

Economic Content of Recruitment Services and its Place in the Economy of the Republic of Uzbekistan

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Abstract

The article reflects the economic content of recruitment services, its role and importance in the economy. At the same time, appropriate conclusions and recommendations are given regarding the development of recruitment services.

Keywords: *economy, recruiting, recruitment, private employment agencies, public employment.*

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Enter. Deep reforms are being carried out in our country in the areas of ensuring employment of the population, improving the system of training for professions based on modern requirements and the composition of professions, organizing suitable jobs, and selecting personnel for these positions. In the address of the President of the Republic of Uzbekistan Shavkat Mirziyoyev to the Oliy Majlis on December 29, 2020, it is also stated that "One of the effective means of fighting corruption is to establish an open system of personnel selection and recruitment. On the basis of this system, an open and transparent selection system will be introduced, which will abandon the old methods of selecting personnel and evaluate¹" their intellectual potential and moral qualities. In this sense, it is important to further expand the scope of scientific research on the selection and recruitment of personnel, management and effective use of their potential, and the further improvement of the activities of private employment agencies and recruitment services.

Analysis of literature on the topic. The concept of recruiting is recognized differently in a number of foreign sources. In particular, the word "recruitment" comes from the French word "recruiter", which literally means to hire a person, to hire a person for paid military service. In German, the analogue of this term is "rekrutierung" - recruitment. The word has a similar meaning in English, where over time, in addition to older meanings, it has come to mean the hiring of employees in an organization.

Edwin Filippo, a foreign economist, defines recruiting as "the process of finding potential employees and motivating them to work for the organization."

According to N. Arabov, one of the economists of our country, recruitment is a paid service for the selection of personnel acting as an independent organizational structure on the order of the employing companies.¹

Academician K.Kh. Abdurahmanov defined recruitment services as "business activities consisting of service processes related to finding suitable employees (jobs) for employers (seekers) for profit."²

It can be said that concepts such as recruiting and recruitment activities have been given different definitions by domestic and foreign economists, and their main content does not differ sharply from each other.

Research methodology. In researching the role and economic content of recruitment services in the economy of the Republic of Uzbekistan, methods such as observation, comparison, systematic and comparative analysis were used.

Analysis and results. As we know, ensuring the employment of the population is one of the main goals of our economic and social reforms. The main measures and programs in this regard are

¹ Address of the President of the Republic of Uzbekistan Shavkat Mirziyoyev to the Oliy Majlis.
<https://president.uz/oz/lists/view/4057>

² V. G Gak new French-Russian dictionary / K. A. Ganshin .- 9th ed., Rev.-M .: Russian language - Media, 2004. - 1195 p.

³ Flippo E.B. Personnel Management (Mcgraw Hill Series in Management) /E.B. Flippo. - 6th edition. - Colombia: McGraw-Hill College, 1984. - 607 p.

⁴ N. Arabov. Structural parts of the labor market infrastructure and their effective interrelationship. "Economy and Education" scientific journal. 2017. No. 1.

⁵ Q. Abdurahmanov, S. Goyipnazarov. Recruitment. Study guide. - T.: UzR FA "Science" publishing house, 2021. 304 p.

developed by the state. Recruitment services are provided by non-state (private) employment agencies. This creates certain difficulties in coordinating the activities of these two sectors and in properly organizing the work in this regard. In our country, the Law "On Private Employment Agencies" entered into force on October 17, 2018. The purpose of this Law is to regulate relations related to the activities of private employment agencies. In accordance with the law, private employment agencies are recognized as commercial organizations that provide job search and recruitment services to employers, as well as provide information and advice in the field of employment, including employment abroad. participants about orders, services in the field of employment are provided.

The activities of private and public employment enterprises differ from each other. The development of private employment services, when the state employment services assume the responsibilities of monitoring the general situation in the country and the international labor market, materially and socially supporting the unemployed population, and implementing the employment policy. and it occurs when the state employment service is unable to satisfy all applications in a rapidly changing market and organizes its activities in a separate segment of the labor market.

Types of services of recruitment agencies and order

Types of service	Service procedure
Job selection for persons looking for work in the country	In the territory of the Republic of Uzbekistan, job-seeking services are provided on the basis of a contract for the provision of services concluded between a private employment agency and a job-seeker.
Personnel selection for employing enterprises	Personnel selection services for employers are provided on the basis of a service contract concluded between a private employment agency and an employer.
Employment of persons seeking work in foreign countries	Services of private employment agencies for employment of persons looking for work outside the Republic of Uzbekistan are provided if they have a license (hereinafter referred to as a license) to carry out activities for employment of persons looking for work outside the Republic of Uzbekistan will be done
Providing advice and information services in the field of employment	Information and consulting services in the field of employment are provided by private employment agencies on the basis of an agreement on the provision of information and consulting services in the field of employment

Based on the conducted research, recruitment services can be divided into internal and external recruitment services.

Internal recruitment is a special function of the personnel management department in organizations or enterprises, which includes the search, selection, selection and hiring of potential candidates, as well as adaptation services. This is a recruitment process where vacancies are made based on referrals without the help of any recruitment agencies.

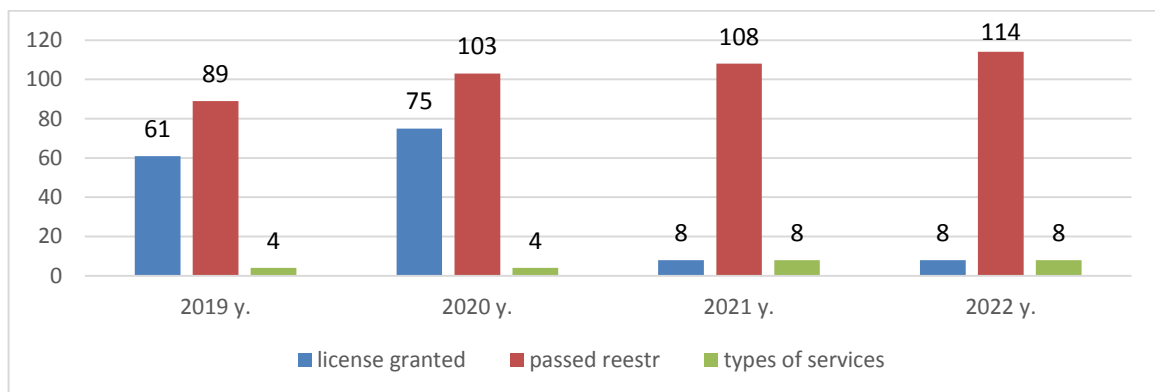
External recruitment is a type of activity carried out by various recruitment companies, personnel agencies and state employment agencies to fill vacant positions. Recruiting agencies today are as reliable and attractive as employers, as well as real sector companies.³

According to the information of the Ministry of Employment and Labor Relations, a total of 114 private recruiting agencies are registered in our republic today, 9 of which have a license to engage in employment of persons seeking work from abroad. At the same time, as Uzbekistan is one of the countries that provide labor force to the foreign labor market, it is noted that there are a number of problems in providing its labor migrants with a stable and well-earning workplace, and in implementing their social and legal protection. passable.

To date, it has been established that many private employment agencies have caused material damage to citizens, engaged in fraud. In particular, by a single employment agency

In 2019-2020, it was determined that more than 1080 victims suffered material damage in the amount of 21 billion 192 thousand soums. This situation indicates the existence of legal gaps in the regulation of relations related to the activities of private employment agencies.

Dynamics of activities and types of services of recruiting agencies



In most developed countries, it is established that the payment for the services provided by private employment agencies for placement abroad is covered by the employer. For example, Canada's Employment Standards Act, Australia's Employment Agencies Act, Czech Republic's Employment Act, and the International Labor Organization's 1997 Convention on Private Employment Agencies, it is provided that the payment for the provision of employment services abroad shall be covered by the employer. Also, the funds set aside by private employment agencies for the provision of employment services abroad have been set at a high level in order to guarantee the protection of property rights of citizens in countries such as the USA, Canada, Malaysia, Singapore and Kazakhstan.

In this regard, it is important to review the existing regulatory documents on the regulation of recruiting activities in our country, to use the experiences of developed countries. After all, the high level of employment of the population is considered to be a very urgent issue from the economic and social point of view.

³⁶ National database of legal documents, 17.10.2018, No. 03/18/501/2056.

⁷ It was developed by the author based on the law of the Republic of Uzbekistan "On Private Employment Agencies".

⁸ Prepared by the author based on the information of the Ministry of Employment and Labor Relations.

Conclusions and suggestions. Based on the conducted research, it should be recognized that although there are opportunities to use the services of recruiting agencies in the regions, recruiting agencies provide job selection and employment services to job seekers, employers, as well as information in the field of employment. and advisory services are not sufficiently developed.

For the development of the modern labor market, it is necessary to achieve a sufficient organization of practical and methodological assistance by local government bodies to agencies engaged in the selection of personnel for employers in recruitment services, regional mobility in job selection for job seekers, and selection of personnel for regions.

Factors hindering the effective operation of recruiting agencies include the fact that private employment agencies are a new young member of the employment infrastructure for the national labor market, the population lacks the skills to use recruiting agencies, the lack of higher education institutions for special training of recruiters, recruiting the high mandatory deposit for licensing the activity of the agency, the low price of service can be mentioned as follows.

The elimination of the mentioned problems and shortcomings will undoubtedly allow the development of recruitment services and thereby increase the employment of the population, raising the quality of their work to a new level.

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