ABOUT THE RESEARCH OF THE MARKET OF THE PROVISION OF TEMPORARY ONE-TIME WORK

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At the same time, it should be noted that the largest share of consumer goods was produced in the Andijan region (25.3 % of the total consumer goods), Tashkent city (23.6 %), Samarkand (8.7 %) and Tashkent (8.7 %) regions.

The consistent implementation of measures to increase the industrial potential of the regions contributed to a significant increase in production in Andijan (155.8 % by January-December 2017), Khorezm (117.3 %), Surkhandarya (115.7 %), Tashkent (115.6 %) and Namangan (111.9 %) regions.

![Map showing growth rates of industrial production by regions in January-December 2018, %][7]

**Figure 5. Growth rates of industrial production by regions in January-December 2018, % [7]**

At the same time, there was a significant increase in the production of consumer goods in Andijan (164.8 % compared to the same period in 2017), Khorezm (127.3 %), Syrdarya (111.2 %) regions and Tashkent city (111.8%).

**Conclusion**

Economic security of the country is a system composed of interrelated and complementary elements (components) and economic security level depends on the security of its each component.

According to the study obtained data, formulated the following conclusion, one of the main factors of Uzbekistan’s economic security protection is the increase of industrial production, while enhancing the investment process and using technological innovations.
In turn, the essence of government economic policy in the mid-term prospect is to promote cost-effective production, strengthen the industrial potential of the country in order to provide a framework for social programs and performance of state duties in the social sphere. Economic growth of the country and its social stability depend directly on improving the competitive recovery of state subjects of market relations, population’s social security and welfare, funding of priority directions of scientific, technological and production capacity development, and as a result it will help to ensure the economic security of our republic.

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Аннотация: маколада бозор муносабатлари шаклланаётган шароитда норасмий сектор мехнат бозорининг мустакил сегментига айланганлиги, унга таъсир этувчи ижтимой-демографик омиллар, норасмий мехнат бозорида амал қилувчи вактинчалик бир марталик ишлар билан таъминлашбозорининг амал қилиш механизми, унинг шакл ва турлари очиб берилиган. Вактинчалик бир марталик ишлар билан таъминлаш бозорининг амал қилиш механизмини ёритишда муаллиф томонидан ўтказилган социологик тадқикот усулидан фойдаланилган ва иктисидиётнинг зарифаси фани нуктаи назаридан мазкур бозорда амал қилувчи янги конуниятлар аникланган.

Калит сўзлар: мехнат бозори, норасмий сектор, норасмий мехнатда бандлик, вактинчалик бир марталик ишлар билан таъминлаш бозори

Аннотация: В статье было описано, что в условиях формирования рыночных отношений неформальный сектор стал самостоятельным сегментом рынка труда, влияние социально-демографических факторов на него, а также функционирования механизма рынка обеспечения временной разовой работой на неформальном рынке труда и его формы и виды. При описании функционирования механизма рынка обеспечения временной разовой работой было использовано методом социологического исследования, которое проведено автором, и с точки зрения экономической теории определены новые закономерности, функционирующие данном рынке.
Abstract: In the article it was described that in the conditions of formation market relations the informal sector has become an independent segment of the labor market, the influence of socio-demographic factors on it, as well as the functioning mechanism for market of the provision of temporary one-time work in the informal labor market and forms and types of it. When describing the functioning mechanism of the market of the provision of temporary one-time work, it was used the method of sociological research, which was conducted by the author, and from the point of view of economy theory, it was clarified that the new legality of that market.

Keywords: labor market, informal sector, informal employment, the market of the provision temporary one-time work

Introduction

In spite of certain efforts to balance the demand and supply of labor in the country, the problem of productive employment and unemployment remain economically active.

«You'd be surprised, but there are not enough qualified builders, tractor drivers, and machine operators in the field. It is difficult to find a land surveyor or a water conductor who knows his business. College graduates often have to re-train the right professions.

So, where is the vocational training? Why is not the labor market studied?» [1] Recently, among the many problems encountered in the economy is a very topical issue of the effective functioning of the labor market. The successful resolution of this issue is directly connected with a deep awareness of the objective legality governing the development of the labor market.

It should be noted that the effective use of labor resources is one of the important tasks facing Uzbekistan, as in all other countries of the world. And therefore, the issues of creating new job places, providing employment and raising incomes of the population always remain in the center of attention of the government.
"We need to take urgent measures to ensure employment and reduce unemployment rate."

The definition of an effective solution to the problems of the labor market as employment and the organization of new workplaces is the most important condition and a separate priority for the successful and sustainable development of the country in the near future, raising the employment rate of the population, on the basis of which raising its income and well-being is not only economic but also of political significance.

"We have to understand one thing: one unemployed person means ten problems. If we consider these problems to be harmful to the unemployed person, his family, and his neighborhood, it will be clearer how serious the issue is." [1]

It should be especially noted that starting from the 90s of the last century; in particular, in the period after independence of the republic, implementing market reforms have not bypassed the labor market. In particular, many of the prohibitions and restrictions on unemployment, compatibility and employment in additional work were removed, which opened the way for flexibility in a sphere of employment. And this, in turn, if on the one hand, they tried to end the dependency mood of people, on the other hand, led to the growth of new processes, as part-time employment in the labor market, making of additional income. There has also been an expansion in the scope of informal employment, namely, when two parties verbally recognize employment, without formalizing an labor contract.

Logical awareness of the emergence of informal employment in the labor market, the spread and expansion of its scale, as well as the study of its place in the formation of market relations between the employer and the employee is considered an important scientific task. Considering the scale of informal employment, it becomes necessary to study its impact on the country's economy and the labor market as a whole.

The employment structure of Uzbekistan as of January 1, 2018 shows that 58.5% of those employees are employed in the formal sector of the economy, 31.9%
are employed in the informal sector of the economy and 9.6% are those who left for work outside of the country (migrants).

It should be taken into account that in the composition of those employed in the informal sector of the economy, occupying temporary one-time and seasonal work (38.5%) occupies an important place. [4]

Economist theorists and economist practitioners are demanded seriously approach to this issue because research in the field of market of provision of temporary one-time work is rarely done and is not explained in scientific literatures.

All this indicates the relevance of the issue.

**Research Methodology**

To study this type of employment in the informal market it was conducted an anonymous survey on the functional mechanisms for the market of the provision of temporary one-time work.

**Analysis and results**

If we divided able-bodied population into active and inactive population, if we consider the equality of labor which is a component of the economically active population and the total amount of employed and unemployed, there is appeared another component of the economically active population. This part of the economically active population is employees in the informal sector of the economy. Thus, along with unemployment, there is also informal employment, as an activity which is allowed by the law, but generating income.

Employees who work in the informal sector of economy includes:

– persons who are not taken into account in the official statistics, who work by hiring permanent, temporary, one-time and seasonal works, including persons who go abroad in order to accomplish this work;

– persons who work with partners without hiring;

– persons who get wages or income from an activity which is allowed by the law, but is not registered (for example, those engaged in cattle breeding, those serve to customers and sales-assistants in markets, those do the sale in temporary places,
those do the private carrying people services by a taxi and do the another type of this activity).

Following socio-demographic factors influence more to informal employment:

- sex (men are more busy for informal work than women);
- age (it is shown that the amount of people who are busy for informal work are under the 30);
- property types of enterprises (informal employment is widespread in the private enterprises)
- degree of education (it is not necessary to the amount of informal employment);
- the place of residence (in most cases it does not matter).

In the conditions of forming market relations, the informal sector has become an independent segment of the labor market and it has a significant impact on the employment and socio-economic situation of the population.

Informal employment is a socio-economic phenomenon and it can not be estimated as unique. On the one hand, the rights of informal unemployed people are not legally protected. On the other hand, such employment will serve as a factor in the survival of the society and the working people, while living standards are declining.

The experience of countries with informal employment shows that such employment cannot be disappeared spontaneously by the creation of jobs in the formal sector.

In addition, using prohibitive measures for the informal sector does not warrant itself.

Declining the number informal sectors as a result of strict policy of government to informal employment can cause to increase unemployment suddenly, because the majority of unemployed people are not able to find a job in the formal sector. Moreover, using that kind of policy by the government can cause the sudden decline of cost of living of secondary employee.
Furthermore, the prohibition of informal sector leads to its transition to a secretive form. Prohibitive measures to informal sector are only relevant to the negative aspects of unemployment.

One of part of the employment of informal sector consists of hiring economically active population by judicial and physical persons. One of the objects of it is purchasing workforce by judicial and physical persons and a market of provision of temporary one-time work, which can sell their workforce at its value level of economically active population.

The main reasons for entering the market of temporary one-time work – to sum up of having the source of permanent (daily) income and earning extra income, it can be divided following categories of people who are hired in temporary, one-time and seasonal labor market:

1. Young people who graduated from educational institutions or who could not find the right job;
2. Voluntary dismissals from enterprises with low salaries;
3. Compulsory dismissal of workers and employees due to the decline in production volumes in the economic sectors, the stagnation of enterprises, the collapse of the enterprises (bankruptcy);
4. Compulsory dismissal of workers and employees due to the lack of employment of large enterprises;
5. Not finding jobs that are not appropriate for his/her job and qualification, instability of workforce;
6. Non-professional workers;
7. Employees of enterprises that do not pay wages. Labor book of workers of this category are registered at enterprises;
8. Persons who are working in spare time of work and studies.

Those listed in category 1-6 can be considered as employed out of the formal economy.
According to the survey, respondents in a market A were 76.7 per cent, and in B 76.4 per cent.

Also, the results of the research showed that according to the market A 1/3 part of persons who are entering to the market of temporary one-time work is in the age between 26 and 35 and about 1/3 part of them have 1-2 children, according to the market B 1/3 part of ones are in the age between 26 and 35 and ¼ part of them have 1-2 children.

About 1/5 of the respondents in the market A are young people, and they are mainly sent off as assistants when they are free from studies. Also 1/3 of the persons in the market B are women.

“The issue of employment of young people is still the most urgent task for us. Nowadays, a lot work has been done in opening the workplace for youth and working and getting income truthfully of them. Nevertheless, the problems of this issue are not a little“. [2]

If in western developed countries especially workers and migrants who have the low qualifications work without legal registration, in Uzbekistan, informal employed are in different socio-demographic groups.

At the same time, when they are asked whether or not they have an understanding of local employment promotion centers and referred to them, 2/3 part of respondents in the market A are aware of their work, but only 1/6 part of them were referred to them. 2/3 part of respondents in the market B are aware of their work, but only 1/8 part of them were referred to the local employment promotion centers. The main reason for this is the dissatisfaction of the respondents' job positions and the dissatisfaction of salaries offered by the employment promotion centers.

“In our country if there is a need to employ 1.5 million people annually, last year Employment promotion centers employed only 248 people or 16.5 per cent of total unemployed. The main reasons for this are dependent on the outdated forms
and methods of business activities and the formalities in solving employment problems.

Especially, many additions have not been eliminated in the implementation of four-party contracts for employment of graduates of professional colleges.” [2]

When respondents were asked to feel free or to be rather afraid themselves in the market of temporary one-time work, some of them said they felt shy being there because they could meet with people who were acquainted with them, and that they were afraid of how the employers would be. The remaining 81.6 (85.0%) believe that they "earn money by honestly" and feel free to do so.

73.3% of respondents in the market A are hired for 1-5 hours. The remaining 26.7 percent are hired to work or spend the day waiting for more than 6 hours or spend the day doing nothing. In the B-market B, 97 percent of the respondents are
hired for 1-5 hours. The remaining 26.7 percent are hired to work or spend the day waiting for more than 6 hours or spend the day doing nothing.

Also, if 41.7% of the respondents in the market A and 49% of the market B have come for 0-1 year, and doing this job has become the main activity for 3.3% of them (1% in the market B).

Also, as a result of studying the mechanism of the market of the provision of temporary one-time work has two forms - both regulated and non-regulated, and open and closed types. (scheme 1)

Most participants in the market of the provision of temporary one-time work are consisted of those who come from areas where the social infrastructure is insufficiently developed, with limited cultivated areas and less labor-intensive population.

In the course of the survey, it was found that the following main problems were identified in the open type of non-regulated temporary work market:

- Sometimes, when the employees come to a conflict situation in terms of payment, they will be without protection because the agreement between the parties is concluded orally, without any witnesses and does not have legal force;
- Employees do not want to be replaced a place of a temporary one-time work market that is prevalent in populated areas, along major ways, within the boundaries of populated areas.

The first problem is also shown in the closed type of the temporary one-time work market.

The following main problems can be in regulated temporary one-time work market (bureaus):

- It is still a problem for the centers to establish employment relationships through these bureaus, even though the necessary conditions are created for employers and employees. This situation is appeared in the way of not entirely difference between non-regulated and regulated form of this market;