

EXPERIENCE OF FOREIGN COUNTRIES IN FORMING EMPLOYMENT MODELS

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Abstract. While scientific research is being conducted on the employment of the population and the methodological problems of employment in our republic, it would be appropriate to analyze the experience of foreign countries where the problems of employment are being solved positively, and to do a comparative study in order to achieve the set goals.

Let's get acquainted with how such a problem in agriculture can be solved in China, where more than 80% of the population are farmers and the population is very dense. 1. Chinese model. The first phase of China's reform began in 1978 as a reform of the economic system. At this stage, the directions of the reform were focused on the villages. In a country as large as China in terms of rural population, it is natural to have a surplus of labor. In the process of reforms, the interest and interest of farmers in the production of goods increased.

Key words: Unemployment, employment, working age. economy, financial relations, international experience.

Reform in cities was carried out on the basis of the activities of enterprises. The right of enterprises to be self-employed was expanded, and coastal cities were transformed into separate open economic zones. These regions have gained experience in China's reforms as a test point for reform and attracting foreign investors. Considerable policies such as lease of land, freedom to sell the crop at the farmer's disposal, no tax or low tax on the owners of abandoned land, interest-free loans, and financing attract business farmers to contract the development of abandoned land, vacant land on the slopes of mountains and ravines. did They sowed grain on the newly acquired lands and built gardens. Later, they processed their own raw materials.

During the 10-year reforms in China (1978–1988), 70 million people in cities and 80 million peasants in rural areas were employed in the non-agricultural sector. In 1987, the total number of people employed in collective and family sectors of agriculture reached 390 million people (this is 73.9% of the economically active population). Currently, one of the main factors of ensuring the employment of surplus labor force in China is the development of industry, transport, trade and household services, capital construction works in agriculture.

There are 2 main models of rural employment in China. Let's talk about the features of these two models: 1. The first model. - The Experience of Southern Jiangsu: Challenge II Based on the ideas promoted by the government of the People's Republic of China, community-owned small enterprises began to emerge in the rural areas of southern Jiangsu Province. During 6 years (until 1984), 68,000 small enterprises employing 4 million people, each with around 60 workers, were created. In 1984, the gross output of these enterprises exceeded 20 billion yuan. Or accounted for more than 30% of Jiangsu Province's gross industrial output. Over 8 years, more than 10 million peasants have moved from the agricultural sector of this province to work in rural industries and various sectors. This is more than a third of the rural workforce. As a result, at least one person from every rural family in southern Jiangsu was engaged in non-agricultural production. The experience of southern Jiangsu is related to the transfer of surplus agricultural labor to other sectors, that is, to the formation of non-agricultural production networks based on communal ownership.

2. The second model - the experience of Wenzhou district: This model is used to solve the problem of employment of residents of districts with no large industrial enterprises, undeveloped transport links, and no electricity supply, that is, with low economic development. In this case, enterprises are created on the basis of villages consisting of several peasant houses. The experience of Wenzhou County partially solves the problem of unemployment in small villages, but the industrialization of backward villages grows slowly.

Because the employment of the surplus labor force in the small villages of Wenzhou is occupied by the establishment of family enterprises and mediation at the expense of the personal savings of the villagers. That is why the economy of the district is determined by middlemen traders. These merchants can be divided into 3 groups:

1. The largest group is small traders.
2. Market intermediaries, i.e. brokers.

3. Families selling their own products. The development of family industry in Wenzhou County also involves the transfer of labor force from agriculture to industry, as in Jiangsu's experience. The main difference between this model and the first model is the dominance of the individual sector. As a result of the reforms, in 1993, compared to 1978, the per capita net income of farmers increased by 3.4 times, the net living expenses by 2.5 times, and the housing area per capita by 3.5 times. So, a strong economic growth was achieved with only partial solution of employment problems. We think that the 20-year experience of providing employment to the population in a large country like China and the achievements made in its agriculture will be an example for our republic. In addition to the Chinese models mentioned above, there are the Japanese model, the US model, and the Swedish model for providing employment in the world experience. As a result of socio-economic reforms carried out in these developed countries, a number of successes have been achieved in terms of employment. Let's look at the characteristics of each of them.

2. Japanese model. The Japanese model clearly demonstrates an organized domestic labor market. The system of labor relations in this country is distinguished by the fact that these relations are based on "lifetime employment", that is, these relations guarantee the employment of the worker until the age of 55-60 years. The "lifetime employment" system provides for the constant increase of social payments, bonuses, and wages. In enterprises operating on the basis of the "lifetime hiring" system, personnel qualifications are constantly improved, therefore, even if new equipment and technology are introduced or production of a new type of product is launched, there are no interruptions in the production process. During the first 10-12 years, the worker systematically changes his workplace 3-4 times in the enterprise itself, the purpose of which is for the worker to develop the ability to work at any workplace within the enterprise.

Male workers have 10–12 years of work experience by the time they are 30–35 years old. In most cases, women are not included in the "lifetime employment" system, so the length of service for women is also shorter than for men. Japanese firms and enterprises aim to use hired workers for a long time. This, in turn, serves as the basis of the policy aimed at training employees to work at a high quality and creative approach to work. Therefore, when the problem of reducing production arises, entrepreneurs do not fire workers to solve this problem, but reduce working hours or temporarily transfer these workers to other enterprises. All of the above applies to the permanent staff of this enterprise. Temporary employees are among the first to be laid off in the event of an economic downturn and leave the economically active population. The smaller the enterprise or firm, the greater the proportion of temporary workers and, accordingly, the higher the risk of unemployment.

3. US model. The US model is characterized by decentralization of the labor market. Each state in the United States has its own unemployment insurance and unemployment insurance laws. Contributions of enterprises and employees were paid separately to the federal fund and to the state fund.

The employment policy of US companies is also unique. As the economy changes, when the problem of reducing the size of labor costs arises, American firms immediately solve the problem by laying off workers. They try to solve the problem by reducing the workforce, not by reducing the number of man-hours like Japanese firms. Also, in the rehabilitation of unprofitable enterprises, first of all, the workforce will be reduced.

Relying on private markets for financial capital, firms direct their production capital to more productive US or foreign enterprises. Employees of old enterprises are dismissed and new employees are hired in their place. In the US, workers do not have any information about layoffs until they are laid off or businesses close.

However, it should be noted that there are collective agreements between firms and unions in the United States. According to these agreements, during layoffs, employees with long service years have priority over employees with less service time. But collective bargaining covers only 25% of US workers.

Most major US industries pay little attention to upskilling and retraining of their workforce, let alone on-the-job training. The salary is determined according to the weight of the work performed. Wages and other payments are determined based on the agreed contract. There is very little communication and information exchange between the enterprise administration and trade union organizations. American companies demonstrate these features of the US foreign labor market. They reduce labor costs by reducing the number of workers, which is typical of US foreign labor market policies.

Unlike US companies, Japanese enterprises and companies solve this problem by transferring employees from one company-wide company to another, rather than reducing the number of employees.

According to data, almost 10% of workers and employees in the United States change their profession during the year. This rate is higher among young people and lower among older people, and 20–40 percent of young people change their profession every year. Compared to 1986 figures, 6.2% of the population in the US moved to other areas (around one state), while in Japan this figure was 2.6%. As a result of this policy in the US, the unemployment rate was higher than in Sweden and Japan.

4. Swedish model. Sweden's success in achieving full employment is the result of an active employment policy. The implementation of these activities requires spending a certain amount of state funds. The volume and social orientation of these funds create new opportunities for the development of one or another employment model.

In 1997, compared to other developed foreign countries, the Swedish state is distinguished by the high share of current expenditures on GDP (72.0%) (Table 1.1). This, in turn, made it possible to pay special attention to the training and retraining of personnel, as well as to the creation of new jobs. During this period, this indicator (31.2%) was low in a developed country like Japan, where the "lifetime hiring" model existed, as well as in developing Russia. Unlike countries that spend their money on the unemployed, Sweden spends its money on improving the competitiveness of its workforce in the labor market. The foundations of the current success of employment policy in Sweden were laid 57 years ago. In 1951, the question "Trade unions and full employment" was raised at the conference of trade unions.

And finally, the essence of the fourth element of the Swedish model is the state's support for employment in sectors with low economic indicators, providing socially necessary services to these sectors. This model worked successfully until 1976. The set goals, namely full employment, low inflation, and real wage growth, have been achieved. But this model also failed in the late 70s and early 80s. This is because retail prices rose by 13.7% as a result of inflation between 1979 and 1986. As a result, the national debt also increased. The government that succeeded the previous Social Democrats also continued the previous policy towards the labor market. But there were no positive changes.

And giving subsidies to idle industries increased the budget deficit. The social democrats who returned to power in 1982 returned to the model of active policy in the labor market and succeeded. Unemployment was further reduced, and the national budget was strengthened. The rise of the Swedish economy in the 1980s was due to the improvement of the production level in the sectors intended for export - machine building and automobile industry.

Active policy of employment continues in the country. In Sweden, 2% of GDP is allocated to labor market activation measures. This is twice as much as most European countries. Despite the active financing of employment programs in Sweden compared to other European countries, the unemployment rate in this country has increased slightly and is one of the average among European countries according to this indicator (Table 1.2). But it is worth paying special attention to the reforms implemented in Sweden, that the necessary attention is paid to the employment of the unemployed population in this country in a short period of time. That is why this country's percentage of unemployed people who have not been employed for more than a year is average in Europe. This is a positive effect of the economic reforms implemented in the country regarding employment.

The main role in the active policy of employment is played by a person, in which he, feeling responsible for the material well-being of his family, takes an active action to keep his current position, to find a new job after losing his job. Division of employment policy into active and passive is mandatory. Active policy of employment is implemented in almost all of the countries analyzed above.

Taking into account the specificity of the socio-economic development of Uzbekistan and in order to increase the employment of the population, a number of foreign countries: China - to increase the employment of employees freed from agriculture in non-agricultural sectors; on the use of economic mechanisms (taxes, subsidies, loans, etc.) to create new jobs; Japan - on the application of the "lifetime employment" system in enterprises related to traditional folk crafts; Sweden - to increase the material interest of the teacher in the training of qualified personnel; on continuous improvement of knowledge and skill level of the employee; Russia - on improving the structure of the employment network; It is possible to use the experience of the USA on increasing the territorial mobility of the working population.

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