

## EMPLOYMENT OF UNIVERSITY GRADUATES AS A SOCIAL PROCESS

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**Annotation:** *The article reviews sources on the issue of employment of graduates, systematizes the main approaches to studying the role of various social institutions in youth employment, employment statistics of graduates of the vocational education system and their integration is analyzed the labor market also develops methodological packages of tools; sampling and conducting a series of questionnaires, studying the attitude of employers to the reception of graduates of the vocational education system, using the survey methodology to determine the needs of students and graduates for information on employment opportunities, obtaining a picture of the attitude of students and graduates, educational services made recommendations on the optimization of the employment policy in terms of relations between the labor market and the labor market.*

**Key Words:** *Toolkit, transformation, employment, labor market, integration, devaluation, intellectual capacity, intensity.*

**Introduction:** In the conditions of socio-economic changes of modern society, graduates of higher educational institutions often find themselves undemanding in the labor market. The liberalization of vocational education and employment systems, the crisis of industrial production and the growth of the service sector have led to the appearance on the labor market of many young professionals who have vocational education but are not adapted to working conditions. University graduates are a socially vulnerable group due to their professional and socio-demographic status. Therefore, the state is called to act within the framework of the market economy and develop its activities based on the values of human rights, the norms of the Constitution of the Republic of Uzbekistan and the principles of the welfare state formation of appropriate management mechanisms and necessary social institutions at the regional level. In the context of changing the administrative and command system, as well as the previously formed structure, group and technical personnel, the enterprise planned its personnel, taking into account the renewal of the corps of specialists and young personnel professionals, women and workers who receive employment guarantees with limited and selective jobs. Nowadays, choosing a place of study no longer determines the humor of a professional career and future prospects. As a result, the number of people who graduated from the budget funds, graduated from a higher or secondary special vocational education institution, and did not work in their specialty increased several times. Other graduates cannot find a job at all. An equally worrying trend is the increasing percentage of graduates who are registered with the employment service after vocational training. Thus,

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there is a question about the effectiveness of spending budget funds aimed at market regulation, training and retraining of specialists.

**Main Part:** It seems urgent to look for ways to coordinate the various agents involved in the training and employment of young professionals. This can be done only with the help of democratic institutions, based on the logic of economic development and social justice, taking into account the interests of the main subjects of this process - educational institutions, employers and workers. In the conditions where the usual forms of entry into the labor phase of young people are changing, the motivation related to the choice of profession and vocational education is qualitatively changing, and the whole system of values and life directions of the individual is being formed restructured. Usual, established views and stereotypes cannot explain what is happening do not provide instructions for appropriate behavior. New structures, unconventional ideas and movements attract the younger generation. In this regard, the goals and visions of young people, the guidelines for their aspirations, social ideals and expectations change. Therefore, the role of sociological research, which provides objective information on the state of problems of employment of graduates of vocational education institutions and helps in the conditions of the modern labor market in general and in the conditions of a specific region, is renewed determining the priorities of social policy and management of vocational education.

The degree to which the problem of providing employment to graduates is developed is determined by the state of global and local research in the field of education, labor market, and changing institutions in the context of transition to the market. Many works of local and foreign scientists dedicated to the analysis of youth problems in the field of labor activity are of great importance.

Scientific publications in the field of sociology of labor and employment, sociology of education, sociology of youth, problems of unemployment, social and professional mobility of labor resources are focused on issues of socialization and professional adaptation, life and career choice, lifestyle and lifestyle.

Social policy determines the development of human resources and human potential through education and profession, along with ensuring a long and decent life of a person. The connection between the two most important institutions indirectly includes the condition of adaptation of graduates, implies the achievement of a world-class level of training to eliminate the incompatibility of existing vocational guidance systems with the new economic realities of the youth segment of the labor market. Based on the ideas of V. Yarskaya, it can be noted that education has an innovative function of increasing knowledge, and the mission of putting its results into practice, giving the subject social competence and professional success is carried out by employment. A necessary condition of flexible unity is not to separate, but to combine departmental efforts and interdisciplinary teamwork at the institutional level (E. Ilyasov). The above was agreed with the researchers who are developing a mechanism for adapting the future specialist to market conditions: S. Konstantinov, V. Krivosheev, T. Ruchkina, N. Fedotova, V. Yarskaya. Based on research data, A.S. Gotlib states that young graduates have naive

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expectations of their future work and professional career due to the lack of adaptability when entering the labor market. Later, when faced with the market conjuncture, social expectations are not fulfilled and lead to disappointment, anxiety and depressive psychological states. As a result, the conflict with the reality of labor causes a reorientation or degradation of the basic value system.

Today, in the youth policy, in all macroeconomic policies and in any state strategy, the priorities of ensuring employment of the population, rational structure, achieving proportionality in labor supply and job creation, development of labor and intellectual potential, vocational training Improving the system of education, distribution relations in the labor sector (N.E. Tikhonova, O.I.Shkaratan).

As the author of the dissertation noted, the most urgent thing is not only the search for effective social adaptation measures aimed at ensuring the secondary and primary integration of young people into the world of work, but also the socio-legal regulation of the actions of employees employment services.

The success of youth employment strategies is determined by the degree of their optimization, the ability to reflect changes in the external environment and modernize its structure, to form the appropriateness of professional potential, to activate individual abilities, and to adequately respond to them through appropriate behavioral strategies youth groups (G.E. Zborovsky). Not only new models of education, but also new technologies of employment and employment will appear in the conditions of society's informatization. Modern technologies that provide new means of conducting training courses make the problem of adapting subjects of the educational process to modern information systems more urgent, but so far only for certain segments of the population. This requires the ideology of social partnership, the expansion of cooperation with state bodies, employers and other partners in the field of vocational training and vocational training of unemployed citizens, unemployed population and laid-off workers.

On the basis of training centers of the employment system, it is useful and necessary to organize courses for specialists of employment services and educational institutions focused on issues of employment and adaptation of graduates of educational institutions. At the same time, the conditions for successful employment policies and strategies are broader: they include labor productivity and retraining systems, job development tasks, non-market relations and minimizing the rudiments of hidden unemployment.

Today, there are no clear criteria for success in the youth employment strategy and the behavior of young people in the labor market. At the same time, the labor market policy is only an integral part of the employment policy, which solves the specific problems of eliminating imbalances in the market economy, mitigating the consequences of unemployment, increasing the mobility and competitiveness of young people, and criticizing the activities of ministries and agencies. Inevitability and complete virtualization cannot remain hidden precisely because of scientific data, which helps to eliminate departmental fragmentation at all levels. The solution to the problem of providing employment to graduates of vocational education institutions is determined in the conditions of institutional cooperation of educational institutions, employers

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(enterprises) and employment services. Understanding the educational system as a unique and integrated social institution allows to distinguish the main issues of theory and practice that have arisen in the context of cultural and economic changes. Education as a social institution in the system of social division of labor is not only a set of specialized institutions united by the commonality of tasks and forming a separate division of the social structure, but also a system of individual value imperatives, norms and social roles, actors and actions that distribute and redistribute the symbolic resources of society and provide special functions in its life. In the most general form, educational functions are usually divided into three types: economic, social, cultural. In the conditions of developed market relations, the transition to continuous education of adults, continuous professional retraining is carried out against the background of a sharp decrease in the efficiency of the educational institution and an increase in its price. In the conditions of expansion of democratic values and reduction of state bureaucratic control, the educational institution begins to adopt new market strategies, and the main groups of subjects operating in the field of changing education are the groups of consumers and providers of educational services.

From the institutional point of view, the wide spread of non-standard methods of adaptation is explained by the transition from formal rules and norms of economic behavior to informal norms and rules, which allows for a more flexible approach to reforms, and at the same time maintaining some marginality and half-heartedness.

If graduates in the labor market are considered from the point of view of adaptation, then in this case social groups of successful, adapted and incorrect people with different social and psychological characteristics are distinguished. The level of adaptation to social changes is largely determined by the behavior of people, in particular, the strategies they choose to ensure their financial situation: passive, active and neutral. One of the ways of restructuring the labor market in transition economy countries is to change its institutional foundations. The development of formal employment support organizations is important for the labor market, where personal contacts have traditionally been the most important channel for employment, which may not have negative consequences for the labor market as a whole.

A number of studies have shown the influence of factors that determine whether to turn to employment services or focus on other channels of employment. These are, first of all, factors that describe the resources of a person in the labor market: socio-demographic (gender, age, education), economic (financial situation, employment status at the time of application); factors that describe the level of claims of a person; features of the job search strategy; subjective assessment of one's opportunities in the labor market; ideas about the effectiveness of institutional market channels.

In the last decade, complex processes have taken place among young people, which indicate a reevaluation of the cultural values of previous generations and a violation of continuity in the transmission of socio-cultural experience. When it comes to the future, many young people are hopeful about their chosen profession, although they fear unemployment. In general, a pragmatic approach prevails in evaluating and commenting

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on future work. Most young people believe that although the socially useful and creative meaning of work is important, one should not forget about earning money. For every tenth person, any job is worthwhile, if it receives a good salary for every fifth person, it is of vital interest if it gives an opportunity to realize their personal interests and plans in the first place. In order to increase self-confidence, young people seek to obtain higher education, master a foreign language, computer skills, acquire business skills, acquire the ability to think and act correctly in the market economy, and acquire legal knowledge.

Most educational institutions operate within the framework of the administrative system, and the production sector has moved to full market relations. The guarantee of this inconsistency is, first of all, young people who receive vocational education that does not meet the requirements of the labor market. This further strengthens the discriminatory situation of young people in the labor market.

An analysis of the employment of unemployed graduates showed that they were the most competitive in the registered labor market in the first half of the 2000s. were graduates of higher education institutions, they were the most employed. The employment rate for unemployed graduates of secondary vocational education institutions was about 40 percent. Taking into account the composition of unemployed graduates by place of residence, as well as the gender aspect, it can be concluded that "urban" and "female" unemployment prevails among regional graduates. At present, with the increase in the absolute number of graduates applying to the employment service, a decrease in the share of graduates in the total number of unemployed is observed; increase the share of graduates of higher and secondary special vocational education institutions in the total number; decrease in the share of graduates of primary vocational education institutions in the total number; reduction of the share of graduates living in rural areas; increase in the percentage of women among graduates; The largest number of unemployed graduates sent for retraining studied in special secondary vocational education institutions.

One of the possible models of encouraging enterprises to employ graduates is the financing of specialist training by interested enterprises, including the payment of scholarships by interested organizations to students who are preparing to work in this organization in a certain profile at the university. A scholarship from extra-budgetary sources can become an important tool for meeting the enterprise's need for qualified personnel, training personnel at the intersection of existing specialties, specializing in a specific field of activity (G.A. Balykhin, A.V. Krasilnikova, P.V. Romanov, Yu.V. Chebotarevsky).

This could solve the problem of targeted training for enterprises.

Among the enterprises that agreed to answer the interview questions, the majority of managers (almost two-thirds of the respondents) expressed interest in attracting young professionals - graduates of higher education institutions to their employees. Businesses that have made it clear that they do not need to hire young professionals vary in their lines of business, but most of them are businesses that provide services ranging from



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disinfecting buildings to advertising and medical services. Among those who do not need young people, the second place is industrial enterprises, and the second place is a relatively small share of trade organizations. The interest in university graduates is closely related to the needs of production, specific fields of work and the characteristics of a specific branch of the national economy. In small cities, according to the survey, young professionals are in high demand. As a result of the survey conducted among the heads of enterprises and organizations in the cities of Fergana and Tashkent, it was found that most of the heads (almost two-thirds of those who participated in the survey) are interested in hiring young professionals - graduates of higher educational institutions. Technical experts are of great interest.

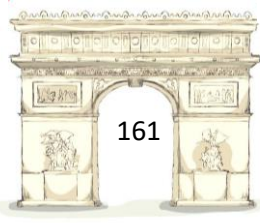
The demand for management, socio-economic, medical workers and specialists remains in the chemical industry. Of course, the economic specificity of the region plays an important role in the structure of this demand.

Managers see the guarantees of the specialist's return to the enterprise in the conclusion of a tripartite agreement between the enterprise, the student and the university. During the survey, the leaders were in favor of introducing tax credits to enterprises that finance the training of young professionals and the establishment of patronage councils.

The wishes of the heads of the enterprise were expressed on behalf of the heads of higher educational institutions to increase the relations between the university and the enterprise (awareness of the needs of the enterprise, student internship at the enterprise), as well as to increase the quality training specialists.

The main areas of activity of the recruitment agency are: scientific-methodical, research, analytical work; creation of information space; counseling, prevention and career guidance; organization of internship and employment of students. Ensuring social protection and adaptation of young people at the stage of transition to the market economy is an important task of the employment system in general and especially in graduate employment agencies. It is expected that the solution to this problem will be implemented in three directions: organization of socio-psychological work with young people on career guidance, training for highly qualified professions, additional jobs, including youth and o Creating temporary jobs to ensure the employment of immigrants with their own free labor. Electronic recruitment agencies and employment services are developing rapidly in modern Uzbekistan. Please note that in accepted terminology, the difference between recruitment agencies and employment services is that the services of the former are paid by employers, and the services of the latter are paid by candidates, but sometimes these concepts are used synonymously. In addition, recruitment agencies at higher educational institutions are financed from various sources, including state budget funds.

Most of these new electronic partners in the labor market work with universities, sometimes such agencies are even located on the university's servers and are run by students and graduates themselves.



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The analysis of interviews with experts highlighted an important topic such as the social responsibility of intermediaries in the labor market today. Formation of organizational culture in the region, conducting market assessment, releasing young professionals and synchronizing the rapid changes in labor demand - all these processes are in the focus of the recruitment and employment of specialists. According to experts, the assessment of the demand in the labor market is very important for the training of in-demand professionals. On the surface, there are promises of computer and information technology specialists, qualified sales managers and sales professionals. Being a graduate employee does not always promise immediate income. Recruiting a graduate to an employer is a process of balancing the benefits and limitations of such a step. The pros and cons are interrelated - framed as two sides of the same coin. In the interview, it was possible to clarify a number of problems of student recruitment agencies: technical equipment of student recruitment agencies, lack of feedback mechanisms, problem of payment for services. As a measure to solve the problem of providing employment to graduates, the respondents suggested introducing special courses in universities and even changing the entire educational process. In the conversation, the problems of interdepartmental cooperation in the labor market were separately considered. From the position of non-governmental employment service and university recruitment agency, joint projects between the employer and the university are possible and necessary. Interacting with employment services is a controversial task, primarily due to distrust of the state bureaucracy, which has been criticized for excessive ritualism and lack of transparency. In this regard, respondents emphasized the importance of Alumni Associations and believed that such a structure would be more flexible and effective compared to public services and employment assistance centers.

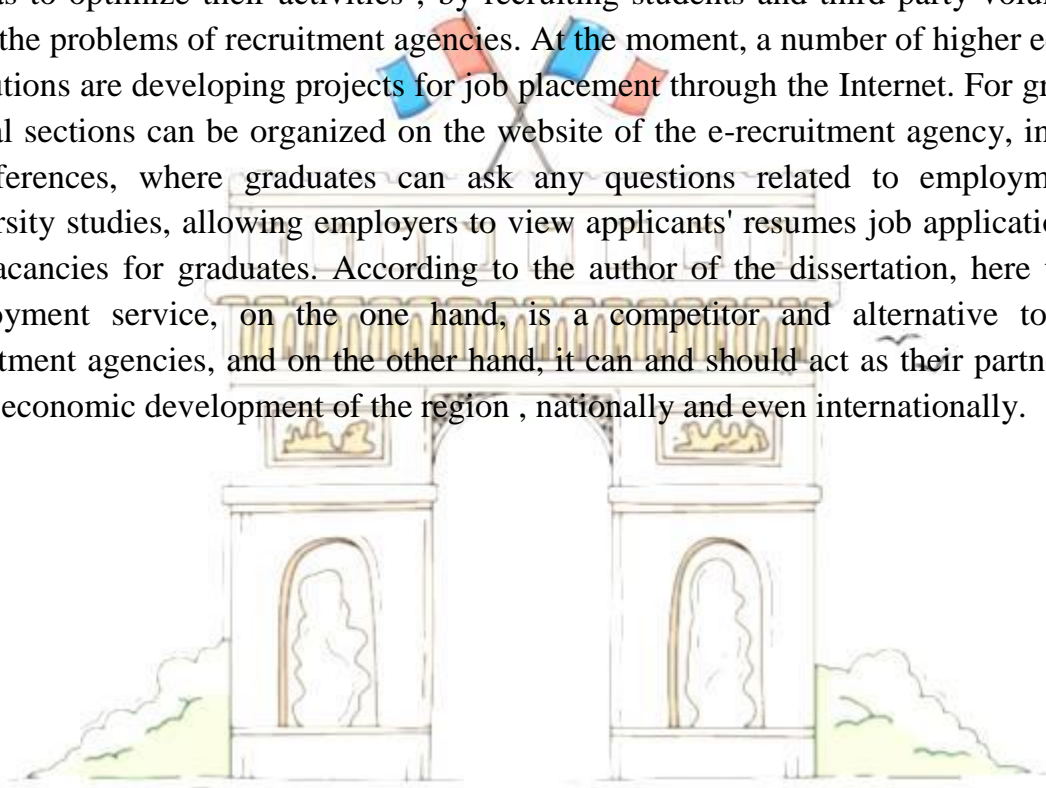
At the same time, the state employment assistance centers were approved by our respondents for their high level of retraining and training of jobseekers. In connection with the organization of special events, a positive response was heard about state intermediaries in the labor market.

Currently, there is a need to clearly define the areas of work of student recruitment agencies. Three main levels of activity seem promising: applicants and students, faculties and departments of universities, and employers. Heads of student recruitment agencies do not have enough resources to work extensively with departments and faculties to correct or change curricula that do not meet the needs of the modern labor market and the requirements for professionals notes, supports a similar approach. The problem of directing young people to a profession and choosing the right specialty is the cause of heated discussions.

**Conclusion:** The activity of student recruitment agencies is related to the problem of staffing the agency itself. Currently, two models of organization of student recruitment agencies are clearly visible: the staff consists mainly of students in their last academic year; the second model assumes that university employees, trade union members can provide voluntary assistance here, but, as a rule, they are more weakly involved; In the first case, the specialists of the recruitment agencies emphasize the problem of "natural

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staff turnover", they have to train new employees every year to replace those who have graduated from the educational institution, but this is not a problem for everyone, and this; considered as a characteristic of student recruitment agencies, which should be in constant dynamics. The second model describes "stagnant" types of student recruitment agencies, which, as a rule, cannot organize active work in terms of promoting student competitiveness and employment for objective and subjective reasons. While summarizing the results of the study of the structures implemented to support the employment of graduates of educational institutions and young people in the city of Fergana, first of all, the social structure of the city is sufficient with the services that support the employment level filling. At the same time, there is a need to expand the scope of their activities with each other and with state employment services (work with faculties and departments, applicants, employers and other interested organizations), as well as to optimize their activities ; by recruiting students and third-party volunteers to solve the problems of recruitment agencies. At the moment, a number of higher education institutions are developing projects for job placement through the Internet. For graduates, special sections can be organized on the website of the e-recruitment agency, including: e-conferences, where graduates can ask any questions related to employment and university studies, allowing employers to view applicants' resumes job application form, job vacancies for graduates. According to the author of the dissertation, here the state employment service, on the one hand, is a competitor and alternative to private recruitment agencies, and on the other hand, it can and should act as their partner in the socio-economic development of the region , nationally and even internationally.



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