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**PROSPECTS OF MONITORING GRADUATES' EMPLOYMENT  
IN DIGITAL TECHNOLOGIES**

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*We need to develop a national concept  
of the digital economy, which implies  
the renewal of all spheres of the economy  
on the basis of digital technologies.  
On this basis, we need to implement the program  
"Digital Uzbekistan-2030" into life.*

***Sh. Mirziyayev***

***Abstract:***

***Background.*** In the article the authors stated about the need to use digital technologies that provide opportunities to improve the quality of education in the educational system and improve the effective management of competitive personnel training process, to make drastic quality changes in higher education and increase the indicators of employment of graduates, improving the quality of employment monitoring in higher education and other organizations.

***Materials and methods.*** The further development of our country, the formation of a high-tech economy, the rapid development of industrial sectors, small and medium-sized businesses provide new opportunities for the realization of the potential of citizens. The main purpose of all stages of education is aimed at providing excellent and high-quality training and service of competitive young specialists.

***Results.*** Wherever the transition to the "Digital economy" and "Electronic government" is taking place, it is clear that the burden on the people is reduced, government expenses is reduced, and corruption is prevented.

***Discussions.*** In the implementation of youth policy, in order to ensure their employment and take comprehensive support measures, it is first necessary to have a realistic definition of their employment indicators on an individual basis, that is, to have accurate data on employment monitoring.

***Conclusion.*** This technology will give a strong impetus to our people to take bold steps to promote the benefits of digital information systems and increase the number of options related to the digital economy in education, while increasing the level of transparency in any industry, reducing corruption.

***Keywords:*** digital economy, graduate employment, monitoring system, labor activity, higher education system, modern information technology, the third Renaissance period.

***Introduction.*** In the period when science is developed, the digital economy is entering into practice, information technology covers all spheres as a whole, Uzbekistan is building the foundation for a new period of revitalization. In his speech at a solemn ceremony dedicated to the twenty ninth anniversary of our independence, the head of our state noted that "It is exact to say that a glorious power of our people is creating the foundation for a new revitalization - the third Renaissance period in Uzbekistan at the present time. Because today's Uzbekistan is not yesterday's Uzbekistan. Today's people are also not yesterday's people," he emphasized. Indeed, the processes of developing, which are taking place in our rapidly emerging life, manifest themselves in all spheres. In particular, essential reforms are being carried out in the educational system. We are well aware that lots of important decrees, decisions and programs have been adopted in this regard.

The “Law on Education”, which was approved recently, will undoubtedly open new horizons in the development of this period. According to the law, distance and inclusive forms of education were introduced, educational organizations were allowed to establish joint faculties and educational centers with foreign institutions. Also, teachers were given the right to freely choose the author's program and methods of teaching, modern pedagogical systems, methods of teaching and learning. As a result, thanks to large-scale democratic changes, including educational reforms, the period of a new Revitalization in Uzbekistan, that is, the main goals of creating the foundation of the third Renaissance, was defined.

The fact that the year 2020 in our country is called the year of "Development of Science, Education and the Digital Economy" indicates that in our country special attention is paid to the transition to the digital economy and the development of information technologies. Undeniably, this is a positive revolutionary turn for a new era in the interests of our people.

Particularly nowadays, digital knowledge and modern information technology are considered to be one of the important conditions for progress. And digital technologies improve the management of the state and society, creating great convenience in the social sphere. It also lays the way for economic growth, improving the quality of products and services, reducing excessive costs. Another important advantage - puts an end to corruption. The further development of our country, the formation of a high-tech economy, the rapid development of industrial sectors, small and medium-sized businesses provide new opportunities for the realization of the potential of citizens. And this will be the basis for the creation of the foundation for a new historical period in our stability and development – the third Renaissance period, which we have stated above.

**Materials and methods.** In his Address to the Oliy Majlis, the President said: "In order to achieve progress, it is necessary and essential that we possess digital knowledge and modern information technologies. This gives us the opportunity to go through the shortest path of ascension. It is not surprising that the creation of a comprehensive and effective management system is the main condition for the fulfillment of the enormous tasks that stand before us." Furthermore, the wide introduction of digital technologies into all spheres of economic and social life was shown as the most priority task. In this regard, a number of significant tasks have been defined in the state program on the implementation of the year of "Development of Science, Education and the Digital Economy" in order to ensure the implementation of the tasks established and sustainable improvement of quality of life, as well as the adoption of state programs with wide coverage in the implementation of digitization reforms. A favorable environment for the development of the "Digital Economy" was created. As we know, the digital economy is an activity based on digital technologies, the economy leads to labor productivity and competitiveness of the product, a decrease in production costs, the creation of new job places through the development of such technologies in the sectors. Wherever the transition to the "Digital economy" and "Electronic government" is taking place, it is clear that the burden on the people is reduced, government expenses is reduced, and corruption is prevented.

It is necessary to note another aspect, modern scientific approaches and innovations in the digital economy are important and priority, and this is the development of industries with high scientific capacity. Higher education is no exception. We explain in practice the application of digital technology in the system of Higher Education. For example, the laws of the market economy - from the preparation of training curriculums to the training of qualified specialists for a particular field, that is, it determines its requirements for the entire educational system as a whole. The state and society, as well as in the management of the social sphere, can realistically study the market requirements, that is, ensure the consistency of reforms and implement them based on the principles of Marketing Management. In developed market conditions, marketing becomes an effective means of solving the issue of quality and competitiveness of goods and services. In the formation of the labor market on the basis of digital technologies in the conditions of socio-economic changes taking place in the Republic, training, employment and public administration of the employment process are of great importance.

In the educational system, there is a need to improve the quality of education and effective management of the process of training competitive personnel, to increase the level of sharp quality changes in higher education and the indicators of employment of graduates, to increase the quality of employment monitoring and to use digital technologies that provide opportunities for graduates to record their successful steps in the career ladder.

In his recent speech at the 75th session of the United Nations General Assembly, the head of our state among with many important issues drew the attention of the world community to Uzbekistan's initiative to adopt the International Convention on the Rights of the Child. In his speech, "When we say the right of young people, we understand, first of all, their full right to live peacefully and healthy and to receive education. Therefore, it is always a priority for us to ensure the harmonious development of our growing younger generation, quality and excellent education," he expressed confidence in the opportunities created for the youth of Uzbekistan.

And it is no secret to us that this is a very topical issue of the first level in improving the quality of education and ensuring the competitiveness of personnel, the mutually beneficial cooperation between the full-fledged training and production of specialists in this field. The main purpose of all stages of education is aimed at providing excellent and high-quality training and service of competitive young specialists.

However, today the process of applying tested methods of quality management in practice to determine the best system of education organization remains relevant. One of the main factors determining the competitiveness of graduates of educational institutions is their level of employment and success in employment.

So how is the employment of young people or the effectiveness of their labor activities controlled today? Are they always helped in their employment on time? How is their employment status monitored? Is employment monitoring transparent? We wanted to share our research and studies to find answers to such questions.

If we look at the example of higher education institutions, it is an urgent issue to meet the demand of personnel customers for graduates of higher education institutions, as well as to create opportunities for adaptation and employment of graduates of regional higher education institutions in the regional labor market (Bukhara region), as well as real recording of their employment indicators and analysis of the situation in this direction in other regions, unfortunately, is the same.

For several years, the process of studying the employment of graduates of higher education institutions of the Republic of Uzbekistan has traditionally been the same, carried out by teachers visiting the graduate's place of work or residence. As a result of this type of general monitoring, statistical data is formed on the basis of formalized acts, and the data of the State Statistics Committee are formed on this basis.

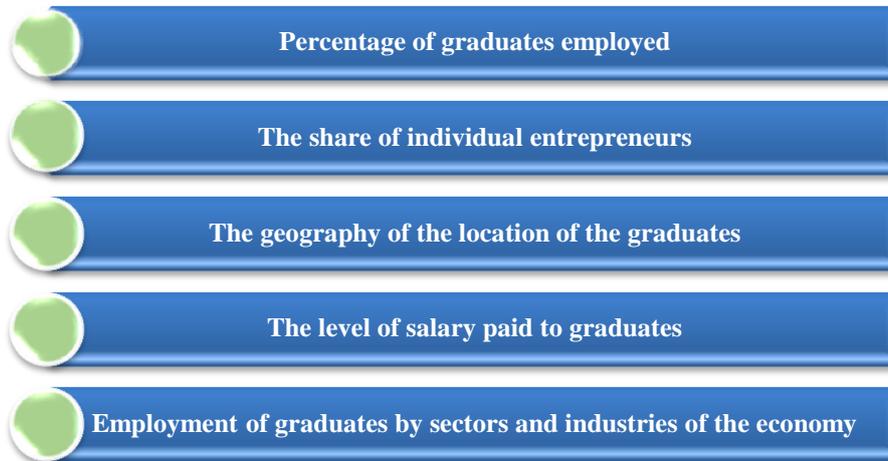
It can be concluded that in the traditional way, firstly, the study data are formed under a completely subjective influence, and secondly, the increase in material and pedagogical time spent on employment monitoring (employment monitoring of graduates of 4 higher education institutions in Bukhara region in 2018-2019 academic year) As a result, about 160105.3 thousand soums were spent by teachers), which makes it necessary to digitize this process.

**Results.** We will try to justify our opinion based on the experience of the Russian state. Monitoring of the employment status of graduates of all higher education institutions operating in the Russian Federation is carried out on the basis of a centralized automated system. In this case, the employment status of graduates is determined by processing data from two separate sources. These are:

1. Data of the Pension Fund of the Russian Federation.
2. Federal Register of Education Documents (FRDO).

The Federal Register of Educational Documents is the only electronic register in which all educational institutions (including higher education institutions) must provide information on the documents (diplomas, certificates) issued to graduates within 60 days from the date of their issuance.

At the initiative of the ministry of education and science of the Russian Federation, these processes will be covered on the Internet portal "Monitoring the employment of graduates" and the results of monitoring will be available. The main purpose of employment monitoring is to assess the effectiveness of employment of graduates.

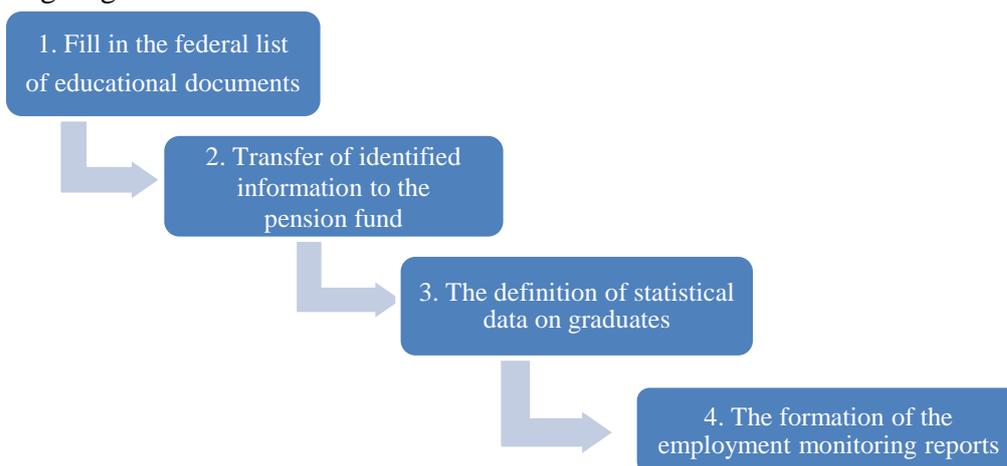


**Figure 1. Indicators identified and analyzed by the automated portal "Monitoring the employment of graduates" of the ministry of education and science of the Russian Federation**

Based on the analysis of these indicators, employment monitoring includes the following tasks:

- Processing of information on the employment status of graduates provided by the Pension Fund of the Russian Federation, the federal service for supervision of education and science of the Russian Federation and educational institutions;
- Analysis and assessment of the demand in the labor market for graduates of higher and secondary special vocational education;
- Providing reliable information on the results of employment of graduates to applicants and their parents.

The process of monitoring employment through an automated system is carried out in the following stages:



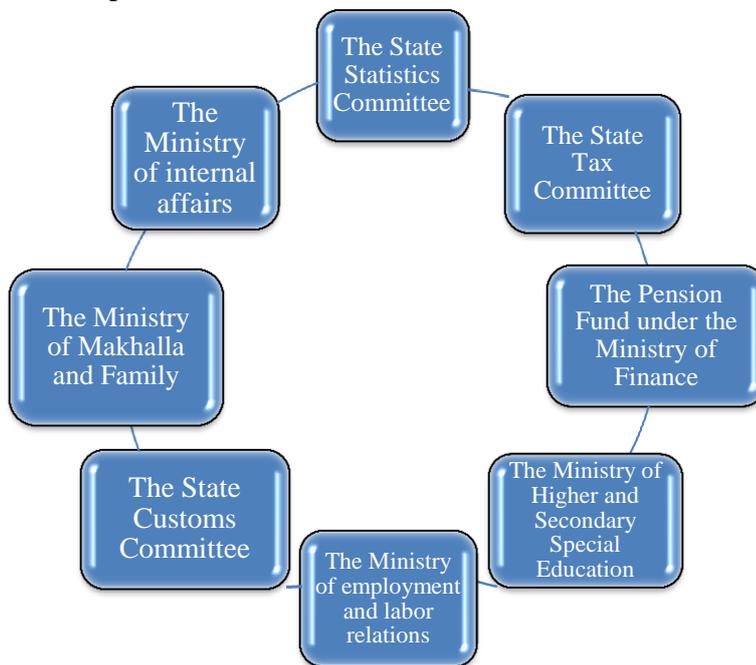
**Figure 2. Stages of implementation of employment monitoring of graduates of educational institutions (experience of the Russian Federation)**

**Discussions.** Employment monitoring of graduates of educational institutions of the Russian Federation is carried out in four stages. The Russian experience allows graduates to conduct employment monitoring at low cost in a short period of time and several times a year, but some graduates (including those working in law enforcement and similar agencies, on maternity leave, conscription, working abroad or studying) ongoing graduates). This is because the data is

determined on the basis of the contributions made by the graduate to the pension fund. Allocations by graduates of the above category are not calculated and are not transferred to the pension fund. However, graduates belonging to this group cannot be included in the category of unemployed.

With the improvement of databases and platforms at various levels, supported by ministries, committees and agencies of the state structure in the Republic of Uzbekistan, firstly, it is possible to conduct quality employment monitoring using data from these databases (platforms), and secondly, in addition to determining the employment status of graduates opportunities will also be created for research and analysis on indicators that are useful for a number of different analyzes.

Currently, the “Bukhara experience” is approved by the decision of the Regional Interdepartmental Council on Youth Affairs of the Bukhara regional administration, and the Youth Employment Center (Call-center) has been established under the Bukhara Regional Youth Agency. A number of specialists of Bukhara State University and the regional Youth Agency are working together to create an electronic platform for the center, integrated with the databases of public administration of the Republic of Uzbekistan.



**Figure 3. Integration of databases in the creation of automated monitoring of youth employment in Uzbekistan**

The following information is available for use in the database of government agencies shown in the figure:

- The Ministry of Internal Affairs - passport information and identification of young people will be formed;
- The State Statistics Committee - the distribution of labor resources by sectors and industries of the economy;
- The State Tax Committee - information on income tax deductions (for STIR (INN) and JBPJ (INPS));
- The Pension Fund under the Ministry of Finance - allocations from the salary fund to extra-budgetary pension funds;
- The Ministry of Higher and Secondary Special Education - information and identification of the educational document issued to the graduate;
- The Ministry of Employment and Labor Relations - information on graduates registered as unemployed;
- The State Customs Committee - relevant information on entry and exit from the Republic;

- The Ministry of Makhalla and Family - there will be an opportunity to obtain holistic and reliable information through the processing and integration of data on child care, conscription or graduates who have gone abroad.

In the implementation of youth policy, in order to ensure their employment and take comprehensive support measures, it is first necessary to have a realistic definition of their employment indicators on an individual basis, that is, to have accurate data on employment monitoring.

Created as the experience of Bukhara, this platform covers these areas. The software covers the employment and monitoring of all young people in the region, including secondary schools, colleges, academic lyceums, technical schools and higher education institutions, including unorganized youth, registered with the police, in need of social protection, the disabled and the inclusion of young people with disabilities. It is also planned to create opportunities for graduates to refer to databases of employers and vocational and professional retraining centers (training centers, mono-centers, IT training centers, training courses, entrepreneurship courses, business accelerators).

**Conclusion.** Developed countries (Spain, Italy, Austria, etc.), as well as in the Russian Federation, the above-mentioned state and budgetary organizations, including higher education institutions, in their activities to integrate information systems through service-level data exchange in public administration databases easily created opportunities. Factual, there are also concepts of data security and confidentiality, but this should not mean that public authorities do not have access to databases. The capabilities of digital technologies in this area will further accelerate the process of digitization of state, budgetary and public organizations through a single identification of data. Therefore, in order to accelerate and effectively implement the digitization process, it is expedient to solve the problem of integrating the information system through the exchange of data at the service level to the databases of management. Because without digital knowledge and modern information technology, growth cannot be achieved. This technology will give a strong impetus to our people to take bold steps to promote the benefits of digital information systems and increase the number of options related to the digital economy in education, while increasing the level of transparency in any industry, reducing corruption.

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