

Foreign Experience of Employment for Youth

J.B. Jabborov, Teacher of Gulistan State University
M. Suidsultonova Is a student of Gulistan State University

Annotation: This article outlined the issues of youth employment in Russia and the forms of work with them, legislative and legal methods.

Key words: quota, youth employment, unemployed youth, "Youth practice".

As an economic category of employment, it is a set of relations related to the participation of the population in labor activities, and represents the measure of its participation in labor, the level of satisfaction of social needs and interests in paid workplaces, and income. Of these positions, employment is the most important feature of the labor market.

Employment is an economic and very important social problem that plays a decisive role in ensuring the standard of living of the country's population, in the formation and development of the professional opportunities of each person, in the formation and development of the personality. Therefore, employment should be the focus of the society, the state, and the socio-economic policy it is conducting. This problem deserves to be selected as an independent section. In this position, employment policy works as a set of measures aimed at encouraging the participation and effective performance of individuals in the labor sector in order to achieve the goals of society. The socio-economic situation in which unemployed youth exist is clear. Its analysis and evaluation is the subject of many interesting and deep scientific developments. Without repeating them, it is important to imagine difficulties, obstacles of a subjective, first of all personal nature, which intensify the experience of a person, in this period of transition from the status of a full member of society to the status of an outcast of that society.

In the current conditions in Russia, the state policy in the field of employment should be aimed at optimizing the labor market, increasing labor mobility, creating new jobs, and training and retraining personnel. Thus, the main goal of the state employment policy is economic stability, increasing the quality and competitiveness of the workforce, developing personnel training systems, providing employment to the population and providing enterprises with labor through the actions of state bodies on employment issues. is to create conditions.

In general, the Russian state employment policy is represented by 2 main directions:

1. assistance in providing employment to the unemployed population and assistance in vocational training and retraining.
2. encourage the formation of a flexible labor market.

The state carries out a policy of supporting the realization of the rights of free, effective and freely chosen employment of citizens. One of the directions of the active employment policy carried out by the Russian state is special measures to provide employment to citizens who have difficulty finding it and are especially in need of social protection. These include, first of all, young people.

Such special measures include job quotas in enterprises, institutions and organizations. Quotas mean the minimum number of workplaces for citizens of this category that the employer must work in this organization (including the number of workplaces occupied by citizens of this category). The concept, content and procedure of introducing quotas are presented in the "Recommendations on Quotas of Jobs in Enterprises, Institutions and Organizations for Persons in Need of Social Protection", approved by Resolution No. 9 of the Ministry of Labor of the Russian Federation dated 06.02.95. Quota - especially for citizens who need social protection and who have difficulty finding a job (compared to the average number of employees of enterprises, institutions, organizations) the minimum number of jobs that the employer is required to work in this enterprise, institution, organization, including in this category the number of jobs in which citizens are already working. In particular, the right to set a quota for hiring persons in need of social protection and having difficulty finding a job is exercised by local authorities. Quotas are implemented on

the basis of contracts concluded between local authorities and employers based on agreement with employers. The size of the quota and the procedure for its introduction are determined by the local government every year, taking into account the situation at the regional labor level, the opportunities of employers, and the financial capabilities of the region for at least one year. Employment for quota jobs is carried out by the employer in the direction of the employment service or independently. Applying for a job gives a citizen a reason to demand the conclusion of an employment contract. If it is not possible to allocate or create workplaces in their production to use the labor of young people and other categories of citizens within the quota set for this organization, employers have the right to rent workplaces or perform related work for this purpose. Quota work in other organizations transfer to the local budget to pay the cost of runes. Another direction of the state policy in the field of youth employment is the organization of work on temporary employment of minor citizens, which is a comprehensive analysis of the labor market situation, employment needs of teenagers. and is carried out on the basis of studying the employment opportunities of employers. In the absence of the necessary number of jobs for providing employment to teenagers, the employment service bodies shall submit their contribution to the local authorities on the establishment of employment quotas for persons under the age of 18 in accordance with the labor legislation. can swell. In accordance with the labor legislation, the employer may hire graduates of general educational institutions, primary and secondary special vocational education institutions, as well as persons under the age of 18, who are especially in need of social protection and who have difficulty finding work, for example, orphans. , orphanages are obliged to employ graduates, children left without parental care. The procedure for providing employment at the expense of the quota established by the state bodies and local self-government bodies of the constituent entities of the Russian Federation. The employer's refusal to hire the above-mentioned persons may be appealed to the court and the employer himself may be held liable. On the basis of contracts, the employment service bodies organize employment of teenagers through permanent and temporary youth labor exchanges, temporary employment enterprises, etc. Adolescents between the ages of 14 and 16 have the right to receive assistance from employment agencies. By order of Russia No. 94 of April 26, 1995, the Regulation on temporary employment of minors was approved. This ICT applies to students aged 14-18 in educational schools, primary and secondary special vocational education institutions, as well as those who are not students at the time of applying to the employment service for any reason. ra defines the main principles of activity of employment service bodies for temporary employment of teenagers. This Regulation defines the activity of the employment service bodies on organizing the employment of minor citizens who have reached the age of 14 for temporary work, both during the vacation period and during the academic year. However, the requirements of the Labor Code of the Russian Federation (youth labor) should be taken into account when providing employment to minor citizens. The youth employment service must take into account the limitations set by law when using their labor. Otherwise, the work offered to a minor cannot be considered worthy.

In order to provide employment to graduates of educational institutions, the Regulation on the organization of temporary employment of unemployed youth approved by the order of the Russian Federation dated November 22, 1994 No. 150 - "youth practice" is important. Heads of the federal public service bodies of the Russian Federation, regions, regions, autonomous organizations, the republican population of Moscow and St. Petersburg:

- ensuring that this provision is communicated to the lower bodies of the employment service;
- Ensuring the number of participants of "youth practice" in the regions not less than that envisaged by the Russian government;
- determine the number of "youth practice" participants for the lower bodies of the employment service, taking into account regional characteristics;
- ensuring the specified number of participants of the "youth practice" program in the development of regional employment programs and employment fund budget projects;
- financing of activities implemented within the framework of "youth practice" is carried out at the expense of the State Fund for Employment of the Population of the Russian Federation established in republics, autonomous regions, autonomous districts, provinces, regions, cities and districts of the Russian Federation. Decisions on the organization of "Youth practice" are made by the employment service bodies based on the situation in the regional labor market and the funds of the budget of the regional employment fund.

The selection of unemployed youth for participation in "Youth practice" is based on the fact that the teenager has been registered with the employment service as unemployed for more than 3 months. At the same time, in special cases, for graduates of (full) general education of educational institutions and persons who did not complete it for any reason, if they refuse vocational training, applying for "youth practice" is considered to be unemployed. can be offered from the date of discovery.

The following main criteria are taken into account when making a decision:

- the number of unemployed youth and their share in the total number of unemployed registered in the employment center;
- increase in the number of long-term unemployed among young people;
- lack of work skills and lack of professional knowledge among young people, which reduces their job opportunities.

Recently, the practice of creating youth labor exchanges has become widespread.

Youth labor exchanges have a number of important differences from the exchanges operating within the framework of the state employment service. First, narrow specialization - in terms of the nature of the served contingent (mainly young people) and functions (registration of the unemployed is not carried out, benefits are not paid, etc.). Specialization of youth exchanges creates necessary conditions for improving the quality of service. Second, youth exchanges often operate on a commercial basis. Unlike state exchanges, they do not receive subsidies from the state employment fund.

Therefore, the activity of youth labor exchanges is based on the principle of self-sufficiency (provided with free youth employment services).

References:

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3. Constitution of the Russian Federation, December 12, 1993.