

Recruiting Agencies - As a Modern Instrument for Employment

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Summary: The article shows that recruitment agencies are a new intermediary in the labor market infrastructure. As a result of the study, the priorities of recruitment agencies in Uzbekistan in providing employment are identified.

Keywords: Recruitment agencies, recruitment, employment of the population, Employment Assistance Centers, outsourcing, outstaffing, unsustainable employment

The era of globalization, the problems of employment in the world, the sharp differences between countries and regions in the labor market, indicate the growing demand for modern recruitment services. Today, in providing employment to the population, regardless of a person's experience, qualifications, region of residence, gender, social status, everyone strives to have a decent job in the labor market. Given the fact that the world's population is growing by 227,398 people a day, 96,617,035 people a year, employment is an urgent problem for the world community [1].

of the New Uzbekistan for 2022-2026 " Assistants and youth leaders should be effectively organized " [2] .

Today, countries are realizing the need to use all intermediaries in the labor market infrastructure to ensure employment. According to the International Labor Organization, the role of recruitment agencies in the growth of the global labor market over the past twenty years is becoming more flexible and mobile. Recruitment agencies, in addition to finding, recruiting, screening, and evaluating jobs on demand, also contribute to adapting candidates to the rapidly changing labor market requirements in an era of globalization.

ILO Convention No. 181 of 19 June 1997 on Private Employment Agencies is still relevant today. The Convention sets out key indicators for the regulation, placement and employment of the workforce by these agencies. The Convention calls on Member States to assist in the development of effective policies, legislation and implementation mechanisms for the registration and licensing of recruiting agencies. We also found it necessary to cite the following institutional basis for the convention. Private employment agencies are defined as any enterprise or individual that is independent of government agencies and provides one or more of the following functions of the labor market:

- (a) employment and application matching services;
- (b) hiring services for the purpose of providing workers to third parties (to the employer);
- (c) other services related to job search (e.g., providing information, job offers, interview preparation, evaluation, etc.) [3].

Recruitment is the infrastructure of the labor market, which acts as an intermediary between employers and job seekers by actively recruiting potential candidates to meet the needs of employers as private recruitment agencies.

This concept is recognized differently in a number of foreign sources. In particular , the word "recruitment" is derived from the French word " re k uter " , which ¹literally means to hire a person, to hire for paid military service. In German, the analogue of this term - "recruiting" - hiring , hiring. The word has a similar meaning in English, where, in addition to the old meanings over time, it means hiring and hiring employees in an organization) [4].

¹V.G. Gak new French uz-russian dictionary / K.A. Ganshin .- 9th ed., Rev.-M .: russian language - Media, 2004. - 1195 p .

In particular, Academician K. Abdurahmanov describes "Recruitment is a business activity that consists of the process of providing services related to finding an acceptable employee (job) for employers (seekers) for profit" [5].

Taking into account that recruitment is one of the main factors of employment, the Law of the Republic of Uzbekistan dated October 16, 2018 "On Private Employment Agencies" serves as an important legal basis. The purpose of this law is to ensure the implementation of the tasks set by the Decree of the President of the Republic of Uzbekistan dated May 24, 2017 "On measures to further improve public policy in the field of employment and radically increase the efficiency of labor agencies", ie to develop market regulations, creating a competitive environment in the market of employment assistance services, preventing illegal labor migration.

According to Article 11 of the Law, the services of private employment agencies for job seekers in the territory of the Republic of Uzbekistan are as follows:

- search for suitable jobs for job seekers in the territory of the Republic of Uzbekistan;
- Selection of personnel for employers;
- Employment of job seekers abroad;
- Eurovision of information and consulting services in the labor market and search for employers with vacancies;
- Negotiations with employers for the employment of job seekers;
- Preparation for interviews between employers and job seekers and participation in negotiations (interviews);
- Participate in the preparation of draft employment contracts between employers and job seekers.
- Dissemination of information on vacancies available to employers, including the use of information and communication technologies;
- Search for suitable candidates for employment;
- Negotiating with candidates for employment;
- Participate in negotiations (interviews) between employers and candidates for vacancies;
- Participate in the preparation of draft employment contracts between employers and job seekers.

Article 13 of the draft law regulates the activities of recruitment agencies for the recruitment of job seekers abroad.

According to the Ministry of Employment and Labor Relations, as of October 2, 2020, a total of 103 private employment agencies were registered in the country, 28 of which have licenses to employ people seeking work outside the Republic of Uzbekistan. The number of organizations whose licenses have been revoked is 47.

At the same time, as Uzbekistan is one of the largest suppliers of labor to the external labor market, there are a number of problems in providing its migrant workers with stable and well-paying jobs, as well as their social and legal protection. In particular, in the past some private employment agencies have seriously harmed the rights and interests of citizens due to the lack of registration of contracts for the provision of services by private employment agencies in the employment and labor relations bodies, difficulties in monitoring and control in this area.

promised to send 1,198 people to work in Germany, the Czech Republic, Japan, Turkey and Bulgaria from November 30, 2018 to September 13, 2019. 35 million out of 500 thousand soums up to 1 billion soums 670 mln. They misappropriated 500,000 soums.

This indicates that there are legal gaps in the regulation of relations with the activities of existing private employment agencies. Therefore, the Law of the Republic of Uzbekistan No. ZRU-632 of August 13, 2020 amended the procedure for issuing licenses for employment of persons seeking work outside the Republic of Uzbekistan [8]. According to it, the license applicant is required to reserve eight thousand five hundred times the basic amount in the Fund for Support and Protection of the Rights and Interests of Citizens Working Abroad under the Ministry of Employment and Labor Relations of the Republic of Uzbekistan. The real-time registration of the contract for the provision of services by the private employment agency in the information system "labor-migration" of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan will allow our citizens to apply for jobs and monitor the activities of agencies.

Today, the following indicators can be cited as the objective contribution of the organizational structures of ABKM and recruitment agencies to the employment of the population as a structure that provides employment. As a result of the efforts of recruitment agencies in 2019-2020, about 3,300 citizens were legally employed in foreign countries. Information and consulting services in the field of employment were provided to 34,727 citizens. In 2019-2020, 362,900 individuals were employed through referrals from labor agencies. In 2019-2020, the unemployment rate in the country was 9.5% and 10.5%. These indicators show that the existing recruitment agencies in the country should continue to address the shortcomings.

At the same time, in our opinion, we put forward the following proposals to improve the activities of recruitment agencies in ensuring employment:

Covid-19 pandemic In January-June 2020, the unemployment rate in Uzbekistan rose sharply to 13.2%. The pandemic also had a negative impact on the international labor market. And that effect hasn't stopped since. The labor market needs recruitment agencies that can adapt to the pandemic. Every year, more than 80,000 graduates of higher education institutions enter the labor market. To meet the needs of those in need in the labor market, the creation of a remote recruitment platform for unsustainable forms of employment such as outsourcing, outstaffing, teleworking, freelancing is a vital necessity .

188 Recommendation 17.a) to combine information and use common terms in order to increase the level of transparency in the labor market, to organize the exchange of announcements about vacancies. Provide recruitment agencies with access to the Unified National Labor System database.

Recruitment agencies should be required to create a database of vacancies for local employers in at least 5 recipient countries when starting their activities. This demand increases confidence in agencies.

Today, most public services are provided to the private sector to improve their quality. In order to expand the scope of functions of employment assistance centers, it is necessary to give freedom to recruitment agencies. Given the insufficient coverage of active labor market programs to the needs of the unemployed, it is advisable to mitigate the organizational and economic factors that hinder the activities of recruitment agencies in the labor market infrastructure. That is, it is necessary to reduce the amount of mandatory deposits using social insurance.

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