FORMATION AND DEVELOPMENT OF THE MARKET OF WORK IN CONDITIONS ECONOMIC REFORMS

A.K. Balakhanova

Branch of Russian Economic University after G.V. Plekhanov in Tashkent

Abstract

The purpose consists in disclosing both general, and specific socio economic processes arising in the market of work: in consideration of questions of essence of the market of work; in disclosing politics of the state on regulation of employment in the market of work, social protection of the population.

MAIN PART

The mechanism of formation and functioning of the market of work in economic systems of the various countries has of general features, and set of differences caused by specificity of development of this or that state. However general logic of formation of the market of work is similar to the basic laws of occurrence of the commodity market. The majority of distinctions between these processes is caused by the special goods circulating in the market of work - by a labor. The labor is not once and for all given. The occurrence of the preconditions is necessary, by virtue of which the labor becomes the goods.

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The history of economy testifies: the commodity attitudes in sphere of work generate a little bit later, than commodity and money attitudes in the world of things. It is connected that the labor acts in the market as the goods only then, when it exposes in the market and its own owner sells. The man selling a labor, should be the free citizen. That the owner of a labor could sell it, as the goods, he should have an opportunity freely to dispose of her, should be the free proprietor of the ability to work, person. Only in this case seller of a labor and its buyer act in the market of work as the legally equal parties. For preservation of the given attitude it is required, that the proprietor of a labor should sell his constantly only on the certain time, as if he will sell it wholly once and for all, under threat of would appear status him as free man. For this reason the history of formation of the market attitudes in sphere of work as obligatory elements included overcoming all forms of dependence of the worker on the possible employer, and also deprivation of the man of an opportunity to work on conditions of self-employment.

The functioning of the market of work assumes a high degree of freedom of redistribution of a labor between spheres of the application of work, branches of a national facilities, enterprises and organizations. It means, that after free of the capital the accompanying reduction and liquidation of old workplaces, and creation new occurs changes in accommodation of productive forces. In a similar situation freedom of movement of the citizens on territory of the country, and in of cases - and behind its limits is necessary for normal functioning of the market of work. The important condition of realization of given freedom - advanced social infrastructure, market of habitation and various kinds of services ensuring normal life of the man. For the hired worker there should not be by a problem a change of a residence, if in prospective item him the suitable job waits. Only at performance of this condition are possible formation and functioning of the national market of work covering all territory of the country, overcoming of isolation of the local territorial markets of work.

For real functioning of the market of work the adequate behavior on him of all participants of the labor attitudes is necessary: the states, employers and hired workers.

The countries of the world today referred to economically advanced, during the historical development by a natural image formed at the citizens market mentality,
system of concepts and sights appropriate to realities of market economy.

In other conditions there were countries, which from a planned economy pass to market. In them the significant quota of the people were generated, whose stereotypes of behavior in sphere of the labor attitudes correspond to a planned economy, complete and not always of freely elected employment. For the man, basic which labor life proceeded in conditions of guaranteed employment, the introduction of elements of the market in the labor attitudes is painful enough. Distinctions in levels of compensation on identical workplaces (owing to different efficiency of work of the separate worker or the organizations as a whole) cause in the people misunderstanding and irritation. The prospect of unemployment, is especial if the man has lost a workplace not on the fault, and at reduction of amounts of works or bankruptcy of the enterprise, result in psychological stresses. The hired worker - key figure of the market of work, therefore its system of concepts and sights should correspond to this market. In the market of work from the man the high vocational level, readiness and ability to professional conversion training, improvement of professional skill, and if necessary - and change of a trade or place of job is required. Only high level of labor, social and territorial mobility allows the man to ensure to itself competitiveness in the market of work.

The parameters of the market of work of Uzbekistan essentially were affected by that he forms in conditions of the socio economic crisis which has captured all parties of life of a society. The greatest negative influences on employment have rendered recession of manufacture, reduction of the investments, crisis, social and property stratification of the population. The speed of formation of the market of work has appeared obviously insufficient for successful, effective economic growth. At the same time it frequently was outstripped by formation of other elements of market facilities: the markets of services valuable papers, ground, and habitation. The absence of the real state control behind conditions and safety of work increased industrial conducted to growth of cases of occupational diseases of the workers.

The negative feature of formation of the Uzbek market of work consist that the behavior of the enterprises did not correspond to the requirements of economic efficiency from the point of view of personnel selection. It was shown in significant volumes of reservation of a labor at the enterprises. On the other hand, opportunity of reservation of a labor was caused by the low price of work. It has not allowed speaking that the wages in its dynamics become an economic force of formation of the market of work.

The own way, elected by Uzbekistan, of development is connected to creation of bases of socially focused market economy. The main difference of such transition to the market became achievement of tasks of economic growth in a combination to active social politics. The development of national model of transition to the market of Uzbekistan took into account existence of those complex problems in social sphere, is especial in sphere of employment, to decide which it was necessary by adequate methods.

The special attention to adjustment of effective functioning of the market of work in Uzbekistan allows carrying out purposeful politics of employment of the population and smoothing of the social contradictions inevitably arising in conditions of transition to market system of managing. Thus the special role of state regulation of the market of work, as well as all social - labor sphere, in Uzbekistan is caused by strong influence of economic forces, among which the special meaning can be got with demographic processes.

REFERENCES