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FOREIGN EXPERIENCE OF REGULATION OF UNCERTAIN POPULATION EMPLOYMENT

Abstract: *The article considers the scientific and theoretical aspects of foreign experience in regulating precarious employment. The author summarizes and summarizes the results of a sociological study conducted by the author for reasons of employment of the able-bodied population based on unstable employment. Also in developed foreign countries, tax incentives for employees are systematically studied and the conclusion of the article is generalized.*

Key words: *volatility, employment, employed population, quality of life, incomes of the population, informal employment, precarious work, precarious employment, precarization of employment.*

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Introduction

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The Strategy of Action on the five priority directions of development of the Republic of Uzbekistan in 2017-2021 sets specific objectives to improve the efficiency of public employment, create favorable conditions for employment of citizens, stimulate the activity of business entities that create new jobs. . In recent years, as a result of an active investment policy, the creation of new enterprises, increased production capacity, the expansion of the service sector, the creation of stable and productive workplaces, the state support and stimulation of entrepreneurship has been increasing. However, the problem of stable employment in the country is still not fully resolved.

According to the official data released by the end of 2017, the number of unemployed people in the world was 192.7 million. people, which is 2.6 million more than a year ago. the number of This means that 5.6% of the world's population is unemployed [2].

The unemployment rate in Uzbekistan in 2018 was 9.3% of the economically active population as a result of a new methodology [3]. According to the

World Bank and the International Labor Organization (ILO), the unemployment rate in Uzbekistan was 7.2% in 2017, and the country ranked 113th out of 185 countries [4].

Literature review

A. Smith, J.B. Say, A. Marshall, J.M. Keynes, D. Ricardo, M. Friedman, On the labor market and its functioning, employment of the population, classical, new classical, institutional and monetary theory of unemployment. Founded by A. Pigu et al. Unstable employment - theoretical and methodological foundations of precarization of foreign researchers R. Castel, G. Stending, P. Burde, R.-D. Hepp, M. Richeri, R.P. Coleman, B.Lugarten, A. Collberg and designed by others.

Scientists of the Commonwealth of Independent States (V.N.Bobkov, O.V.Veredyuk, S.A. Drujilov, E.A.Cherherkh, J.T.Tashchenko, Yu.G. Odegov) analyzed the problems of unstable employment. I.Golenkova, Yu.V. Goliusova, E.A. Grrishinina, N.V. Osipova, N.J. Alshanova and many others.

Regulatory framework is generally composed of regulations enforced by governmental institutions. Industry and other affected stakeholders may

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complement these governmental regulations by self-regulatory coordination (e.g. OECD, 1997). Their efforts can result in voluntary commitments and standards released by publicly accredited or even administrated standardization bodies. As formal standards and regulations shape the paths of further technological developments [1], it is highly important to understand their influence and functionality in order to increase economic growth and welfare.

Socio-labor relations in Uzbekistan in the conditions of market economy - formation and development of the labor market, issues of employment, unemployment, job creation in scientific works of K.Abdurahmonov, D.Rahimova, N.Zakirova, B.Umurzakov, Z.Hudoyberdiev and others. found.

At the same time, the problems of unstable employment in the economy of Uzbekistan, its impact on economic development and the incomes of the population, the problems of such labor activity that are contrary to the ILO's concept of decent work have not been studied in depth.

Analysis and results

According to the International Labor Organization, standard labor relations are becoming more and less clear about the real situation in the labor market: only a quarter of hired workers are currently covered by them. Unstable employment is widespread in developed countries. According to the International Labor Organization (ILO), there are about \$ 2 billion in the world today. people (61.0% of the working population) are unemployed. Currently only 48.0% of women are employed. The youth unemployment rate was 20.0% (Figure 2.5).

A sociological survey on the reasons for the employment of the working population on the basis of unstable employment, including 80.0% of respondents in the United States - hope to have a permanent job; 50.0% stated that it is acceptable to combine work and personal life. This means that their employment does not contradict their labor rights.

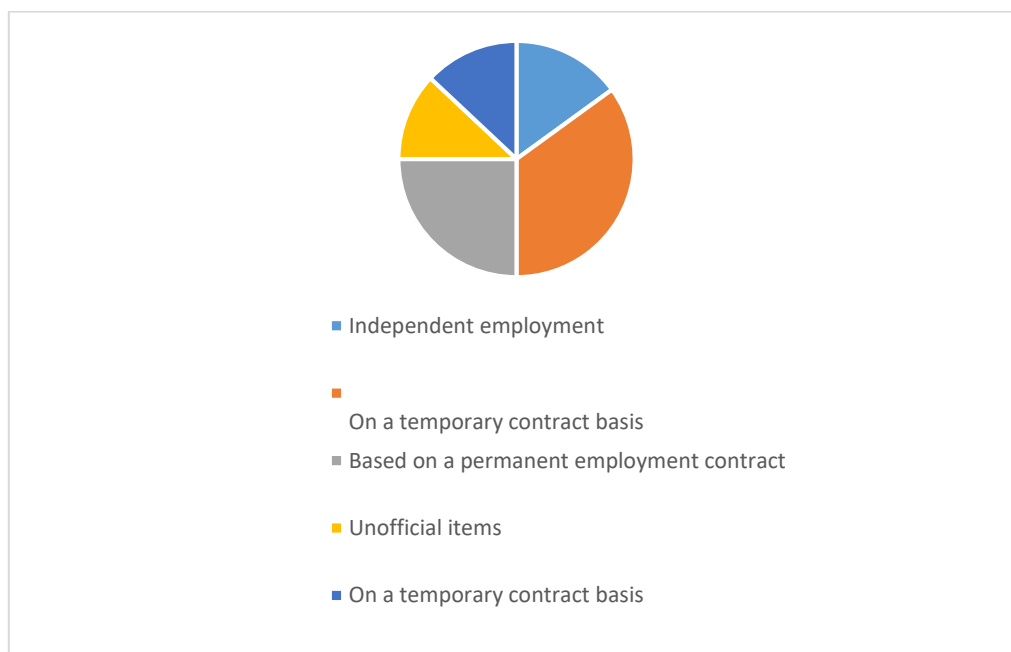


Figure 1. Employment in the world (% of total employment) [5]

However, the International Labor Organization's report "Non-standard employment in the world: keeping in mind the challenges and prospects" [6] includes non-standard forms of employment (NSFE), including temporary, partial employment, temporary borrowing. Concerns are being raised about the scope of labor, the subcontractor, the hidden labor relationship.

The report warns that non-standard workplaces provide employees with access to the labor market, but with a certain degree of flexibility between employers and employees, as well as depriving labor

resources of workplace guarantees. At the same time, the difference between the salaries of permanent and temporary employees is 30%.

Switzerland's Adecco employs 700,000 temporary workers, and Japan's Pasona agency provides 250,000 people with short-term contracts every day [7].

In industrialized countries, employment under the terms of "extremely short work hours" or "call-to-work", including "zero-employment contracts" (with no minimum working hours guaranteed), is taking place in developing countries. In the UK, for example,

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2.5% of employees work on "zero-employment contracts", 10.0% of those employed in the United States are on call or unstable schedules.

In the EU countries, temporary employment increased from 8.0% to 14.0% of all employed in the period 1984 to 2015, and from 12.0% to 17.0% on part-time work.

Currently, education and social work in Austria, Denmark, Finland, Germany, Luxembourg, Austria, Denmark, Finland, Germany, Luxembourg, Greece, Portugal, Italy, France, Spain, Latvia, Switzerland, Belgium, Spain, Estonia and In Ireland, unsustainable employment in the construction industry prevails over formal employment.

Unsustainable employment has become commonplace even in Japan, where the lifelong employment of a company has become a tradition. In this country, one-third of the total number of employed people are currently working in temporary employment [8].

At the same time, the informal sector has some important social and economic functions. First, it allows those who are unable to find work in the formal sector to work even if they are unstable. In this way, it promotes income for socially unprotected groups. Secondly, the informal sector is often the first step for those who want to start their own business.

However, the social problems of unstable employment - loss of tax revenue, declining labor productivity and loss of social security far outweigh those opportunities. Therefore, one of the important tasks in the socio-economic policy of the state is the regulation of unstable employment.

State regulation of unstable employment in the European Union is based on four basic principles:

1. Preventive measures. They include simplifying procedures for entrepreneurs to set up their own businesses, reducing costs and removing barriers to formal declaration of their activities.

2. Penalties. It is intended to strengthen control functions and to impose penalties on those who benefit from covert (secret) labor activities. Measures will also be taken to protect those who have been fired in cooperation with the relevant tax and law enforcement agencies and labor inspections.

3. Cooperation between the EU Member States in the area of transnational economic activity in the area of social insurance and informal employment fraud.

4. Carrying out public awareness campaigns on social insurance, as well as the solidarity of workers and adverse effects on justice in the workplace.

Labor legislation plays a key role in securing basic labor rights - the procedures for hiring and dismissing employees, setting minimum wage, creating employment opportunities, approving employment programs, and protecting the unemployed. In particular, political reforms in the labor market will facilitate the refusal of employees to

work in the informal sector, and employment programs will help prepare workers for the formal sector.

According to the Union of Industrial Enterprises of the European Union (UNICE), the main problem in regulating labor legislation in EU member states is to achieve proportionality - on the one hand, the flexibility of legal norms, and on the other, social protection of employees. The priority here is to create sufficient jobs in the community. But this can only be achieved if the labor market is flexible. However, in these circumstances, the issue of social security of employees remains open.

For example, the German labor legislation places emphasis on occupational safety. General, social, technical and medical protection of labor are its components. It can be called a useful factor of employment registration.

In France, the change of labor legislation in 2016 caused serious discontent. These changes could extend the workweek to up to 45 hours with the approval of local unions while maintaining a 35-hour workweek, as well as reducing wages and easing staff layoffs.

In the EU member states, close cooperation between various government agencies - labor inspections, social security and tax authorities has been established to combat informal employment. The efficiency and transparency of the legal system have helped inform the authorities about informal employment, such as illegal dismissals.

In developed countries, tax policy is a key tool in the fight against informal employment. This is mainly done in two ways. The first is to reduce payroll taxes and social benefits and other taxes on businesses and / or employees. The second - direct fiscal measures - is to attract non-paying employees to fulfill their tax obligations by imposing a tax obligation on the employer.

Since the second half of the 1990s, a number of countries that have been developing market economies have implemented tax reform aimed at reducing the tax on labor resources, especially for low- and low-wage workers. Many of these countries have introduced tax incentives for certain categories of employees (Table 2.4).

In Belgium and France, for example, a lower tax rate for low-paid employees has encouraged them to model their business. In Slovakia, the progressive income tax was abolished and the single tax rate for individuals and legal entities at the rate of 19.0% helped formalize labor relations for those engaged in informal labor. This is aimed at building the capacity of responsible organizations and strengthening penalties for violations. At the same time, administrative measures include informing the public about the prospects for businesses and individuals, whether they choose the formal or informal sector.

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Table 1. Employee tax incentives in foreign countries

Countries	Categories of employment	Tax concessions
Austria, France, Germany, Greece, Ireland, Netherlands, Spain, Turkey	Individuals	Determination of the highest rates of regression in the income tax system. However, in some cases they are applied to certain types of payments and retain their progressive nature, including income tax
Czech Republic, Greece and Portugal	Independent employment	Establishment of a lower rate for employees of enterprises on social payments
Hungary and Spain	Independent employment	Special simplified tax regime
A number of countries that are members of the Organization for Economic Cooperation and Development	For individuals	Complete exemption of dividend income from double taxation
France, Belgium and the Netherlands	Individuals engaged in unregistered labor activities	Tax concessions

Source: author's elaboration.

While the basic conditions governing the economic sector are determined by tax policy, business environment and labor market regulation, much depends on the institutions working in this area. For example, the effectiveness of health care and pension benefits dictates that these sectors are interested in doing their job in the formal sector with adequate social benefits. At the same time, the effectiveness of institutional law enforcement institutions helps to successfully combat informal economic activity.

Regulation of business covers such aspects as business registration, legal procedures, and business environment in general. This plays a crucial role in the selection of business entities, whether formal or informal. For example, the ease of registering and licensing businesses encourages the formal sector. At the same time, protection of the assets of the state by the state, fair resolution of emerging problems is also an incentive for the implementation of formal economic activity [9].

The world has accumulated positive experience on the implementation of labor activity in an unstable employment regime. For example, the Netherlands is a world leader in the performance of part-time employees. Nearly half of all employment (65.0% of women and 28.0% of men) are employed on a part-time basis. Most importantly, it is not limited to certain types of labor activities but is widely used in all sectors of the economy. Women are particularly pleased with this work.

In the Netherlands in 2000 a special law on working hours was passed. It provides guarantees to combine employment with the care of relatives. In particular, employees may, in certain circumstances, require the employer to reduce (prolong) their working hours. This requirement must be met except

in cases when it would be detrimental to the interests of the employer [10].

Unstable employment in Uzbekistan - employment in the informal sector, formalization of informal employment of developed countries taking into account the size of illegal external labor migration. It is advisable to take measures to increase the organization's creation.

Conclusion

The problem of unstable employment is at the center of the IOM experts' research. The International Labor Organization notes that the widespread use of unprotected forms of employment raises serious concerns in a situation where there are no positive results in improving the quality of jobs. In particular, in 2017, more than 42% of global employment, or 1.4 billion people, are precarious [10].

The European Institute for International Economic Relations (EURISPES) analyzes the problem of unstable employment in the labor market as a professional precociousness, economic precarication and social decarication and develops recommendations on labor market regulation in this regard. [11].

A study by the Prince's Trust (UK), including a three-month youth unemployment, shows that an additional 40 days of unemployment can be created.

The European Research Group of the Free University of Berlin (Freie Universität Berlin) in Germany conducts research on "Social Instability: Precarication and Inequality". The focus is on the problems of migration in Europe and the consequent expansion of unsustainable employment rates [12].

The research of the Russian Scientific Research Institute of the Ministry of Labor and Social Protection of the Russian Federation shows that there is a structural shift in employment in this country, that

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formal employment forms are decreasing, and that non-standard forms of employment are becoming more widespread [13].

The problem of the level and quality of life of the laboratory of the Institute of Socio-Economic Problems of the Russian Academy of Sciences is investigating the consequences of unstable employment of forced migrants [14].

On the basis of the theme analysis of the unstable employment of the population in the labor market of Uzbekistan, the following conclusions were reached:

1. Demographic situation in Uzbekistan, 450-500,000 people entering the labor market annually, but the number of jobs created does not meet the labor market requirements in some regions of the country, leading to unemployment, illegal labor migration and informal employment.

In previous years, a significant number of jobs were created by economic entities with no legal status (trade, transportation, seasonal work, home-based work, other types of personal labor activity). At the same time, 36 of the 39 criteria for increasing employment and labor productivity in 39 sectors that make up the economy of Uzbekistan correspond to only 7 sectors - woodworking, glass and porcelain, building materials industry, housing and utilities, and public services. They are not even light industry with a large labor force. Although this sector encourages employment in its own sector, it does not provide multiplier effect in other sectors.

2. Uncontrolled employment quota has a particularly strong impact on the needs of the national economy. For example, the ratio of job creation in industry to higher education professionals in these areas is 8: 1. There is a shortage of industrial managers, especially in the field of information and communication technologies, as well as production managers who have mastered modern management techniques. At the same time, the share of highly qualified specialists and researchers in the structure of employment is decreasing.

3. In order to regulate unstable employment, first of all, the method of informal employment in

Uzbekistan needs to be improved. In accordance with the current legislation, individual entrepreneurs, members of dehqan farms, who pay state social insurance contributions, as well as individuals working in private farms, are employed in the formal sector. However, according to the recommendations of the International Labor Organization, they refer to the informal sector. Such imbalance with international standards reduces the number of people employed in the informal sector in the country and does not provide a comprehensive analysis of the real situation in the labor market.

4. The labor legislation of Uzbekistan does not contain the terms "temporary employees", "seasonal employees", "housewives", "remote employees", "borrowed" employees. Due to their lack of clarity, the legal status and guarantees of social protection of this category of employees are not specified. This calls for a radical renewal of labor legislation based on current practices.

5. The country has begun to use modern forms of unstable employment - outsourcing and franchising. This calls for the creation of a legal framework for these types of employment. In this regard, it is advisable to give the freelancers the status of individual entrepreneurs. This will allow them to further expand their activities:

- freelancers have the right to obtain consumer credit or credit for the development of their business, as they can prove their income;

- the problem of working abroad is eliminated as they can prove their right to work in those countries;

- Freelancers will be paid contributions to the pension fund and will be eligible for retirement benefits.

6. Unstable employment in Uzbekistan - employment in the informal sector, formalization of informal employment of developed countries taking into account the size of illegal external labor migration it is advisable to undertake measures to drastically increase job creation.

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