. provided employment in rural areas. The second one is approximately \$ 60-80 million. which led to the relocation of peasants from rural to urban areas. During the 23 years of reforms (1978-2001), the share of employed in agriculture fell from 70.5% to 50% of total employment [Wei, 2009].

The specifics of employment policy in China are as follows:

- strict regulation of labor in the public sector;
- absence of legal regulation in the private sector;
- low cost and excess labor resources;
- diligence of the population;
- political instability and authoritarian behavior;
- plenty of free economic zones.

China has long been in demand for skilled labor. The complex economic situation, the scarcity of natural resources, the inadequacy of the modern economic management system, all of which limit the opportunity for effective employment and have a significant impact on secondary employment.

Although China has taken steps to create a socialist market economy, it has revived the functioning of economic mechanisms in enterprises.

China's economic growth is driven by increased labor and investment, while labor productivity remains low. One of the reasons for this is the weak incentive mechanism of employees with high level of knowledge and skills, with good professional training and good working ability.

The country has not yet created a socio-economic environment that provides financial incentives for competence and creative attitude to work. The level of professional training of the population of any country is one of the most important indicators of the country's labor potential. In China today, this indicator is much higher than in previous years, but the use and development of economic resources is not sufficient to improve the efficiency of the national economy. In addition, the levels of qualification are not the same across regions and industries.

The existing mechanism of remuneration does not allow workers to fully realize their labor potential, that is, their qualifications often do not meet the requirements of global competition.

At the beginning of the 21st century, China faces a number of employment problems. In particular, the problem with all developed economies is the "aging" of the population, the tendency to decrease employment among young people, the shortage of specialists and so on.

As a result of the study and study of foreign employment experience, we propose the following model of employment and quality improvement (Figure 2).

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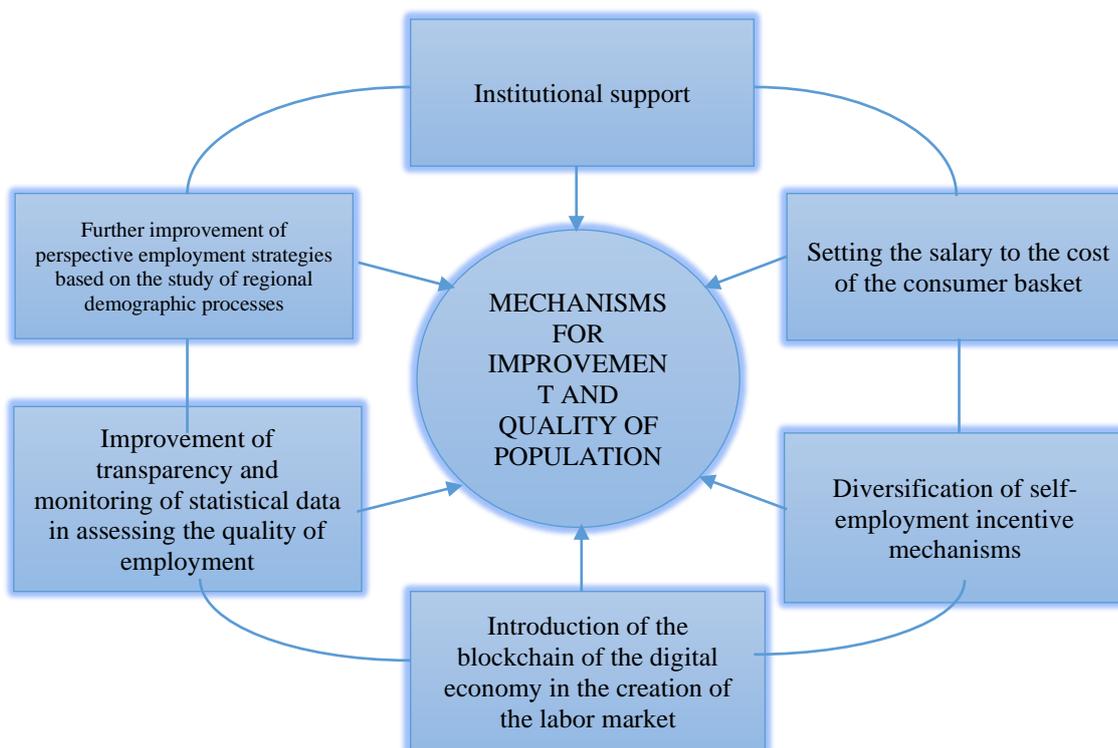


Figure 2. Model of employment and quality improvement².

Conclusions and Suggestions

In our opinion, the state policy in the area of job creation in our country should be developed on the basis of specific methods, such as foreign countries, to reduce unemployment and increase the social employment of the population.

We believe that it is necessary to take into account the following measures:

- encouraging government investment in the economy, which is a prerequisite for creating new jobs;
- tax incentives for entrepreneurs and small businesses when creating new jobs;
- stimulation of self-socially self-employment;
- Creation of conditions for stimulating investment activity in small business and family entrepreneurship, which is being studied in many countries as an important way of ensuring employment;
- vocational training, retraining and provision of information and consulting services to active job seekers for unemployed or at risk of loss of employment due to structural changes;
- gathering, analyzing and promptly referring to vacancies for the purpose of developing job centers and employment services that mediate the labor market, reducing unemployment due to frictional

unemployment and structural changes (information and consultation centers);

- Compensation of employers to cover the costs associated with the creation of working conditions for certain groups of the population - youth, disabled people and persons with disabilities;
- Creation of a social and economic environment that provides financial incentives for competence and creative attitude to work;
- Providing assistance to families in need of employment through subsidies and loans when needed;
- International cooperation in addressing employment issues, addressing international labor migration issues;
- creation of jobs in the public sector - education, health services, public utilities, public buildings and structures;
- organization of targeted public works and so on.

In conclusion, the study and analysis of foreign practices on socio-economic mechanisms to increase employment in the context of deepening economic reforms will identify effective, promising areas for increasing employment, using the best, most relevant aspects of the experience of these countries to practice.

² Developed by the authors

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