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## DIRECTIONS OF DEVELOPMENT OF REGIONAL INFORMATION SYSTEM IN THE LABOR MARKET

**Abstract:** In this article, the ways of improving the analytical and information base of increasing the efficiency of the development of the infrastructure of the labor market and its socio-economic importance are studied.

**Key words:** labor market infrastructure, labor force demand, workforce supply, software, unemployment, territorial information system.

**Language:** English

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### Introduction

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Introduction. For modern macroeconomic structures, it is very important to have access to information, since the uncertainty in the environment has grown a hundred times, which has often led to a violation of the activities of firms, enterprises, corporations, banks, the decisions taken as a basis at any level of leadership, will come to negative consequences that can not be corrected for economic objects. Therefore, it is an expression from the formation of the information system of the labor market, which is an important condition, a tool for the formation and development of the infrastructure of the labor market, providing links between its subjects. Improving the information system in the labor market kengaytiradi maintaining a uniform employment policy among the territorial employment service bodies, ensuring communication relations between them and reducing the transactional costs.

Informatization creates new requirements for the state regulation of employment in the socio-economic development of the society and the conduct of public

policy in the labor market. Regional differences in the labor market of Uzbekistan significantly necessitate the development of a territorial employment policy that provides for the integration of regional markets and takes into account regional characteristics.

Literature review.

1. Рынок труда. Учебное пособие. Под общей редакцией д.э.н., проф. Абдурахманова К.Х., д.э.н., проф. Одегова Ю.Г. – Т.: ТФ РЭА, 2009. - 384.

This study examines the formation and development of the labor market, its types and forms, mechanism of operation, models of the mechanization market, as well as ways of reducing unemployment and employment regulation. Also, the scientific basis of the classification of indicators for assessing the effectiveness of the program of employment of the population and the activity of the Employment Service in terms of the subject was investigated.

2. Тарасова Н. Трудовые отношения в условиях глобализации и технологической революции (опыт стран запада) // Общество и экономика. –М.: 2000. №1. -С. 67.

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In this paper, it is scientifically justified that information and communication technologies have died down to almost all sectors and sectors of the economy and have an impact on every function of firms on a global scale as well as on any sectors or services.

**3. Холмўминов Ш.Р., Арабов Н.У. Мехнат бозори инфратузилмаси. Ўқув кўлланма. –Т.: “Фан ва технологиялар”, 2016. 150-155 б.**

In this training manual, the interdependence of the infrastructure of the labor market and its components is analyzed scientifically and theoretically, the methodology for assessing and forecasting the effectiveness of its development, as well as the main directions for the formation and development of state and non-state employment services are identified. Also, the strategic concept of improving the organizational and economic impact of the regulation of the labor market and increasing the effectiveness of the development of the infrastructure of the labor market has been developed.

**4. Ғуломов С.С. Ахборот тизимлари ва технологиялари. -Т.: Шарқ, 2000. -93 б.**

In this work, issues such as the importance of Information Technology in the management of the economy, the basics of economic export systems and Technology Development, Information and technological support, automated information systems and technology in the economy have been investigated.

**Research Methodology.** In the process of the study, a dialectical and systematic approach, comparative and comparative analysis, statistical and dynamic approach and grouping methods were used to study the economic systems and proportions for improving the export-analytical base of the components of the labor market infrastructure and their interaction effectively, and the need to use export software and methodological support methods to improve.

**Analysis and results.** Currently, the role of information in the labor market is seriously growing. The high need for information for management purposes and the fierce development of Information Processes make the creation of components of its infrastructure a priority. Information infrastructure covers computing techniques, communication tools, methodological and programming, auxiliary types of activities. In order to adequately provide equipment for the calculation technique, the cost of the market of computing tools is becoming cheaper. The increase in the volume of scientific-technical, political, economic and any information necessary for effective work in the relevant areas of personality activity is due to the need for extensive use of Information Technology in Management [7].

Information and communication technologies are affecting almost all sectors of the economy on a huge and global scale as well as every function of firms belonging to any sector or services [3]. At present, 50% of the people employed in industrialized countries use computer technology [8]. It is estimated that there will be more than 50% of those employed. The only information system of the labor market, for example, was created in the Republic of Korea in 2000 Year [2].

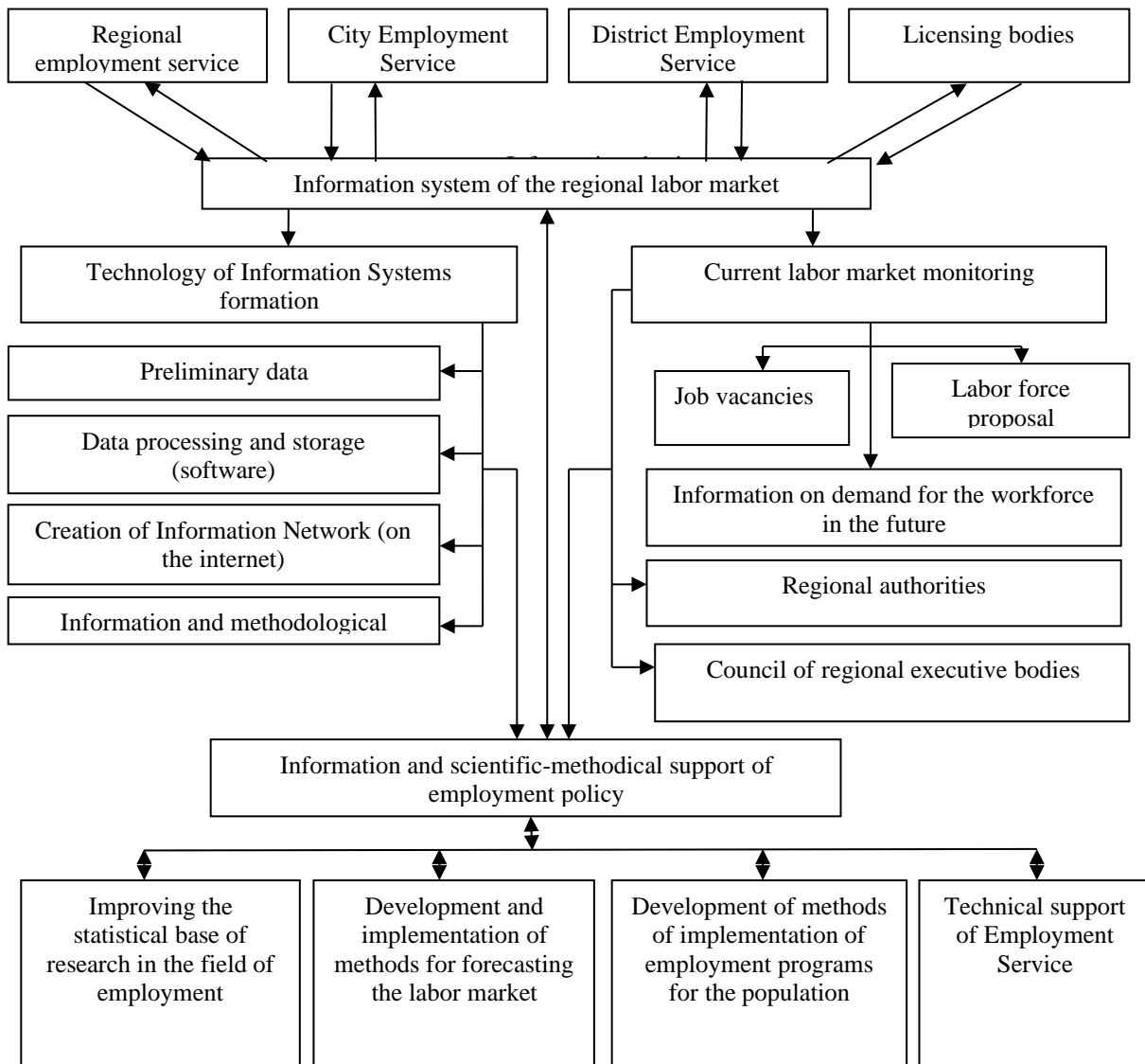
The lack or lack of information in the labor market causes disproportionate situations within the framework of Employment Promotion, if there are unemployed in a place where there is a lack of manpower to the vacancies, it is possible to reduce the level of unemployment by filling in the structure of vacancies. Therefore, for effective implementation of the territorial employment policy in the labor market, it is necessary to create a territorial information system on the regulation of demand and supply to the labor force, containing all operational information about the qualitative classification of vacancies in the territory and the number of unemployed.

Regional Employment Service plays a leading role in the creation of information systems for employment of the population. The creation and application of Information Systems in each region implies the incorporation of the labor market into the Central Information System with the aim of maintaining a unified state policy at the Republican level. The creation of territorial information systems creates positive external effects in the regulation of demand and supply to the labor force in relation to the characteristics of the tape – information taqsimlash [1].

Indeed, the demand for the services of such information systems continues to exceed the scope of coverage of the regional labor market. In the regulation of demand and supply to the labor force, the territorial information system can provide assistance to the workers in the search for vacancies with a practical result to increase their competitiveness. It, together with the unemployment insurance system, provides an opportunity for the state Employment Service to have a much more flexible and flexible impact on the territorial level of the situation in the labor market, as well as to improve the efficiency of its activities. Also, the regional information systems of the labor market serve as a tool for reducing the period of selection of workplaces in the activities of state and non-state employment services, ensuring the right and modern pension payments for unemployment, reducing the duration of unemployment, improving the effectiveness of the development of vocational retraining of workers in compliance with the data bank.

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**2.2-figure. Information exchange scheme in the regional labor market infrastructure**

The conditions for the creation of a territorial information system are the creation of a unified territorial Information System equipped with information transmission techniques on the basis of informatization of the territorial employment service.

Often in developed countries, the activities of intermediary firms specializing in the collection and transmission of information are built on a commercial basis. However, the conducted studies have shown that the opportunities for commercialization of information services in the regional labor market are inadequate, since Jobs and positions with high salaries are not in sufficient quantity. Therefore, at present, the information system of the labor market is necessary to form within the framework of the public sector, but in the future it is possible to transfer its activities to a commercial basis.

The territorial information system should include the following sections:

- collection of preliminary information about unemployed and available job sites;
- recycling program for them;
- creation of a local computer network and connection to the internet network in accordance with the activities of the regional state Employment Service and its existing localities BKM on the basis of collected and collected information. To do this, it is envisaged to connect all regional employment services to the Internet network;
- information-methodical supply.

As shown in Figure 1, the territorial information system is based on the monitoring of the following parameters: data on vacancies and their dynamics; workforce proposal (employment service form the Data Bank of job seekerstiradi); to collect information on demand for the future labor force on the basis of prospects of graduate specialists of educational institutions and higher educational institutions,

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including information about the reduction of the labor force in advance and about enterprises and firms, as well as ensuring mutual compliance of demand and supply in the labor market, timely orientation of their training to the profession. The formation of the database on the specified parameters is a reliable empirical basis for providing information to the regional authorities for the purpose of development and monitoring of the Employment Promotion Program.

The introduction of territorial information systems in the labor market covers the process of intensive development of the information sector of the economy. Therefore, at the territorial level, it is considered a sign of the formation of information on the economy.

Of course, the creation of Information Systems in the regional labor market requires, first of all, the development of the production of local electronic, computer equipment. The development of the local electronic industry provides the necessary equipment for the formation of Information Systems in the labor market.

Analysis of the current trends in the development of information infrastructure demonstrates the need for a faster solution to the complex of tasks related to the research of legal, external and economic aspects of improving the network of Information Services.

Informatization in the labor market implies the implementation of the following tasks [4]:

- the implementation of a complex of measures to prepare the market for information, that is, to create the necessary conditions for the solution of this problem-political, economic, training of social specialists and other similar conditions;
- ensuring computer literacy of the population, formation of the population and Information Culture in the field of education;
- improvement of economic relations, organization structures, restructuring of management procedures, establishment of economic relations of information industry of Azerbaijan Republic, development of rights of informatization;
- receiving and disseminating information on the market development of the general working environment;
- mathematical and software development, data banks and sources of knowledge to bring into being;
- implementation of large-scale informational events on making effective international cooperation in the field of information.

The system of territorial information of the labor market should provide the necessary information for the maintenance of information on rights and obligations, normative acts and their strengthening, including the support of self-defense of citizens in the field of employment and labor, ensuring their

implementation, socio-legal advice and solution of socio-labor problems.

It is necessary-structural elements of the territorial information system, it is a database about the system of Personnel Training in the territory, about the bodies of the existing state and non-state Employment Service, about employers, their main description and development trends. This includes the preservation of Public Works Projects.

Gathering information on each participant in the labor market in a separate way into the data bank creates a competitive environment in the labor market, and in the conduct of labor market monitoring by the Employment Service bodies, they increase the quality of their activities (mediation, analytical, information consultation, etc.). This ensures the elasticity of the labor market.

As a result of structural changes in the economy, with the reorganization of enterprises, the release of a significant number of workers and employees increases the importance of the state employment policy. It is also the object of conducting effective public policy in the labor market and the creation of Information Systems in the labor market. One of the main tools of the employment policy in the conditions of structural changes is the provision of specialization to the unemployed. Special programs developed in order to specialize the unemployed and facilitate their employment, with the support of territorial information systems, accelerate the possibility of identifying the category of unemployed who need the help of territorial employment service bodies and are less competitive in the labor market. Reliable and complete information collected in the system of territorial information of the labor market provides an opportunity to solve such problems on the basis of the most effective approaches to solving them.

Currently, one of the urgent tasks facing the labor market information systems is to improve the programming and communication aspects.

The software aspect includes the development of automated technology of programming, the provision of software for changing both textual, descriptive and voice Information Retrieval, database management systems, expert systems and artificial intelligence, programming languages, universal systems of decision support, rapid search of information in external databases of Information, query languages, statistical package, software for text processing.

Communication aspect attention should be paid to the following components: television broadcasting communication, e-mail, the acquisition of information on faks, the development of local important networks, speaking mail, gross and regional networks.

### Conclusion/Recommendations.

In connection with the increase in the role of the private sector in the economy, the right to use the unified information system of the labor market for the purpose of creation and operation of employment

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promotion agencies, non-governmental specialized labor exchanges and private intermediary firms is provided for. Indeed, joint cooperation in the formation of the Data Bank of the state and non-state Employment Service bodies ensures the proportionality of the acceleration of processes in the regional labor market.

Thus, the creation of territorial information systems on the regulation of supply and demand in the labor market creates conditions for the decision-making of intensive relations between them in order to form market relations, reduce the transactional

costs of economic entities in the labor market, optimize the distribution of labor force by sectors. The reliability of the information collected accelerates the process of information acquisition to ensure effective monitoring of the labor market and the formation of a database in the development of an Employment Promotion Program for territorial employment service bodies. This means that the creation of territorial Information Systems provides an opportunity to increase the effectiveness of territorial employment policies in the regulation of the labor market.

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