ABSTRACT

The indicators, types and forms of employment, indicators reflecting the effectiveness of the employment, and the factors affecting population employment were mentioned in this work. In addition, the description is also given to the characteristics of the formation of the labor market. It is very important to understand economic, demographic, and social meaning of employment in the process of investigating the employment of population. Economic meaning of employment can be seen in terms of supporting the good life from its own labor for staff. In addition, it helps in the development of the effectiveness of production. Social meaning of employment refers to human growth and development (Sovi, 1977). Demographic meaning of employment can be seen in the connection of age and gender characters, its structure, and others.

Key words. Employment, population, demographic factors, social factors, economic activeness, labor market.

Introduction. Demographic factors and the economic activeness of demographic and ethnic groups are counted as the main factor of market dynamics regarding the ability to work of the population. For example, based on the reason for the social activeness role of women in their structure of labor force, the offer for labor force was developed. Based on this result, the place of women brought about development in the society. Also, it allows mentioning the fact that the following indicator differs from each other in many countries. The highest values belong to European countries. One special area or demographic condition plays a special place in such situation. Demographic condition was a strong social, economic, geographic, and political process. It grows base on the natural increase, migration and location of population, urbanization, national and social structure, family structure, labor recourses, and supporting with employment (Osipov & Moskvichev, 2014). In general, it seriously influences the process of getting more or less of labor resources in the country.

The indicator system which shows employment effectiveness in theoretical and practical economics

Figure 1. The structure of indicators which shows employment effectivity in economic theory and practice (source: Ziyaev, 2009)

It was created based on the structure of indicators which shows employment efficiency in economic theory and practice (Ziyaev, 2009). The first group divides the proportion on labor resources of society based on its participation in useful social activity. The second group is based on the employment degree of population in labor ability. On the one hand, economically speaking, this indicator shows the need of social economy in regards to the employee. On the other hand, it has to do with the need of the population in regards to job vacancies. According to such
characters, the effectiveness of employment may be accomplished on the basis of the balance of labor resources. The third group represents the structure according to the sectors of economy and the groups of employees involved. The fourth group reveals the structure of the skills and professionality of the employee. It shows division according to the professional and skills group of employees of population and the tendency of the degree of preparation of professional’s structure based on the need of the employee of the economy.

Characters which are based on the entity of the employment of the population, employment types, economy branches, and division according to the professional-skills group based on the people’s age and gender can be different. According to the gender and age groups of population and its characters of participation in useful social activity, the union of the population was received and is known as socio demographic groups (Зорин, 2002). The experience shows that taking into account the gender and age of the population separately reveals the following socio-demographic groups: men and women youth (active for labor of population till age 16-19), middle aged person (30-39 age), persons at age of pension (higher than 50 years old active for labor), and retired persons.

There are many factors that influence the employment of population, and its development plays a special importance in the economy of the state. For example, it is possible to affirm that the most important aspect of the development of labor resources among socio - economic factors include production in the regions and characteristics (development of labor quality) of economic conjuncture structure. Hence, the following condition influences working youth and working pensioners. Job places, especially the existence of job places for suitable usage of works for teenagers and pensioners, has a connection with production structure. Thus, such process is a suitable condition for mainly developed countries. Social aspects of employment are used to earn a suitable income, restart the job of any person, and show their need to perform in social useful labor (Hakim, 1980). The first to labor market of demographic factor possible to see the biggest influence of unequal regional division of labor power which were found on the reason of the population of the country were set in different areas.

The regional foundation of the employment of population might have a significant influence on the economic, social, geographical, demographical, psychological, and political factors. (Figure 3). One of the purposes of this study is to analyses independently the economic factor which influence the employment and unemployment phenomena both in terms of theory and practice.

Figure 2. The main factors which have an impact on employment (Source: Own representation)

Concerning this fact, there will be taken into consideration both full and effective employment of the population. This fact is related to the needs based on the labor of the people and the development of economy is at high level. The main factors which influence the employment of the population are: population growth, age and gender structure, migration, standard of living, health, type of property, branches of economy, and existed job places structure. All of these factors should be used in analyzing special regional condition. The first and significant influence of demographic factors on labor market is unequal division of labor force caused by tight allocation of population. The stability of economic, social and other communications is
appeared in socio-legal support of population and active politics associated with employment of a country and special area. Flexibly mobility of the labor force is essential for the change in the structure of jobs.

Furthermore, it is known that the development of market relations takes the problem of labor resources employment. This is very important especially for the country with high population density, policy of making economy free, and making structural changes. At the same time, there were taken into consideration aspects about free job based on additional labor power and increase in the number people who were looking for job.

The above-mentioned factors should interfere in the analysis with the special regional conditions. Among the main conditions can be mentioned the stability of economy, national and other relations, social- legally support of population, active police of the state in the field of employment, activeness of labor force to the structural changes of population are count. Regional characteristics of labor market of the country were, first of all, connected with influential factors such as natural-climatic, regional, demographic, social-economic and legal characters. It was mentioned that the following factors appear clearer especially in the village labor market. For example, natural-climatic conditions serve as a supporting factor for getting better request and offers for labor power. In fruitful agricultural lands which were supported with enough water in different areas, labor power was collected and job places activates normal. This led to the apparition of new job vacancies, support equality between request, and offers the extension of works on activated plants which creates more possibility. Therefore, this can influence an additional degree of labor resources or reduce unemployment.

Demographic processes can influence the development of labor market. However, the following influence majorly seems to be in the development of the volume and structure of labor force (Alijonov, 2015). These include:

- The degree of high birth rate is of great value to the labor force in future labor market. So, it seems that the request of the labor force can be more than the request size;
- High birth rate influences the economic inactive population. This is because it will meet the birth women and would change the economic active population into inactive population. After two years, they can get back to the active structure of the population;
- High death rate makes the growth of labor force request low;
- The rate of the ability to work of population based on the age and gender structure defines the size of the labor force request;
- The number of population in the low layer of ability to work and the number of population in the upper layer of ability to work can be the reason for the creation of additional labor force request in the future labor market;
- The population and migration of labor force supports redistribution of labor force through the territories;
- The result of strong demographic processes cannot support the proportional size and quality indicators of the labor potential of the country.

The main economic possibilities of the development of labor market were according to the voluntary employee of their own working abilities and the employers to the working places they serve. Here, it allowed us to mention that the relation of subjects to each other made their private good account. Therefore, they show only the useful social needs of the social-economic life of the population in reproduction.
Creating opportunities on the labor market means an achieving tendency between request and offers for labor force to compile each other to be free or as a result of equal partner relation (Abdurakhmanov et al., 2006). Voluntary employer and employer on point of personal freedom and the economical need were connected to each other. Even they would be dependent on each other, they can be against each other in the market. Consequently, it achieves the market tendency between request and the offer of labor force count as main economic tasks which solve the development of labor market. However, such tendency does not exist in practice.

Among the socio-economic factors for the development of labor resources, more important ones may count the production in the region and the economic conjuncture structure characters (growth of effectiveness of labor) (Prykina, 2002). The following condition can influence the working youth and working pensioners. Workplaces, especially the existence of work places for using the labor of youth and pensioners, depend on production structure.

Economic conjuncture can grow the request to the labor force or reduce it. Therefore, this labor field can be extended or get small. So, accordingly, the work of looked labor resources might possibly be more or less. Among the condition of social possibility based on the development of labor market, conjuncture employee and employer play a special role in the quality structure and growth of indicators. The agreement signed between employee and employer can be counted as legal conditions of selling or buying labor force.

In the scientific works of East specialists on labor rights, labor agreement is defined as “It is an agreement to get responsibility to work for salary of staff and legal subordinate.” Agreement refers to the different views of private-legal purchase. According to this, it is defined as the usage of the possibilities and the needs of the norm and rules of the citizen’s law.

The main characteristic of labor agreement is to really make workers subordinates and to make them become dependent. This is not inclusive except it means trust on the legal relations and long-term characters. Labor, which is economically voluntary, is looked as the main sign of labor agreement. Subsequently, this is according to the rule which was not only social-economic, technical, organizational, but also legal character and which answers to all requirement of legality. Recommendation on labor force in labor market was emphasized. Also, there is the need for them to come against each other through the factor of salary rate and to come in agreement with economic relations.

References