

**Bakhriddinova Diyora Farhod qizi,**  
The trainee assistant of "Real Economy" of  
Samarkand institute of Economics and Service

## **IMPLEMENTATION OF THE PRACTICE OF CONTINUOUS MONITORING OF YOUTH EMPLOYMENT IN THE CONDITIONS OF INNOVATIVE AND DIGITAL ECONOMY**

**Abstract:** In this article, in the conditions of the Republic of Uzbekistan, the effective use of databases of state administration bodies in the monitoring and management of the employment of graduates of educational institutions, the goals and tasks of employment monitoring, the stages of its organization, as well as the analysis of the experience of Uzbekistan and Russia in the organization and implementation of employment monitoring comparative data are presented. An effective alternative model for studying and analyzing the employment status of graduates of higher education is proposed.

**Key words:** digital economy, competitive, labor market, employment monitoring, employment monitoring, digital monitoring.

Development and implementation of information and communication technologies in various spheres of human activity has a special place in the development of society in the conditions of innovative development. The laws of the market economy - from the preparation of educational programs to the preparation of qualified specialists for a specific field, that is, determine its requirements for the entire education system. It is necessary to pay special attention and feel a great responsibility in the training of personnel for the management of the social system, because it directly depends on the prosperity and development of the state at the international level in the future. In such conditions, managing the educational process and the provision of various educational services oriented to the requirements of the labor market is one of the urgent tasks in the development of a new, modern society. State and society, as well as social sector

management, can ensure and implement reforms based on real study of market requirements, that is, based on the principles of marketing management. In the conditions of a developed market, marketing becomes an effective means of solving the issue of quality and competitiveness of goods and services.

In the context of socio-economic changes taking place in the republic, the state management of the process of training, employment and employment of specialists is of particular importance in the formation of the cocktail market.

967 of the Cabinet of Ministers of the Republic of Uzbekistan dated December 3, 2019 "On the gradual transfer of higher education institutions to the self-financing system", to fundamentally improve the financial management system of higher education institutions, to create more opportunities for them to attract extra-budgetary funds, in higher education the process of moving to the next stage of reforms in the directions of further improving the effectiveness of reforms and the quality of education, creating modern conditions for professors and students has begun.

It has been studied by many researchers that the first-level, urgent issue in improving the quality of education and ensuring the employment of personnel is the mutually beneficial cooperation between personnel training and production, and relevant recommendations have been developed.

The main goal of higher education is to train competitive specialists and provide competitive service. However, in order to determine the best system of organization of higher education, the process of applying the methods of quality management tested in practice remains relevant.

As one of the main factors determining the competitiveness of graduates, it is natural to measure the level of employment of graduates and their success in work.

However, there is no innovative single electronic platform that monitors the employment of graduates of general education schools, academic lyceums and higher education institutions, who graduate thousands every academic year. However, youth employment is one of the main directions of state policy. In the experience of Uzbekistan, these problems are clearly visible in the implementation

of reforms in the direction of more effective functioning of the management mechanism through sectors, organization of work in regions, neighborhoods, targeted work with unemployed youth, and their employment. Without new information and communication technologies, without innovative projects, it is impossible to achieve our goal set in front of us with traditionally working mechanisms.

For example, according to the results of the research carried out at Bukhara State University, the calculation of the costs related to monitoring the employment of graduates of higher educational institutions in the Bukhara region in the 2018/2019 academic year was carried out, and it was found that the total costs amounted to 160,105.3 thousand soums. This in itself consists of material costs related to additional travel costs and additional time spent. However, even though so much money is spent in one academic year, the results of studying the employment status of graduates are very unsatisfactory, which is influenced by a number of factors:

- Existence of subjective conditions in the process;
- Since a significant share in the rating indicators of higher education institutions is assigned to the employment indicator of graduates, it is natural that higher education institutions try to increase these numbers as much as possible;
- Requesting information on the employment of new and re-graduates from the educational institutions of the state administration bodies and the relevant parties responsible for employment, etc.

In particular, we will look at the experience of monitoring the employment status of graduates of higher education institutions in the Russian Federation.

Monitoring of the employment status of graduates of all higher education institutions operating in the Russian Federation is carried out centrally on the basis of an automated system. In this case, indicators of the employment status of graduates are determined by processing data from 2 separate sources. These are the following:

1. Data of the pension fund of the Russian Federation.
2. Federal Register of Educational Documents (FRDO).

The federal register of educational documents is the only electronic register that must be entered by the educational institution within 60 days from the date of issuance of documents confirming the receipt of education (diploma, certificate) issued by all educational institutions (including higher educational institutions) to graduates.

These processes are covered by the initiative of the Ministry of Education and Science of the Russian Federation on the Internet portal "Monitoring the employment of graduates" and it is possible to follow the monitoring results. The portal database provides an opportunity not only to obtain all statistical data on the Russian Federation, regions (provinces) and higher education institutions, educational fields (specializations), but also to assess the migration of graduates within the Russian Federation.

The Russian experience allows graduates to conduct employment monitoring at low cost for short periods and several times a year, but some graduates (including those working in law enforcement and similar bodies, on decree leave, in military service, working or continuing their studies abroad graduates) has not been created. Because the information is determined on the basis of contributions made by the graduate to the pension fund. For graduates in the above category, deductions will not be calculated and will not be transferred to the pension fund. However, graduates belonging to this group cannot be included in the category of unemployed.

In the conditions of the innovative and digital economy, abandoning this traditional, low-performance and inefficient practice, studying advanced foreign experiences and taking into account local characteristics, establishing a "Digital Employment Monitoring" center on the scale of the Republic of Uzbekistan, first under the Ministry of Employment and Labor Relations, and then in a non-governmental and non-profit form. and we consider it appropriate to fully automate its activity.

The activity of the digital monitoring center is carried out through a special platform based on the integration of the databases of state administration bodies,

the platform creates an opportunity to create an improved innovative mechanism of employment of graduates of educational institutions and monitor their employment. Digital monitoring center:

- Organization of labor activities and digital employment monitoring of graduates of higher educational institutions (HEIs), vocational schools, colleges, technical schools, academic lyceums and general secondary schools;
- Uniting cooperation of educational institutions, graduates, employers and relevant state bodies into a single platform;
- Implementation of tasks such as creating a mechanism to attract graduates of educational institutions who could not get a job to training centers, Mono-centers, IT training centers, Training courses, Entrepreneurship courses, business-accelerator, and based on employment, educational institutions objectively evaluate the prestige index and form a rating.

Also, the activity of the center covers the contingent of graduates of general education schools, secondary special vocational education institutions and technical schools. That is, monitoring of these graduates' continuing studies in the next stages of education, their employment status, serves as an important source of information in the implementation of effective measures to ensure their employment.

**Summary.** With the improvement of various levels of databases and platforms used by ministries, committees, offices and related centers in the state structure, firstly, it gives the opportunity to conduct quality monitoring of employment using the information of these databases (platforms), and secondly, besides determining the employment status of the graduate, It also provides opportunities to study and analyze indicators that are useful for a number of different analyses.

The effectiveness of the digital employment monitoring practice is measured by the following criteria:

- Continuity and consistency of monitoring is ensured;
- Saving of material expenses in the implementation of monitoring;
- Non-recruitment of additional workforce during monitoring;

- Time savings in data collection, study and analysis;
- The reliability of the information obtained as a result of employment monitoring is ensured;
- An opportunity will be created for real monitoring of the graduate's labor activity for 3 years.

It provides an opportunity to quickly determine the employment status of graduates, their progress in the ranks of the service and their current status (employed, raising children, in the military, abroad, disabled or unemployed, etc.) and to conduct marketing research based on reliable data, and will be the basis for the development of specific recommendations on the adaptation of young professionals entering the labor market to new jobs and successful organization of work.

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