Labor Market Concept, Its Formation And Labor Market Regulation

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Abstract The article details the concept of labor market and market types. The focus is on what will affect the increase and decrease in labor supply and demand in the labor market. There is information that can be interpreted as a workforce. It also provides information on the methods that can be used to regulate the labor market.

Key word market, consumer goods, services market, labor market, world market, labor force, demand, supply.

I. INTRODUCTION

The factor that increasingly regulates social and labor relations in the modern world is the process of creating an international division of labor, global infrastructure, global monetary system, international labor migration, rapid growth of world trade and foreign investment, globalization of the economy, technological developments. Globalization is the release of economic forces that exacerbate existing inequalities in the areas of labor productivity, income, and material well-being. The seriousness of this problem confirms the state of employment in the world. Experts consider this to be "economically illogical and morally unacceptable." The negative effects of globalization support social protection and labor relations - a constant interest in labor protection policy in the protection of national labor markets.

Labor development. A strong factor determining the formation and development of social and labor relations are the objective laws of social labor development, which are historically manifested in the form of division and cooperation of labor in the future, growth of labor productivity, exchange of labor for capital.
Marxist traditions in the concept of the labor process correspond to theoretical discussions of the essence of the labor process in Anglo-American literature. The beginning of this debate was written by the American Marxist G. Bravermann in his book Labor and Monopoly Capital. In this play, the author substantiates the idea that the central task of capitalist management is to organize the labor process in such a way that changes in labor potential lead to maximum value.

According to a critical critique of the French-based political economy, labor relations, as a broad network of social relations, are of particular importance for defining specific ways of regulating capitalist society. Proponents of regulatory theory seek an answer to the question of “how capitalism works” and find it in social relations, which are found, on the one hand, in institutions and, on the other, in the contradictions between social factors (in the form of classical conflicts and competition).

The market is a mutually beneficial and cooperative relationship between sellers and buyers through trade. In general, the market performs five functions:

1. The function of linking production with consumption. Economic activity begins with production and ends with consumption. For example, a helicopter factory produces aircraft, but does not provide food, clothing, or shelter for its workers, nor does it make lathes, metal plasma for helicopters, or paint electrical parts. The factory sells the helicopter to the market and pays the workers, who buy household goods from the consumer market. The factory also buys what it needs to produce. This means that different types of consumption are satisfied through the market.

2. The function of converting value from a commodity form to a monetary form. Labor is expended to produce a commodity, labor is expended to produce, and that labor forms the apocalypse. Value consists of labor and material resources expended. Until the commodity enters the market, labor is in material form (for example, food, clothing, machine, fuel, etc.), sold in the market, in which labor is converted into a certain amount of money, that is, the commodity finds its monetary equivalent (equivalent - quantitative equality) and value in the form of money.

3. The function of creating conditions for the renewal of production. Businesses find the resources they need in the market, buy machines, raw materials, fuel, various materials. They hire workers from the labor (labor) market; find the necessary information from the market and also the services needed for various productions. Consumption of these resources means the resumption of production.

4. The function of regulating the economy. This function is performed by the market mechanism. "How much to produce what?" The market answers the question. The rapid passage or failure of goods in the market, the rise or fall in prices of goods, indicates how much they are needed or not. The market, like a barometer, signals the “weather” in the economy. If the product does not pass, then it is not needed, its production will be stopped. When a commodity is sold and a good profit is made, its production increases. If the product is cheaper than the intended price, but sells well, it means that the cost of the product should be reduced. The market mechanism, like a hand, turns the economy in one direction or another.

5. The function of establishing economic cooperation between countries and peoples. This function is performed by the interstate or world market. The market requires the expansion of economic cooperation.
The market is a complex system with a unique structure. Accordingly, it is divided into different types.

IV. Discussion

In terms of the material form of the object of exchange, there are the following types of markets:

1. Consumer goods and services market (this market serves to exchange goods and services needed by the population. It includes state, cooperative, commercial trade, farmers market, speculative market, etc. The consumer market is different depending on its situation:
   a) "saturated market", i.e. a market that meets the demand for goods;
   b) a "scarce or hungry market" (a market in which goods are chronically scarce and unable to meet demand).

2. The market of means of production (labor market, as well as the market for raw materials, fuel and metals).

3. Financial market (this is the market of financial services in society. The financial market includes:
   - money market;
   - securities market;
   - currency market;
   - investment market;
   - debt capital market;
   - insurance market. The subjects of the group deal with money.
   The first is the owners or custodians of money. This includes the population, firms, companies and government agencies. The second is the subjects who need money. The stock market is the purchase and sale of income-generating securities: stocks, bonds, promissory notes, checks, deposits, certificates. This market is called the stock exchange, where the securities of large corporations are sold and bought by the central and local government courts).

4. Currency market (where different countries buy and sell foreign currency. Currency buying and selling operations in Uzbekistan are carried out by the Central Bank of the Republic, the National Bank for Foreign Economic Affairs of the Republic and banks licensed to operate. Cash transactions in the foreign exchange market with delivery (spot) or in the form of delivery (forward) of the currency for a certain period of time (1-3 months and beyond) at the agreed exchange rate. Currency transactions are carried out mainly in US dollars).

5. Labor market (this means the relationship of buying and selling labor. Here, unlike the commodity market, it is not the person himself, but his ability to work, that buys and sells) on the basis of a contract, sold for a certain period).

6. Intellectual goods market (this is a special type of market, which means the exchange of goods and services, which are the product of intellectual labor. Intellectual market can take many forms, including: -market of scientific and technical developments; -market of fine arts; -market of music; -market of antiques; -film market; -information market, etc.).

7. Show business (cultural) market (this market is used to provide various paid performances. The show business market is used by private companies, cultural and musical associations or some businessmen. Revenues from show business are formed from spectator fees from the population, advertising fees from companies, fees for commercial services to the audience, etc.).

According to I.S. Maslova's definition, "the labor market is a growing system in which the subjects of production from the volume, composition and ratio of demand for labor and hired labor, and the factors of production (means of labor and labor force). There is a labor market, but it is "cut-out, reshaped, and
not all-encompassing, but only a part of the labor relationship." In our view, the labor market is a system of buying and selling the "ability to work" of the labor force. The main elements of the labor market include: - labor demand and supply; -value; -price; -competition in recruitment.

The labor market effectively influences the formation of this market by fully implementing the following basic principles of its functioning:

1. Free supply of labor. This means that the able-bodied population is free to choose whether or not to work, and there are conditions for the free choice of profession and activity that are not prohibited by labor laws and take into account the individual and collective interests of each employee;

2. Independent demand of employers for labor. Market economy Opportunities for all employers to freely hire and fire employees in accordance with the Constitution and the Labor Code of the Republic of Uzbekistan, as well as to protect the interests of citizens by guaranteeing employment, working conditions and wages creates;

3. Legal and social protection of employees from employers;

4. Freely determine the limits of wages and other legal income in accordance with the Constitution of the Republic of Uzbekistan "not less than the amount necessary for subsistence."

In the context of Uzbekistan, there are a number of restrictions that hinder the effective formation of the labor market:

- poor development of non-agricultural areas of labor use;
- low wages;
- rising prices for consumer goods;
- low skills and mobilization of the hired labor force; - lack of experience of employers, etc.

V. Conclusion

In the system of socio-economic relations in the labor market, the relationship between employers and employees is central to the definition of employment and working conditions, the solution of certain problems, the resolution of socio-labor conflicts. In the labor market, these relations are regulated on a collective, individual and territorial basis. It should be noted that the most effective ways to regulate the labor market in areas with surplus labor resources (for example, Andijan, Fergana, Namangan, Tashkent, Samarkand, Kashkadarya, Surkhandarya, Bukhara and Khorezm regions) is to increase the demand for labor (study of ways to stimulate the growth of labor demand - aimed at ensuring rational employment of labor resources, as well as the development of effective sectors for these regions) and the reduction of its supply (expansion of general education programs in the country on the basis of the National Training Program, and improving vocational training by extending the duration of study, increasing the number of full-time and part-time students in educational institutions, and reducing the number of part-time and part-time students, increase in stipends for the elderly, increase in childcare allowances and vacations for women, in calculating the length of service, it is necessary to take into account the provision of benefits to them, increase the pensions of pensioners with disabilities, as well as their caregivers - measures to reduce the flow of labor in the labor market).
References