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Zokir Mamirovich Zikriyayev

PhD student,
Tashkent state university of economics,
Republic of Uzbekistan, Tashkent

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INDICATORS AND CRITERIA FOR ASSESSING THE COMPETITIVENESS OF UNEMPLOYED YOUTH IN THE LABOR MARKET

Abstract: This article discusses the criteria for assessing the competitiveness of young people, the classification of methods and functions of youth competitiveness in the labor market and criteria for assessing the value of competitiveness indicators of young labor resources for graduates and employers.

Key words: labor market, unemployed youth, indicators, exogenous and endogenous factors, criteria, competitiveness.

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INTRODUCTION

In the Strategy for Action for the Development of the Republic of Uzbekistan in five priority areas for 2017-2021, the "Youth Policy Improvement" is a separate 4.5 priority area [1].

At the same time, the analysis of the situation and the measures taken in this area requires urgent work on the broader issues of young people, particularly in the creation of decent conditions for the integration of unorganized youth, their comprehensive support, career guidance and employment, and incentives for initiatives. not shown in [2].

In accordance with the Decree of the President of the Republic of Uzbekistan of July 5, 2017 "On increasing the effectiveness of state youth policy and supporting the activities of the Youth Union of Uzbekistan", the Youth Union of Uzbekistan was established. In order to increase the competitiveness of the youth, the Union was tasked with creating favorable conditions for young people to thoroughly occupy modern skills, employment, development of entrepreneurial skills, their involvement in small business and private entrepreneurship, encouraging initiatives, and promoting their intellectual and creative potential. At the same time, taking into account that the number of unemployed people in the labor market is increasing year by year, their competitiveness is important.

LITERATURE REVIEW

Transformation processes in socioeconomic systems have been studied by various economic and social schools and scientific fields, including labor economics.

In particular, employment problems include J. Kaines, K.Marks, A.Marshall, D.Massia, A.Pigu, D.Rikardo, B.Roberts, A.Smit, E.Toffler, M.Fridman, F.Hayek, Y. Schumpeter, L. Dorenbosch [4] was the subject of scientists' research.

The basic theoretical rules of the labor economics V. Adamchuk, E.Antotenkov, E.Belkin, V.Bulanov, A.Vashchenko, N.Volgin, B.Genkin, R.Erokhina, T.Zolotareva, V.Kabanov, E.Katul'skiy, Yu .Kokin, R.Kolosova, O.Komarov, A.Kotlyar, V.Kulikov, G.Melikyan, Yu.Odegov, V.Potudanskaya, V.Poxvoshchev, V. Rakoti, A. Rofe, G.Slezinger, L.Starovoytova, A. Fomenko, V. Tsygankov. L.Abalkin, O.Bogomolov, G.V.Gordenko [5], A.Gorodetskiy, N.Shash, P.Shlendler, A.Shcherbakov, D.Shchipanova, L.A.Vasyunina [6], T.I.Kurnosova [7], V.Makarov [8], R.Yakovlev, as well as transformation processes in socio-economic systems, V.Kirichenko, R.Nureev, V.Radaev.

Problems of innovative development of the economy A.Aganbegyan, E.Varshavskiy, V.Gerasimova, S.Glazev, L.Goxberg, P.Grinberg, M.Delyagin, P.Druker, V.Ivanter, V.Inozemtsev,



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D.Lvov, M. Kastels, N. Kondratev, B.Kuzyk, Lokosov V.V. [10], V.Makarov, F.Nikson, P.Fisher and many others.

The study of economics in the context of transformation of economy is dedicated to research works of Uzbek scientists such as Q.Abdurahmanov, NKZakirova, N.X.Rakhimova, Sh.R.Xolmuminov, K.Zh. Khomitov, G.Abdurahmanova, B.V.Salikhov [9] and others.

The scientific research of the above mentioned scientists has allowed to expand the author's view of problems in the labor market, including the change of employment patterns in the current economic development of the economy. It should be noted that many aspects of the process of changing the employment patterns of the population have not been fully studied in modern economics.

ANALYSIS AND RESULTS

The mechanism of raising the competitiveness of the unemployed youth in the labor market, in our opinion, is a combination of organs, tools and methods, and the interaction between the systematic and managing social institutions. There are broadband services, job descriptions, targeted programs aimed at raising the competitiveness of the unemployed, and so on. including vocational education institutions, all the economic, legal, social, and psychological factors that determine their functionality through employment agencies.

The ways to increase the competitiveness of unemployed young people are as follows:

- Targeted programs (identifying the main objectives, increasing competitiveness, developing the program's success, creating the implementation mechanism for the implementation of the program);
- forecasting (taking into account current and future needs for different employees, aspiration for scientific and technological progress, prospective human resource policy forecasting);
- Designing (designing of a competitive organization for organization, association, network, region and nationwide);
- Arrangement (relevant documents - orders, regulations, standards, preparation of regulations for the functioning of competitive management system, control over their implementation).

Numerous social functions that increase the competitiveness of unemployed young people reflect the movement of psychological, motivated, informed, consultative, and educational tools, while other features fully meet the needs of the unemployed. Insufficient assessment of this function results in high unemployment, low level of staffing (low level of professionalism, lack of professionalism), stagnation of equipment, deterioration of financial and economic performance of organizations, and pressure on the labor market.

Therefore, we offer differentiation of methods in the following types of effects:

- Impact by objects. In this role, unemployed young people and their separate groups (such as disabled, physically disabled, long-term, and so on) may appear;

- Impact by shape. Direct and indirect measures will be taken. Direct work - through complex services that enhance competitiveness with unemployed young people, indirectly - the need to influence professional selection by choosing professions in the educational institution, organization of visits to enterprises (organizations) and so on;

- Ability to influence. This suggests a distinction between stimulus measures (warnings that prevent dismissals from mass dismissals), while measures are being taken to help the employer promptly decide whether to choose a new job suitable for his / her abilities or skills development; promising (redirecting the employee to a stable change of demand, replacement of the previous job to a suitable job);

- Impact rating. Measures affecting the country's population, sectors (country, regional, sectoral programs, professional orientation);

- Financing sources - state and local budget.

This type of grouping facilitates the analysis of jobs in increasing the competitiveness of unemployed youth, which promotes a positive outcome, such as "narrow places," which, in turn, ensures the full productivity in this area. The choice of these or other measures is to analyze and forecast the situation of the labor market, to identify each one of them, to evaluate the outcome and effectiveness, to determine the degree of conformity or controversy, the various specific activities and their effectiveness. [12]

The functions of increasing the competitiveness of unemployed young people in the labor market are:

1. Unemployed young people who are employed by planning will be given specific tasks that will enhance the competitiveness of the service and their employment, as well as their decisions and sources of funding in the employment agencies.
2. Coordination is aimed at the realization of the needs of young people through the organization of the development of active programs for employment in the workplace.
3. Supervision covers all processes related to the continuity of the discipline, the functions necessary to enhance governance, and the performance of the employment services.

Based on the results of the study, the individual indicators for use in the labor market were used to assess the competitiveness of the youth. They are based on the most important (descriptive) descriptions of young labor resources.

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The issue of competitiveness of unemployed young people has not been paid enough attention, so there is no system of validated indicators for this category. In this regard, the overall indicators used in the statistical reporting system of Uzbekistan have been analyzed and this has led to a number of

indicators that objectively describe the situation of youth in the labor market (Table 1).

Which leads to increased pressure on the wool market. Therefore, we offer differentiation of methods in the following types of effects:

Table 1

Indicators for evaluating the competitiveness of unemployed youth in the labor market

Used in the Statistical Reporting System	Suggested by the author
Number of permanent population by age and sex as of January 1 of the reporting year	The number of young people in the working age population
The number of employees in the organization	The number of young people in employment
Number of students in educational institutions	Educational structure of youth
Age composition of the unemployed, listed in Employment Assistance Centers	Number of unemployed young men by education, qualifications and sex
Unemployment duration during the reporting period	Employment coefficient after graduation: - From 1 to 6 months; - From 6 months to 1 year; <input type="checkbox"/> Over a year.
Number of employed persons applying for Employment Assistance Centers	Number of young people employed by profession
The number of jobs in the sectors of economy and ownership	Number of employed youth by sectors of the economy
Number of migrants and departures	The number of young people in migration and exit

Source: authored by author's research.

In our view, it is most effective to monitor the process of shaping the competitiveness of unemployed young people on the basis of the proposed indicators, as these indicators are based on important factors, both exogenous and endogenous. [11]

The influence of exogenous and endogenous factors influencing the process of formation of unemployed youth's competitiveness has been determined during the research. These factors affect the youth competitiveness indicators, as shown in Figure 1.

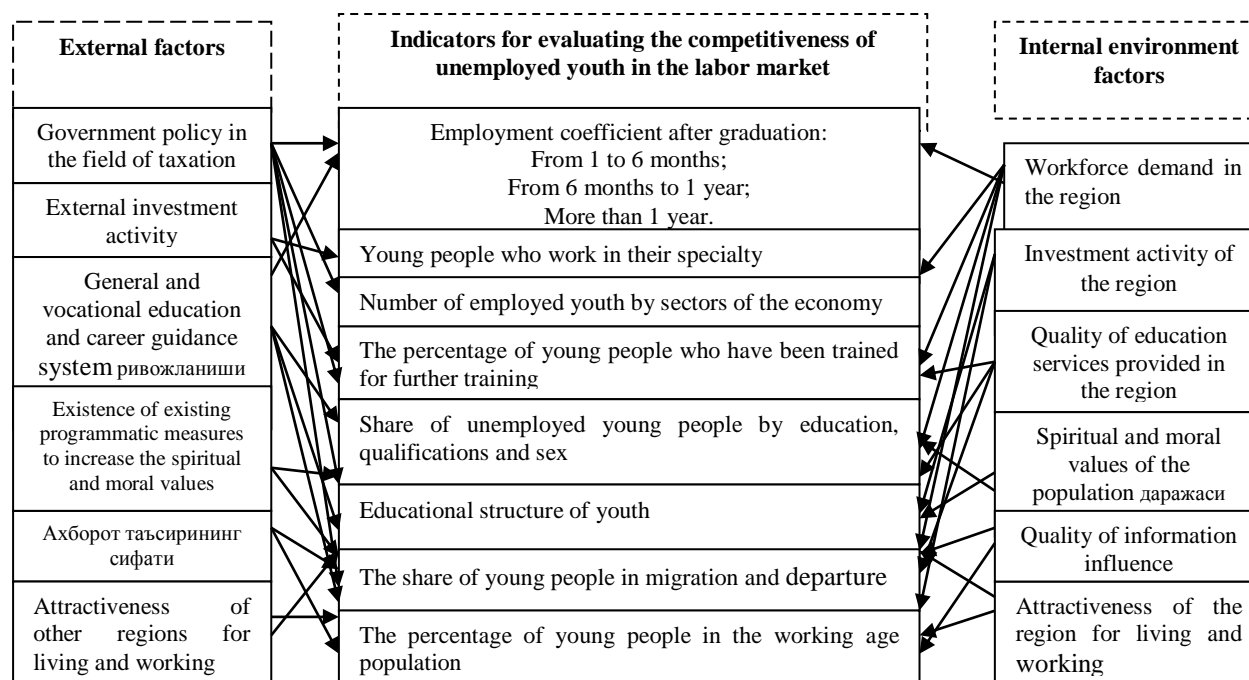
It should be noted that a number of factors influencing the process of shaping youth

competitiveness can be directly or indirectly influenced by a certain degree of competitiveness of unemployed youth. On the contrary, on the contrary, a particular factor can affect some indicators of youth competitiveness assessment.

The main indicators of the competitiveness of young labor force were identified and a series of sociological surveys were conducted between graduates and employers of educational institutions within the boundaries of the studied municipalities. The survey was conducted to assess the importance of these indicators for potential staff and employers.

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Picture 1. The effect of exogenous and endogenous factors affecting the process of shaping the competitiveness of unemployed youth

Source: authored by author's research.

The mean results of the survey are given in Table 2.

Table 2
Evaluating the importance of the indicators of young labor resource competitiveness of graduates and employers' representatives

Young labor force competitiveness indicators	Significance of young labor force competitiveness indicators (10 points)	
	According to a survey of graduates of educational institutions	Employer survey
Knowledge Level	10	8
Health indicators	4	7
Work experience	6	8
Experience	6	7
A young expert's arrogance	6	4

Source: authored by author's research.

Based on the key indicators, a complex indicator of unemployed youth competitiveness assessment was developed and proposed. The method of calculation of this indicator is shown in the following stages:

Level I: The following key characteristics describing the level of competitiveness are the proportion of young people in the overall staff composition of the municipal structure: K1 - information; K2 - health; K3 - work experience; K4 - qualification; K5 - a high degree of competence of a young specialist (determined by migratory activity indicator); Kn - other indicators.

Phase II: In order to determine the priority of each parameter (K1 ... K), a survey is conducted between professionals and managers of HR services of a number of undertakings, ie, the coefficient of the value $P_{i1} \dots P_{in}()$ is determined.

For example, the following calculations were made by the construction sector employers in the discrepancy between the work experience (K3): $P_{i3} = 8/34 = 0.2353$.

Where the average number of points for the K3 - Work Experience parameter by the representatives of the construction sector employers;

34 - Average number of scores assigned to K1K5.

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Phase III: Bi1, Bi2, - Bi5 In order to determine the correlation coefficients of the significance of the value Pi1 The coefficient of the pixel value is corrected to 36 per cent of all sectors (J) within the production-economic set of the municipal authority in which the subject is participating.

Bi1, Bi2, ... Bi5 .. The calculation of the numbers is based on the following formula:

$$B_{ij} = \sum_{i=1}^n \Pi_{ij} * J_i$$

here, the correlation coefficient of the significance of the description;

Π_j - coefficient of the significance of the characteristic, based on the survey among employers;

J_i - The share of i sector in the production and economic complex of the municipal structure.

For example, construction workforce $B_{i3} = 0.2353 * 0.23 = 0.054119$

Level IV: Municipal structure is calculated by calculating the integral indicator of competitiveness of young labor force:

$$K_{KC} = K_1\beta_{i1} + K_2\beta_{i2} + K_3\beta_{i3} + K_n\beta_{in}$$

where the integral indicator of the competitiveness of Kkc - municipal organizations;

$i = 1 \dots n$ - the number of descriptions selected to calculate the competitiveness indices.

When calculating the integral performance of the youth competitiveness (Kkc), the number and type of descriptions are allowed to be changed taking into account the specificity of the production and management complex of the municipal structure, which is being studied.

In our opinion, the value of the unemployment rate of 3-7% in the labor market segment of the labor market can be considered as a criterion of optimism in the category of "competitiveness of young labor resources". It also can be considered as a criterion of optimality, which is directly related to the previous criterion, as the value of the optimal level of employment of young specialists (effective employment) within the framework of the municipal structure in the Competitiveness Integrity Index (Cii).

The category "Effective Employment" (in terms of the youth segment of the labor market) is currently being used to describe the research, mainly the regional economic systems, that is, the employment of the population in the economy of the country as a whole or its regions. In this case, employment, which has the minimum level of unemployment and provides sufficient workforce for structural change in production, is a productive employment [3]. This means that the least amount of work (including

working time) of labor resources is going to be utilized to achieve the highest results in terms of social benefits and social benefits.

In our opinion, the use of the category of "effective employment" relative to the youth segment of the labor market is not only relevant, but also because it can provide a complete description of the cost-effectiveness of the use of youth labor, in terms of quality.

Formation of effective employment of young people will allow to solve a number of important social and economic problems. First and foremost, stable and decent income ensures the solution of problems related to the preservation of the family, housing, recreation, education and upbringing of children, which will reduce the number of divorces nationwide. Secondly, it gives an opportunity to young specialists to realize the potential of an interesting labor productivity, allowing them to "start" economic growth mechanisms; and finally, thirdly, the "interesting" and "decent" pay will help the young people to "settle" at their traditional place of residence, reducing the cost of economically active and educated population from "provinces" to "centers", ie large cities. It also provides cost-effectiveness, as the costs of obtaining information and qualifications are covered in the same area and municipalities. The economic outcome is achieved through the growth of general demand and the emergence of multiplier effect in the form of gross regional product.

CONCLUSION

Unfortunately, practice shows that only 50% of graduates of the university are employed by their specialty. This is confirmed by the results of the poll conducted by Gulistan State University graduates of 2017 and 2018. More than 30 percent of respondents said they wanted to go to big cities without having the prospect of finding jobs in the city. The results of the analysis of employment of graduates in the specialty "Economy" have shown that more than 65% of graduates work in Tashkent, Samarkand and other towns of Gulistan, and many of them work on their specialty and earn a reasonable salary.

Based on the proposed methodology for evaluating the competitiveness of unemployed youth, it will be possible to analyze for a number of years within the framework of a certain municipal structure and to identify the most significant features of the potential employee for the business entities. This can serve as a basis for the use of programmatic and targeted methods of population employment, and in particular the employment of young people.

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