

## **EIN AKTIVER ÜBERGANG DER BESCHÄFTIGUNGSPOLITIK IST EINE LEBENSNOTWENDIGKEIT UNTER PANDEMISCHEN BEDINGUNGEN**

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**Zusammenfassung** - Dieser Artikel betont, dass in der aktuellen globalen Pandemie die Regulierung des Arbeitsmarktes, der Beschäftigung und die Umsetzung von Wirtschaftsreformen zu den Prioritäten gehören. Es ist auch erwähnenswert, dass in vielen führenden Ländern der Welt das Problem der Staatsverschuldung und der Staatshaushaltsdefizite nahezu ungelöst bleibt, die Produktion in der Realwirtschaft zurückgeht, die weltweite Nachfrage weiter zurückgeht, die Arbeitslosigkeit hoch ist, die sozialen Spannungen steigen und der Lebensstandard und Lebensqualität sinken. fokussiert. Es wurden Vorschläge und Empfehlungen gemacht, dass die Untersuchung von Möglichkeiten zur Verringerung der Arbeitslosigkeit und zur Erhöhung der Beschäftigung als eines der zentralen Probleme unserer Wirtschaft betrachtet werden sollte.

Schlüsselwörter - Arbeitsaktivität, Arbeitslosigkeit, Beschäftigung, **Arbeitsressourcen**, Wirtschaftlichkeit, Sozialversicherung, Arbeitskräfte, Arbeitsplätze, interne Faktoren, externe Faktoren, Beschäftigung in der Wirtschaft..

## **ACTIVE EMPLOYMENT POLICY TRANSITION IS A LIFE NECESSITY IN A PANDEMIC CONDITIONS**

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**Abstract** - This article emphasizes that in the current global pandemic, the regulation of the labor market, employment and the implementation of economic reforms are among the priorities. It is also worth noting that in many leading countries of the world the problem of public debt and national budget deficits remains almost unresolved, production in the real economy declines, world demand continues to decline, unemployment is high, social tensions are rising and living standards and

quality of life are declining. focused. Suggestions and recommendations have been made that the study of ways to reduce unemployment and increase employment should be studied as one of the central problems of our economy.

**Keywords** - Labor Activity, Unemployment, Employment, Labor Resources, Economic Efficiency, Social Security, Labor Force, Jobs, Internal Factors, External Factors, Employment In The Economy..

## I. INTRODUCTION

For all people around the world, working is a major source of livelihood for themselves and their family members. For them, losing the job they are working for is tantamount to risking their own development. According to a report by the International Labor Organization, which is part of the United Nations, the number of unemployed in the world has grown to 192.7 million. has reached a record high, with 5.6 percent of the world's population currently unemployed. Compared to 2016, the number of unemployed increased by 2.6 million people.

From the point of view of society, effective employment provides the able-bodied population with the necessary income and creates an economic basis for human development. The state creates conditions for the creation of equal opportunities for all members of society by supporting and protecting the socially vulnerable and the disabled.

## II. LITERATURE REVIEW

The study of ways to reduce unemployment and increase employment has always been one of the central problems of our economy. The study of the theoretical aspects of increasing the employment of the able-bodied population was carried out by representatives of the school of classical economic theory, such as A.Smith, D.Ricardo, as well as J.M. Keynes. Theoretical aspects of reducing unemployment and increasing employment of foreign economists Agabekyan R.L., Avagyan G.L. [1], Prokopov F.T. [2], Volgin N.A. [3], Odegov Yu.G., Plaksya V.I., Chetvernina T., Gimpelson V., Kapelyushnikov R., Gorisov S. and others.

Issues such as increasing employment in Uzbekistan, more practical aspects of effective employment policy, in particular, foreign experience in implementing employment policy, the role of small business and private entrepreneurship in increasing employment, labor exports, the role of targeted programs to increase employment by the several economists of our country Vakhobov A.V. [4], Abduganiev A.A., Tolametova Z. [5], Rasulova D.V. [6], Toghaev B.E. [7] , Tadjibaeva D.A., Khudoiberdiev Z.R. [8].

Representatives of the School of Classical Theory (A.Smith, D.Ricardo, J.Mill, A.Marshall, etc.) believed that full employment is the norm of a market economy, the best policy is for the state not to interfere in this process. In particular, D. Ricardo [9], while studying the laws governing wages, established the rule that the level of wages depends on the supply of labor. The economist believes that the level of competition in the labor market depends on the demand from employers with the supply of labor.

Another of the founders of classical theory, A. Marshall [10], developed this idea, stating that "when a deal is agreed in the commodity market, the priority in the

labor market is often on the side of the buyer, not the seller, while the priority can be very evenly distributed between the two parties".

If there is a need to change the structure of employment around the world, it will be necessary to change the structure of the economy, or vice versa - a change in the sector or any other structure of the economy will lead to a structural change in the labor force.

### **III. RESEARCH METHODOLOGY**

In this research, we used of methods of logical analysis and synthesis, grouping, comparative and structural analysis, abstraction, factor analysis, induction and deduction.

### **IV. ANALYSIS AND RESULTS**

The territorial composition of the population, in a sense, can determine the composition of the economy. Especially densely populated areas are very convenient for the placement of industries with large labor capacity.

The above considerations allow us to draw important conclusions on the methodological aspects of the study of the employed population. That is, the study of the employment structure of the population is a very important issue of methodological and practical importance to the state, because the employment structure reflects the social and economic potential of the state and can reflect its place in world market relations. At the same time, it shows the need to use all the mechanisms of statistical methodology to improve the state of the workforce.

Employment requires the ability to take advantage of the level of influence of the priority factors that affect it before addressing any goal and task of improving the composition of the population.

The first, labor resources are the main source of reproduction for the able-bodied population and the employed population. This means that it is necessary to control and regulate objectively so that the growth rate of labor resources does not fall short of the norms that are important for the region.

If the labor force in the region continues to grow at a steady high rate, it is important to determine what factors accounted for such growth during the reporting period. This is because it is advisable to set up employment measures only when the reasons are known. For example, if the main reason for the growth of labor resources in the region is related to demographic factors - then the creation of jobs can be done through traditional measures based on pre-defined development programs of the region. However, if the main factor in the growth of labor resources is due to migration, then measures will be taken to jointly reconcile the interests of the migrant population and the region.

At the same time, it should be borne in mind that the qualitative composition of labor supply and demand due to migration can be adjusted to equilibrium. This can have a significant positive impact on the regional budget. The importance of the analysis is also whether the migration is beneficial for the region or is it coming without using this factor? In a region with a declining working-age population, measures will be developed to increase labor resources or coordinate them with the balances of other regions, as needed.

At the same time, it should not be forgotten that the workforce is also important in its composition. It is important to identify the composition of employees and organize their effective use. In particular, the development of socio-economic measures, taking into account the gender composition of the labor force, plays a minor role in the development of regions with a large male, female or equal number of men in the labor force. The fact that women are less able to work or five years younger than men, and that women have more access to social security by type of activity, leads to a rapid decline in their share in the labor force. This can have a significant impact on the region's labor demand and overall performance.

At the same time, the analysis of the number of employees in the labor force, even if they are outside the working age period, is also a necessary measure. The fact that adolescents and people of retirement age work on an equal footing with those of working age, on the one hand, indicates the activity of labor resources, on the other hand, indicates that the living standards of the population in the region are unsatisfactory. Therefore, each district, city is required to develop appropriate practical measures according to their characteristics.

Data on the distribution of the employed population in the formal and informal sectors, as well as by sectors, are among the universal indicators of economic development and the use of labor in the regions. If the distribution of labor does not correspond to the sectoral structure of the regional economy, then appropriate measures will be developed and implemented by identifying the causes of the mismatch. For example, if the share of employment in the service sector is higher than the total number of employed, the task may be to increase labor productivity in the service sector, increase the range of services.

It is also important to bring the appropriate balance and proportions in the labor force to the level of socio-economic development of the region. This requires a serious study of the relationship between the indicators that reflect its composition.

For example, employment in rural areas is the sum of those employed in rural areas. Therefore, special attention should be paid to rural areas, which differ from the average characteristics of the district in the formation and distribution of labor. In particular, there are areas that require priority development in almost all rural areas, with provincial governments, labor and social protection departments using the financial instruments and other opportunities of the relatively developed rural areas and the Employment Promotion Fund to create priority jobs in underdeveloped rural areas develop and implement programs.

The principle of promoting the full effective and free exercise of the right of citizens to choose a profession, enshrined in the Law of the Republic of Uzbekistan on Employment, should be understood as meeting the needs of the economically active population in the workplace, ensuring living standards.

In the current pandemic, the social effect of full employment should be to provide social guarantees as a result of economic efficiency. In this regard, the concept of rational, efficient and effective employment is the formation of an economically active population, taking into account the use of human labor, its educational and gender age structure, reproduction of the working capacity of the

able-bodied population and its placement throughout the country. distribution and use processes.

Effective employment involves the mobilization of the remaining types of material and financial resources, with the potential and quantity of the accumulation of national wealth and the efficiency of social production. Optimal employment involves the selection of the most convenient of the many options for the organization of reproduction processes based on the evaluation of economic and social outcomes.

At present, the problem of theoretical understanding of the components of the employment system, the relationship between them, the tasks and mechanisms of their regulation is of particular importance. However, the practical work carried out on the regulation of employment does not yet have a clear methodological vision of the regulation. The scope of regulation has been unreasonably limited due to the fact that the definition of the object of regulation has been mainly related to the limitation of the powers of the employment service of the republic.

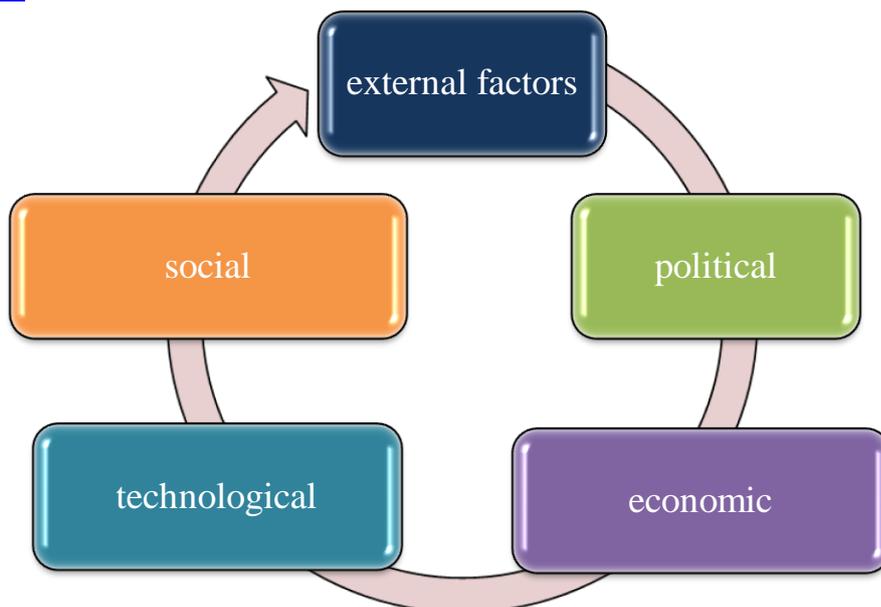
It is important to take into account the Uzbek model of the labor market and its specific features in addressing the regulation of employment. This is a traditional way of mutually supporting workers, i.e. moving at different speeds in the market of different sectors and sectors of the economy, in some regions, cities and rural areas adapting to pandemic conditions is not consistent.

Therefore, employment policy should be integrative in nature. This is evidenced by the rule on the diversity of subjects of employment regulation, and therefore the whole society, as well as each of its members, participates in the implementation of employment policy.

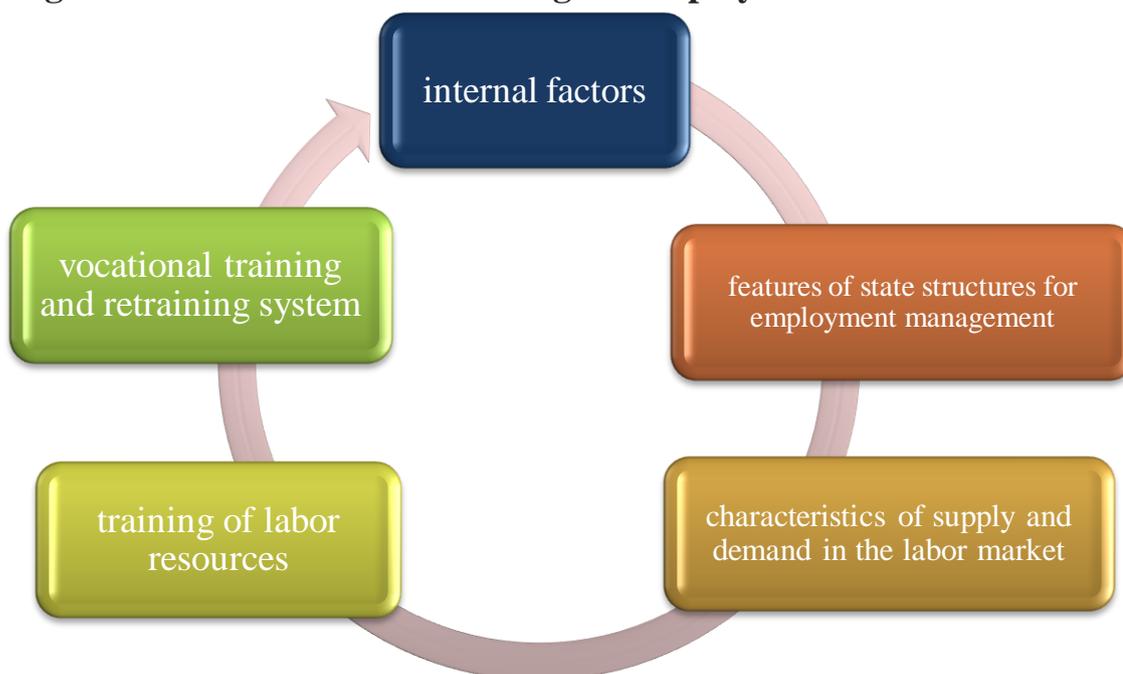
The management influence of the state, market and public administration entities responsible not only for the implementation of employment policy, but also for the implementation of investment, innovation, monetary policy should be coordinated with the use of total methods of direct and indirect regulation of all elements of relations in the employment system.

Thus, the employment strategy (the target function of employment management) lies outside the competence of this or that agency. It can be effective only in the context of an optimal investment, budget and successful policy in the field of education in a context where a national employment strategy has been developed and a demographic policy is being pursued. Therefore, it is necessary to ensure the coordination of the activities of all public administration bodies to regulate the employment process.

External and internal factors affecting the employment of labor resources:



**Figure 1. External factors affecting the employment of labor resources**



**Figure 2. Internal factors affecting the employment of labor resources**

Average nominal wages per capita, volume of investments in fixed capital per capita, growth of the working age population, operating in the national economy the number of enterprises (organizations, institutions), the consumer price index (inflation rate), the balance of migration and the share of small business and private entrepreneurship in the employment rate were selected.

These exogenous factors and endogenous factors reflecting the number of people employed in the economy were separated from the official data of the State Statistics Committee of the Republic of Uzbekistan for 2011-2019 and tabulated (Table 1).

Among the exogenous factors, the average nominal wage (x1), the volume of investment in fixed assets per capita (x2), the number of operating enterprises (organizations, institutions) (x4) and the consumer price index (x5) for 2011-2019 having a stable growth rate, it can be said that these indicators are directly related to the endogenous factor.

Table 1

**Factor indicators in the Republic of Uzbekistan  
Quantities for 2011-2019**

| Indicators   | Years          |         |         |         |             |             |             |                |         |
|--|----------------|---------|---------|---------|-------------|-------------|-------------|----------------|---------|
|  | 2011           | 2012    | 2013    | 2014    | 2015        | 2016        | 2017        | 2018           | 2019    |
| The number of who are busy in the economy (Y), thousand people                           | 1191<br>9,1    | 12223,8 | 12523,3 | 12818,4 | 13058,<br>3 | 13298,<br>4 | 13520,<br>3 | 1327<br>3,1    | 13376,0 |
| The average nominal wage amount (X1), thousand soums                                     | 628,<br>1      | 739,7   | 865,9   | 1007,9  | 1171,7      | 1293,8      | 1457,8      | 1822<br>,7     | 2243,9  |
| Per capita fixed capital volume of investments (X2), thousand soums                      | 709,<br>6      | 821,3   | 1008,2  | 1224,0  | 1431,7      | 1608,6      | 2227,8      | 3769<br>,6     | 4097,3  |
| Population growth of working age (X3), thousand people                                   | 380,<br>0      | 332,9   | 296,4   | 230,1   | 212,9       | 183,8       | 169,3       | 181,<br>6      | 197,9   |
| The number of operating enterprise (organizations and institutions) (X4), thousand units | 213,<br>1      | 238,6   | 266,4   | 273,6   | 278,4       | 285,4       | 300,2       | 323,<br>5      | 341,7   |
| Consumer price index (X5), %   | 107,<br>6      | 107,0   | 106,8   | 106,1   | 105,6       | 105,7       | 114,4       | 114,<br>3      | 115,2   |
| Migration remains (X6), person   | -<br>4758<br>4 | -40952  | -34566  | -38562  | -29299      | -26248      | -18599      | -<br>1472<br>9 | -13892  |
| The share of small business and private entrepreneurship in employment                   | 75,1           | 75,6    | 76,7    | 77,6    | 77,9        | 78,2        | 78,0        | 76,3           | 77,3    |

| Indicators | Years |      |      |      |      |      |      |      |      |
|------------|-------|------|------|------|------|------|------|------|------|
|            | 2011  | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
| (X7), %    |       |      |      |      |      |      |      |      |      |

The data from the table show that the indicators of quantitative growth of the working age population (x3) and migration balance (x6) have been declining over the years under consideration. Indicators of other factors (x7) selected as exogenous factors for factor analysis, on the other hand, declined over a period of time and then had an upward trend.

Table 2

**The number of people employed in the economy of the Republic of Uzbekistan in 2020-2022 and forecasts of the factors affecting it**

| Indicators   | Model  | Years   |          |         |
|--|--|---------|----------|---------|
|  |  | 2020    | 2021     | 2022    |
| The number of who are busy in the economy (Y), thousand people                           | $y = 0,467 \cdot x_1 - 0,172 \cdot x_2 - 4,629 \cdot x_3 - 2,235 \cdot x_4 + 14,925 \cdot x_5 + 0,015 \cdot x_6 + 57.63,61 \cdot x_7 + 8770,695$ | 14409,5 | 14665,7  | 14916,0 |
| The average nominal wage amount (X1), thousand soums                                     | $x_1 = 186,36 + 316,12 \cdot t$  | 3347,6  | 3663,7,5 | 3979,8  |
| Per capita fixed capital volume of investments (X2), thousand soums                      | $x_2 = 420,32 \cdot t - 224,06$  | 3979,1  | 4399,5   | 4819,8  |
| Population growth of working age (X3), thousand people                                   | $x_3 = 366,33 - 24,71 \cdot t$   | 119,2   | 94,5     | 69,8    |
| The number of operating enterprise (organizations and institutions) (X4), thousand units | $x_4 = 14,14 \cdot t + 209,39$   | 350,8   | 364,9    | 379,1   |
| Consumer price index (X5), %   | $x_5 = 1,12 \cdot t + 103,6$   | 114,8   | 115,9    | 117,0   |
| Migration remains (X6), person   | $x_6 = 4294,75 \cdot t - 50854,97$   | -7907   | -3613    | 682     |
| The share of small business and private entrepreneurship in employment (X7), %           | $x_7 = 0,235 \cdot t + 75,792$   | 78,1    | 78,4     | 78,6    |

A linear relationship was used to create an econometric model that reflected the impact of factor indicators on the employed population. Separate models based on regression analysis were identified in the form of a temporal series of correlations of exogenous factors with a high degree of impact and strength on the level of employment (Table 2).

When considering the reliability of the identified models, the multiplicity correlation coefficient of the factors influencing the number of jobs in the economy indicates a high bond density, that is  $r_{yx}=0,9998$ . Depending on the correlation coefficient in the set, the binding rate of the residues is also high ( $R^2=0,9997$ ). The significance level according to the Fisher criterion is 0.03, the Darbin-Watson criterion (DW) is 1.97, and the approximation error of the forecast indicators calculated by the regression equation for 2020-2022 is 0.43%.

Exogenous factors influencing the endogenous variable include the average nominal wage (x1), the volume of fixed capital investment per capita (x2), the number of operating enterprises (organizations and institutions) (x4), the consumer price index (x5) and small business and while the share of private enterprise in the employment rate (x7) tends to increase in the short term, it can be seen that the working age population growth (x3) and migration balance (x6) tend to decrease.

## **V. CONCLUSION/RECOMMENDATIONS**

In our view, the transition to active employment policy is a vital necessity in the context of a global pandemic.

Active employment policy is a set of legal, organizational and economic measures taken by the state to reduce unemployment. This policy:

- warning workers about expected layoffs in order to save jobs;
- training, retraining and advanced training of job seekers;
- financing the creation of new jobs;
- search and selection of jobs;
- creation of new jobs through the system of organization of public works and others.

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