METHODS FOR A COMPREHENSIVE ASSESSMENT OF THE EFFECTIVENESS OF THE LABOR MARKET INFRASTRUCTURE

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ABSTRACT

This article develops a methodology for complex assessment using specific indicators describing the effectiveness of the development of labor market infrastructure, and based on this methodology is scientifically based on the ability to assess the dynamic efficiency of labor market structures and determine the share of changes in its individual components.

KEYWORDS: *Labor Market Infrastructure, Employment Services, Unemployment, Employment, Efficiency Indicators, Complex Assessment, Labor Supply And Demand, Jobs.*

INTRODUCTION

The labor market and employment of the population occupy a special place in the system of social and labor relations. Most of the economic, social, demographic phenomena occurring in the market economy, directly or indirectly, in whole or in part, reflect the processes taking place in the labor market. As an integral part of the modern economy, the labor market plays an important role in the reproduction system. It is in the labor market that the sale and purchase of labor takes place, its usefulness and social significance are assessed.

Currently, a stable infrastructure of regional labor markets has been formed. Now the demand for labor exceeds supply not only where high qualifications of workers are required, but also where the level of wages and working conditions, the degree of organization of production and social protection of employees lag behind the requirements and expectations of job seekers. The problem of stimulating employment of a significant number of people who are not competitive in the labor market is being actualized.

The essence of the renewal strategy may consist in a fundamental change in the place of the Employment Service in the segment of the labor market that it has mastered: the transition from the role of a direct intermediary between the employer and the unemployed, as a priority area of activity, to the role of an indirect intermediary, leading to the independence of both clients in their mutual search in order to accelerate employment of non-working citizens, filling vacant jobs with

personnel. At the same time, the work of the Employment Service with its main clients will be structured so that employers - in accordance with the situation on the labor market, develop a desire to take care of future labor needs in advance, take proactive measures to train the necessary personnel; and among the unemployed - to develop an internal need for professional growth and psychological readiness to compete in the labor market.

In recent years, the problem of assessing the efficiency of the labor market infrastructure has become the object of attention of scientists and practitioners [1, p. 255; 2, pp. 670-687; 3, pp. 25-28; 4; 5, pp. 55-56; 9, p. 384; 10, pp. 29-34]. However, the existing approaches, according to the author, are clearly insufficient, since they mainly concern the issues of assessing the effectiveness of its individual subsystems or their elements.

In this regard, the author has developed a methodological approach that allows, on the one hand, to assess the effectiveness of the functioning of the regional infrastructure of the labor market as a whole, on the other, - of its constituent subsystems. To assess the effectiveness of the regional infrastructure of the labor market, the author proposes to use generalizing indicators that reflect the social and economic efficiency of its functioning.

LITERATURE REVIEW

The most important criteria for the quality of the labor market are the level of development of its infrastructure, components of the labor market infrastructure, the activities of state and non-state employment agencies, mechanisms for legal, organizational and socio-economic regulation of labor market formation and development. The main directions, goals and objectives of public policy, methods and indicators for assessing the effectiveness of public employment policy, the mechanism of employment and incentives, measures taken by the state to promote effective employment M.A.Armstrong [1, p. 225], S.Beysenov, T.Muxambetov [3, pp. 25-28], O.A.Varfolomeeva [4], L.N.Rudneva [8, p. 321], K.X.Abduraxmanova, Y.G.Odegova [9, p. 384], P.M.Wright, T.M.Gardner, L.M. Moynihan [12, pp. 21-36] given.

It is also necessary to classify the components and elements of the labor market infrastructure at different levels, as well as the classification of indicators for assessing the effectiveness of public employment services and the need to assess the effectiveness of employment services J.V.Arthur [2, pp. 670-687], O.A.Varfolomeeva [4], O .Kolesnikova [5, pp. 55-56], E.Lawler, J.Boudreau [6], S.Smirnov [10, pp. 28-34]. The components and elements of the labor market infrastructure at different levels in the field of economics and management, as well as a system of generalized indicators for a comprehensive assessment of the effectiveness of public employment services have been studied by R. Sims [13], L.N. Rudneva [8, pp. 321].

RESEARCH METHODOLOGY

The study used a dialectical and systematic approach to the study of economic systems and ratios for the development of labor market infrastructure, integrated assessment, comparative and comparative analysis, statistical and dynamic approaches and grouping, and the need to use optimal methods to assess the effectiveness of employment services.

ANALYSIS AND RESULTS

The organizational structure of regional offices of employment of the population is characterized as functional with a large number of units, the responsibility of which by type of activity fully covers the entire population of the region, including employers.

The existence of such a structure suggests that one of the central tasks of employment planning is the allocation of resources to areas of work, which are designed to ensure the achievement of the main strategic goals and the alignment of results formulated as strategic goals with areas of activity. This work is carried out at the stage of resource allocation as part of the procedure for developing the Employment Program. In particular, it is necessary to ensure the formation and ranking of blocks of main activities, the distribution of resources between the relevant functional

and territorial divisions. At the stage of choosing the main activities and allocating resources between them, end-to-end planning should be ensured, which will avoid isolation in decision-making. In accordance with this procedure, the divisions plan their activities, providing for cooperation with other functional services.

Evaluation of the effectiveness of the work of employment units should be carried out not according to the achievement of local tasks, but according to the implementation of the strategic goals formulated for each direction. Based on the assessment of the work of territorial divisions performing the same functions and tasks, a comparative analysis of their activities can be carried out, for which it is possible to use the same criteria and performance indicators.

The infrastructure should regulate the relationship between the employer and the employee regarding the price of labor, working conditions, training and retraining of workers, as well as the protection of the rights of employers and employees in the labor market. As you know, at present, ensuring employment of the population is one of the central problems facing society, the labor market infrastructure is the main means of regulating the relationship between the subjects of the labor market and the implementation of the basic principles of state policy to promote employment of the population [9, p. 384].

The effectiveness of the functioning of the regional infrastructure of the labor market is determined by the activities of the constituent subsystems, each of which contributes to its result. Indicators of economic and social efficiency, which provide a generalized assessment of the functioning of the regional infrastructure of the labor market, do not allow to characterize the impact of its components, to highlight its strong and weak links and, on the basis of this, to outline promising directions of development.

For this purpose, we propose a methodology for a comprehensive assessment of the effectiveness of the functioning of the regional infrastructure of the labor market, which is based on methods of economic analysis, expert opinions, and classification theory. The use of this technique involves the following steps (Table 1).

TABLE 1 STAGES OF AN INTEGRATED ASSESSMENT OF THE EFFECTIVENESS OF THE DEVELOPMENT OF THE LABOR MARKET INFRASTRUCTURE (DEVELOPED BY THE AUTHOR)

1.	Determination of the list of private indicators of the effectiveness of subsystems of the labor market infrastructure that affect the results of the functioning of the labor market infrastructure as a whole
2.	Calculation of the change in the actual value of each particular indicator in comparison with its basic value
3.	The choice of the mathematical function of stimulation, reflecting the desired direction of change in particular indicators
4.	Introduction of weighting factors characterizing the relative importance of particular indicators
5.	Calculation of the integral indicator of the efficiency of the functioning of the labor market infrastructure

To determine a set of private indicators of the efficiency of the functioning of the labor market infrastructure subsystems, we analyzed the studies on this issue, which showed that the main object of assessment is the labor intermediation subsystem, while the other subsystems of the labor market infrastructure were not adequately reflected in the literature.

To assess the effectiveness of the structural parts of the labor market infrastructure, a set of particular indicators (labor mediation, career guidance and vocational training, social and psychological support and finance) is required. As a basis for the selection of these indicators, an expert assessment of the share of each structural part is used to ensure that they perform their target functions (Table 2).

TABLE 2 THE SYSTEM OF COMPLEX INDICATORS FOR ASSESSING THE EFFECTIVENESS OF THE DEVELOPMENT OF THE LABOR MARKET INFRASTRUCTURE (DEVELOPED BY THE AUTHOR)

Частные показатели эффективности развития структурных частей инфраструктуры рынка труда
I. Labormediationsystem
1. The number of citizens who applied to the employment service for employment issues, people; 2. The share of those employed with the assistance of the employment service of the total number of applicants, %; 3. The share of those employed with the assistance of the employment service of the total number of those employed in the spheres of the economy, %; 4. Comparative value of the duration of unemployment, %; 5. Average duration of unemployment, month; 6. The number of new jobs per registered unemployed.
II. The system of vocational guidance and training for the profession
1. The share of persons who were provided with vocational guidance services from the total number of people who applied to employment services for employment issues, %; 2. The share of employed out of the total number of graduates of vocational training organized by employment services, %; 3. The share of citizens providing services to promote self-employment of the total number of people who applied to employment services on employment issues,%.
III. Social support system
1. The share of persons who received material assistance from the total number of unemployed, %; 2. The share of citizens who took part in social adaptation measures from the total number of registered unemployed, %; 3. The number of employed adolescents, people; 4. The share of citizens who participated in public works of the total number of people who applied to employment services for employment issues, %; 5. The number of employed citizens in need of social protection.
IV. Financial system
1. Share of expenditures on active areas of the employment promotion program in the total expenditures of public employment services, %; 2. The cost of vocational education per one officially registered unemployed person, soums; 3. Expenses for professionally oriented persons per one unemployed from among the economically active population, soums; 4. Expenditures of state employment services for social support of unemployed citizens who come to one unemployed person, soums; 5. Expenses for the organization of public works, which come to one person participating in public works, sum.

The values of private indicators characterizing the efficiency of the functioning of individual subsystems of the labor market infrastructure are determined on the basis of official and internal reporting of employment services. For each indicator, the change in its actual value compared to the base value is calculated:

$$X_i = \frac{\Pi_i^{\phi}}{\Pi_i^{\delta}} \times 100, \quad (1)$$

Where X_i – change in the value of the i-th particular indicator in the reporting period compared to the baseline,%;

Π_i^{ϕ} – the value of the i-th private indicator in the reporting period, nat. Units;

Π_i^{δ} – value of the i-th particular indicator in the base period, nat. Units;

The resulting numerical value (Xi) characterizes the degree of change in a particular indicator, but does not reflect the direction of this change.

To take into account the latter, it is proposed to determine the adjusted values of particular indicators based on the introduction of a function to stimulate their changes in the desired direction:

$$Y_i = f(X_i) \,_{, (2)}$$

Where Yi, is the value of the corrected i-ro particular indicator, %;

F (Xi) is a mathematical function of stimulating changes in the i-th particular indicator in the desired direction.

In this case, it is proposed to use two stimulation functions [8]:

a) Stimulation along the "linear ascending" (Y = X), when an increase in the private indicator is encouraged. This function is applicable for such indicators as the share of those employed with the assistance of employment services among those employed in the sectors of the economy; the number of vacancies per one registered unemployed person, etc.

b) Stimulation according to the "linear downward" (Y = 200-X), when it is desirable to reduce the value of the private indicator (the proportion of long-term unemployed, the average duration of unemployment).

For the comparison of particular indicators of the efficiency of the functioning of the labor market infrastructure subsystems, weight coefficients (Bj) are introduced, which characterize the relative importance of each individual indicator in their totality and directly affect their value. The weighting factors are determined expertly on the basis of ranking indicators and assigning specific weights to them in unit fractions. At the same time, in our opinion, the sum of the weight coefficients of the indicators characterizing the effectiveness of the functioning of the labor intermediation subsystem, in

More reflecting the final results of the functioning of the labor market infrastructure should be close to 0.5 [8].

CONCLUSIONS

1. Assessment of the effectiveness of the development of labor market infrastructure in the context of modernization of the economy will allow the development of methodological and practical measures to address the challenges of changes in its structural systems.

2. Development and introduction of a comprehensive system of comprehensive assessment of the effectiveness of the State Employment Service in various areas on the basis of individual indicators, allows drawing clear conclusions in the assessment of its economic activity. Accordingly, to assess the effectiveness of the infrastructure of the regional labor market, we have proposed a methodology for using a system of integrated indicators that represent the social and economic efficiency of its development.

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