

Forecast estimates of the formation of demand in the labor market to ensure non-traditional employment Uzbekistan until 2026

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Annotation. The article contains an analysis of non-traditional forms existing in Russia and the world employment of the population. The author studied such non-traditional forms of employment as home work and self-employment, agency work, staff leasing, outstaffing, outsourcing services, telework, freelance. The article briefly outlines the differences between non-traditional forms of employment and traditional ones; the advantages and disadvantages of the use of non-traditional forms of employment for employees, employers and society as a whole are systematized. Made by the author the conclusion is that non-traditional forms of employment will develop further, since they allow not only to reduce staff costs, balance the work and personal life of workers, but also increase the actual age of those employed in the country, which is especially important in the face of labor shortages and unfavorable pension trends. In conclusion, the author concludes that the prohibition of non-traditional forms of employment is unproductive and proposes to study in detail the impact of such forms of employment on the development of the country's economy.

Keywords: Employment; non-traditional forms; labor market; self-employment;ILO.

The state policy to ensure employment of the population, the basic principles, goals, tasks and tools of which were built back in the early 2000s of our century, has already outlived its usefulness and no longer meets modern requirements. In those days, in the transition to market relations, the main goal of the state was to prevent mass unemployment, to provide employment for workers released from reorganized, unprofitable and bankrupt enterprises in a country with a high level of poverty. The vast majority (94-95%) of the country's economically active population has been employed in the economy over the past two decades, with a significant part of employment accounted for by employment in the informal sector of the country's economy and external labor migration. In other words, after the country gained independence, from the beginning of the 2000s of the last century and until now, informal employment and external labor migration made it possible to keep overall unemployment at the level of 4-5% and for many people to receive the income necessary for survival, improving living conditions their families, which was important for preventing social tension in society. At present, Uzbekistan has reached a level where one can speak of a country with an average level of development. The issues of creating decent and sustainable jobs, the elimination of forced and child labor have become relevant. Particularly relevant is the problem of the annual employment of about 300 thousand young citizens entering the labor market for the first time, and 100-120 thousand labor migrants returning to their homeland. In addition, the issues of ensuring the growth of women's economic activity and the reduction of informal employment also need to be addressed. In conditions when at least 2 million people need employment, and the annual increase in the labor force is 350-370 thousand people, it is necessary to speed up the creation of sustainable and productive new jobs. However, the development and implementation of programs to create new jobs for many years does not solve the problem of expanding sustainable and highly productive employment. Approximately three-quarters of jobs are created through the accelerated development of small businesses, private and individual entrepreneurship without the formation of a legal entity, the development of all forms of home work and self-employment. An analysis of the current demand for personnel makes it possible to take measures aimed at reducing the risk of a mismatch between supply and demand in the labor market by changing the output of professional personnel. IPMI experts conducted a study on the formation of demand for personnel, as well as the employment forecast in the labor market of

Uzbekistan until 2026. As a result, the following forecast parameters by sector were obtained : In the industrial sector:

- the level of employment in industry by 2026 compared to 2020 will increase by 3.6 p.p. and will be 17.2% ;
- the annual demand for personnel in the industry will be 150 thousand people. (excluding the movement of personnel);
- more than 45% of all workers in the industrial sector of the republic will be concentrated in the regions with the highest share of employment : Navoi (28.9%), Tashkent (22.8%), Fergana (19.6%) regions and Tashkent city (20.3%).

In the agricultural sector:

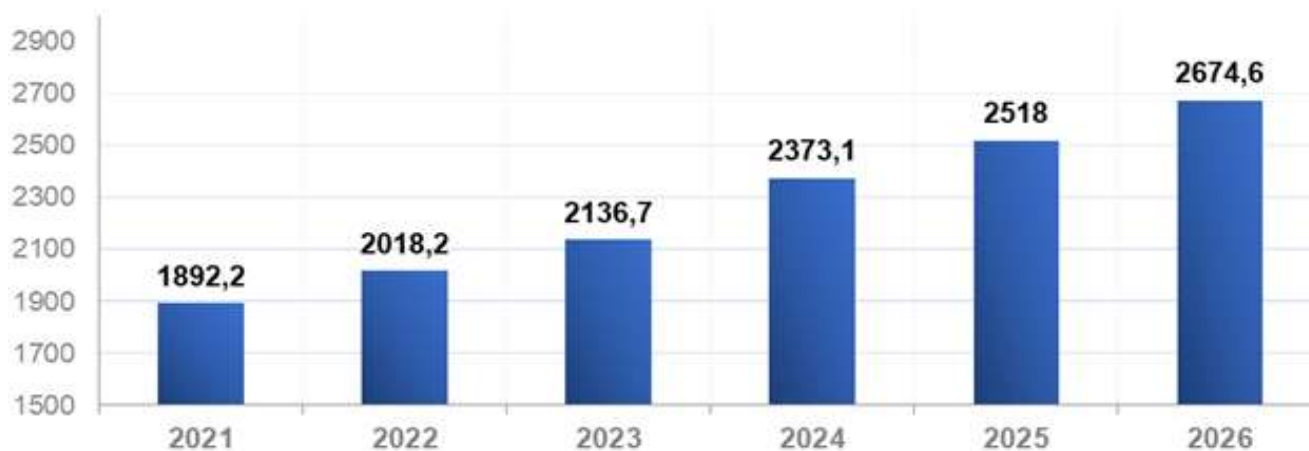
- the level of employment in agriculture in 2026 will be 24.2% ;
- about 35 thousand people will be required annually for agriculture . (excluding the movement of personnel);
- The highest share of people employed in agriculture will be observed in Syrdarya (46.8%), Jizzakh (41.8%) and Surkhandarya (36.3%) regions.

In the service sector:

- the share of people employed in the service sector in 2026 will be 58.6% ;
- in 2026 share of employment in the service sector will be the largest in Tashkent city - 79%, in Namangan region - 62%, Kashkadarya region - 62% and the Republic of Karakalpakstan - 60%.

Industry

According to the results of the forecast estimate, the share of people employed in industry by 2026 will be 17.2% against 13.6% in 2020. This, first of all, will be facilitated by investment programs that provide for the creation of large industrial enterprises, the creation of clusters in each region and the involvement of the population in entrepreneurial activities. Annually, this industry will require an average of 150 thousand people. without taking into account the movement of personnel (release of jobs in connection with retirement). (see figure 1).

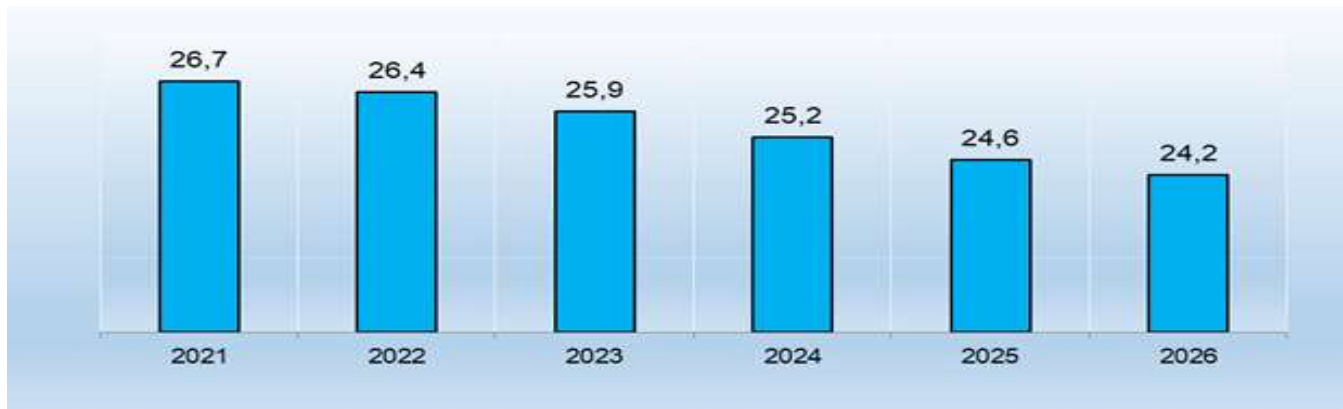


Rice. 1. Forecast indicators of the number of people employed in industry by 2026 (thousand people) .The increase in the share of employed in industry will be carried out by increasing production capacities, taking into account the effective use of natural and economic potential and resources, creating new non-traditional industries and services , which in the long term will have a synergistic effect on the development of regions, raising their industrial level (Bukhara, Jizzakh, Namangan, Surkhandarya and Khorezm regions), which, in turn, will ensure the growth of employment in industry and increase labor productivity. Also, the implementation of promising projects for the production of export-oriented products with high added value, innovative high-tech products , as well as the development of new types of services (computer programming, repair and maintenance services for equipment) will enable the accelerated development of industry in Andijan, Jizzakh, Namangan, Tashkent and Khorezm regions. As a result, in terms of regions, the highest share of people employed in industry will fall on such regions as Navoi (28.9%), Tashkent (22.8%), Ferghana (19.6%) regions and the city of Tashkent (20, 3%). In these

industrialized regions, the concentration of more than 45% of all workers in the industrial sector of the republic is expected. The lowest share will be observed in Surkhandarya, Jizzakh and Khorezm.

Agriculture

Based on the results of forecast estimates, it is expected that the share of agriculture in the economy will decrease to 8-10%. In this regard, the share of people employed in this industry will decrease from 26.7% (nevertheless, the number will grow) in 2020 to 24.2% in 2026. Release from agriculture will be carried out in stages, by attracting the population to the processing of agricultural products, which, in turn, will expand exports. About 35 thousand people will be required annually for agriculture. Such a low need for personnel for this industry is justified by the release of the employed population from agriculture and its involvement in production. (See Figure 2).



Rice. 2. Forecast indicators of the share of those employed

In agriculture (thousand people). It should be noted that a sharp reduction in the number of people employed in agriculture in the conditions of Uzbekistan is impossible, since more than 50% of the population lives in rural areas. Such a rapid release from agriculture could increase the number of unemployed. The highest share of those employed in agriculture will be observed in Syrdarya (46.8%), Jizzakh (41.8%) and Surkhandarya (36.3%) regions. This picture will be formed, first of all, due to the expansion in these regions of the production of food products, primarily agricultural products.

Services

More than half of the total population employed in the economy works in this area. Taking into account the priority areas for the development of the service sector by 2026, the share of employees in this industry will be 58.6%. The annual need for personnel for this industry will average 220-250 thousand people. The main focus in this industry will be on the quality of services provided and the legalization of employees, since it is in the service sector that a high number of informally employed is observed. According to forecast estimates, the service sector will develop taking into account the ongoing measures and mechanisms for the development of regions, as well as expanding the range of remotely provided online services, including in rural areas. This implies:

- a) the active development of ICT and its multiplier impact on the development of other sectors of the economy services;
- b) structural transformations in the economy and reorientation of investment resources, taking into account the adopted and implemented sectoral programs (in healthcare, educational and financial services);
- c) development of standard complexes of household services in remote villages of the republic with the allocation of bank loans for these purposes and the provision of land, etc.

In the services sector, there will be a high demand in the information and communication sector - more than 3.3 thousand people annually. The demand for specialists in the field of finance will grow steadily - the annual need will be 2 thousand people.

Employment will also grow in industries such as construction, transport, trade and catering. There will be a slight increase in the share of employed in education and health care. In these industries, it is necessary to improve the quality of trained personnel. Employment in housing and communal services will grow steadily, no sharp fluctuations in this industry are expected.

According to forecast estimates, by 2026, the service sector will be most developed in Tashkent - the share of employed in the service sector in the capital will be 79%, in Namangan region - 62%, Kashkadarya region - 62% and the Republic of Karakalpakstan - 60%.

Thus, according to the calculations, we can conclude that in the future, the labor market of Uzbekistan needs highly qualified personnel, such as doctors, engineers, technologists, programmers and highly qualified teachers. It should be noted that for a qualitative forecasting of the demand for personnel, it is necessary to conduct quarterly reports on the professions in demand among employers. First of all, this will make it possible to obtain clear information about personnel in the labor market, adjust the training of personnel in order to avoid the training of unclaimed specialists and predict the long-term and medium-term needs of the economy for personnel in the context of industries and professions.

In the future, IPMI experts plan to consider these issues using forecasting models for demand for personnel from such developed countries as Australia (MONASH model), Germany (INFORGE, Labor market barometer) and the United States, which take into account at least 50 sectors of the economy.

Conclusion

The study used methods of systemic, economic, statistical and econometric analysis, as well as expert assessments. The statistical base for the study was the data of the State Statistics Committee, the Ministry of Economy, the Ministry of Health and Social Development of the Republic of Uzbekistan, as well as reports and bulletins prepared as part of the implementation of projects by UNDP, GIZ, WB, EBRD, ILO and other international organizations. It should be noted that in the republic there is still no complete statistical reporting on the vocational, sectoral and gender and age structure of general unemployment, employment and the economically active population. Therefore, in this study, the authors often used the methods of expert assessments and econometric analysis when studying the issues of balancing the labor market of the republic. The analysis showed that there are a number of problems, especially in the field of ensuring sustainable employment for women and youth, reducing informal employment, and legalizing informal external labor migration. The study made it possible to identify the main causes of these problems and the possible negative consequences of government inaction. Thus, the main reasons for the low economic activity of women and gender differences in the labor force and employment in Uzbekistan are: unequal access to higher education; insufficient accessibility of preschool institutions; the relatively low labor productivity of women with many children; the relatively high burden on the employer when hiring women; uneven level of provision of households with communal services; cultural norms and stereotypes that form the worldview of most men and women that a woman should stay at home - raise children, do housework, and a man should earn and support a family. The chronically low level of activity of women, gender inequality in employment can lead to: a) maintaining an excessively high birth rate; b) a high level of low-income families due to the fact that mainly only men will provide their maintenance; c) underutilization of the labor potential of women in the economy. To address the problems of reducing youth unemployment, increasing women's employment, regulating labor migration and reducing informal employment, practical recommendations have been developed in the following areas:

- improvement of the legal framework and its enforcement mechanisms;
- improving the methodological support of statistical accounting of employment and unemployment of women, youth, labor migrants and those employed in the informal sector;
- Improving the efficiency of the activities of state bodies to ensure the solution of problems in the field of sustainable employment;
- improving the quality of secondary, secondary vocational and higher education, as well as the inclusiveness of higher education;
- optimization of the tax burden on business and labor;
- development of the social infrastructure of the territories. More detailed measures in the above directions are presented in the last chapter of this study. Practical recommendations, which were the results of this study, can be used by employees of state labor bodies, as well as other bodies in preparing decisions to improve the legal and methodological framework of the state employment policy, as well as in making managerial decisions.

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