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АКТУАЛЬНЫЕ ПРОБЛЕМЫ
СОЦИАЛЬНО-ГУМАНИТАРНЫХ НАУК

ACTUAL PROBLEMS OF HUMANITIES
AND SOCIAL SCIENCES



ЭЛЕКТРОН ЖУРНАЛ

ЭЛЕКТРОННЫЙ ЖУРНАЛ

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FORMS OF PRECARIOUS EMPLOYMENT AND APPROACHES TO ITS ASSESSMENT

Abstract. Growth of informal employment in the world significantly changes the traditional models of employment on permanent working places, and the number of precarious workers is growing. As a result, the requirements of the decent employment concept of the International Labor Organization are violated. The article describes modern forms of precarious employment and analyzes approaches to its assessment.

Keywords: precarisation, employment flexibility, precariat, sustainable employment, precarious employment

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BEQAROR ISH BILAN BANDLIK SHAKLLARI VA UNI BAHOLASHGA YONDASHUVLAR

Annotatsiya. Dunyoda norasmiy bandlik darajasining o'sishi xodimlarning doimiy ish joyida ish bilan ta'minlanishining an'anaviy shakllarini sezilarli darajada o'zgartirmoqda va prekariatlar (beqaror ish bilan band bo'lganlar) soni ortib bormoqda. Natijada Xalqaro mehnat tashkilotining munosib bandlik konsepsiyasi talablari buzilmoqda. Maqolada beqaror ish bilan bandlikning zamonaviy shakllari tavsiflangan hamda uni baholashga yondashuvlar tahlil qilingan.

Kalit so'zlar: prekarizatsiya, egiluvchan bandlik, prekariat (beqaror ish bilan band aholi), barqaror bandlik, beqaror ish bilan bandlik.

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ФОРМЫ НЕУСТОЙЧИВОЙ ЗАНЯТОСТИ НАСЕЛЕНИЯ И ПОДХОДЫ К ЕЕ ОЦЕНКЕ

Аннотация: Увеличение уровня неформальной занятости в мире значительно меняет традиционные модели занятости наемных работников на постоянном рабочем месте, и количество прекариатов растет. В результате нарушаются требования концепции достойной занятости Международной Организации Труда. В статье описываются современные формы прекаризованной занятости населения и анализируются подходы к ее оценке.

Ключевые слова: прекаризация, гибкость занятости, прекариат, устойчивая занятость, прекаризация занятости населения.



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Introduction. Despite a number of efforts to ensure decent working conditions and adequate employment in the world, unsustainable employment is becoming an increasingly serious social problem. According to the ILO, “In 2019, a large proportion of the world’s 3.3 billion people in paid employment have been employed in jobs that do not provide decent working conditions or adequate income. Especially in low- and middle-income countries, 1.4 billion people worked in informal, vulnerable conditions”[1]. Today special attention is paid to the implementation of appropriate measures in targeted regulation of labor market liberalization, increasing attention to social guarantees in social-labor relations and in accordance with the requirements of the International Labor Organization's Concept of Decent Work.

The world is conducting extensive researches aimed at solving the problems of social and labor relations of precarious employment. The researches include the liberalization of the labor market in the context of labor mobility and migration, solving problems of social guarantees and social-labor relations as a whole system, a special attention is paid to improving the methodology for determining informal employment and development of non-standard forms of employment.

In Uzbekistan, especially in recent years, issues such as improving the quality of life, providing permanent employment, creating new jobs are becoming a priority. “The task of improving the living standards and quality of life in the regions, in particular poverty reduction is in many ways directly related to the creation of new and sustainable jobs by increasing the competitiveness of all sectors and sectors of the economy and creating fundamental conditions for entrepreneurship”[2]. In addressing these challenges, reducing the level of precarious employment on the basis of target parameters of labor market regulation, increase the level of non-standard forms of employment, it is expedient to deepen research in such areas as substantiation of income indicators based on the factors influencing income instability.

Literature review. Theoretical and methodological basis of precarious employment, distribution of people into social strata, non-standard types of employment in the labor market without certain social protection and legal guarantees, changed informal forms of employment and the scientific basis of their impact on social and labor relations studied by foreign scientists: Robert Castel, Gay Standing, Pierre Bourdieu, C. Paugam, R.D. Hepp, B.L. Nugarten, A. Kollberg and others. Scientific approaches of non-standard employment problems, some modern types and forms of precarious employment have been presented by scientists of the Commonwealth of Independent States as V.N. Bobkov, O.V. Veredyuk, V.E. Gimpelson, U.G. Odegov, Z.T. Golenkova, U.V. Goliusova, E.A. Grishinina, N.V. Osipova, N.J. Alshanova and others.

Social and labor relations in Uzbekistan - the formation and development of the labor market, regulation of employment and labor migration, reducing unemployment and theoretical and practical aspects of creating new jobs are found its expression in scientific works of *K.Kh. Abdurakhmanov*, D.N. Rahimova, N.K. Zokirova, B.H. Umurzakov, N.H. Rakhimova, Z.Y. Khudoiberdiev, N.U. Arabov and others. The British economist G.Standing

describes the nature of the category of precariat as follows: “Many of what we call precariat have never seen their employer, have no idea how many employees the employer has in their hands, and how many employees it plans to hire in the future. Precariat cannot be included in the middle class because it does not have a stable salary, does not correspond to the status of the middle class, and is not entitled to guaranteed benefits for them”.[3]

The French scientist P. Bourdieu made a great contribution to the analysis of the state of precariat. He describes the precariat as an unstable, defenseless, marginal category of the population (from the Latin word "margo" - "edge"), is isolated from society.[4] Therefore, Robert Castel believes that the main reason for the emergence of precarisation is the destruction of the industrial order of labor organization and the social system of society.

However, the collective protection system of the twentieth century (labor law, social insurance system, the social state that regulates these structures) served as a kind of "airbag" in the event of social threats[5]. Serge Paugam sees such separation of the able-bodied population as a mechanism that accelerates precarisation. It is this mechanism that turns the relatively low-skilled, inexperienced and intolerant part of the able-bodied population into precariat[6]. Academician of the Academy of Sciences of Uzbekistan, Doctor of Economics K. Abdurahmanov says that the reason for the formation of precarisation is “The wide range of non-standard employment is the result of structural changes in the production of goods and services, the emergence of new forms of production relations in labor and entrepreneurship in a situation of increasing labor market flexibility”[7].

Research methodology. Dissertation research used systematic analysis, grouping, logical thinking, complex evaluation, logical and comparative analysis, statistical and econometric modeling, prospective forecasting methods.

Analysis and results. It is known that employment depends on the balance of labor demand and supply in the labor market. In practice, the factors of labor demand and the factors of its supply do not coincide (1-2 Figures).

When the demand for work with its supply is balanced, that is, when it is not possible to formalize work activity in accordance with applicable law, the employee is forced to work in precarious forms of work.

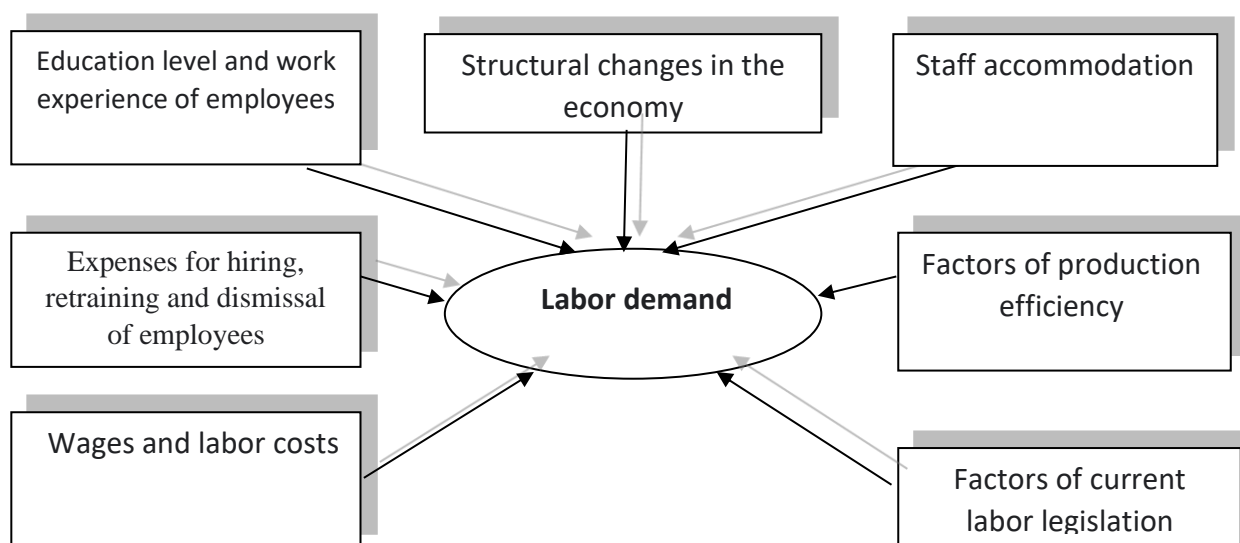


Figure 1. The main factors shaping the demand for labor[8]

As a result, the emergence of precarious employment in the labor market can be classified into three areas:

- ❖ The first direction is a change in the form of employment; This means a mass transition to the use of emergency employment contracts, the use of flexible forms of employment at the initiative of the employer, the mass dismissal of employees and the recruitment of new employees, the expansion of unregistered labor migration.

- ❖ The second direction is a change in the forms, amount and regularity of payment; In precarisation, this means receiving part of the salary in an "envelope", reducing the fixed part of the salary in the structure of employee income and increasing the share of unsecured payments. At the same time, the work is performed and services are provided without the conclusion of relevant contracts. That is, these payments are not taxed accordingly.

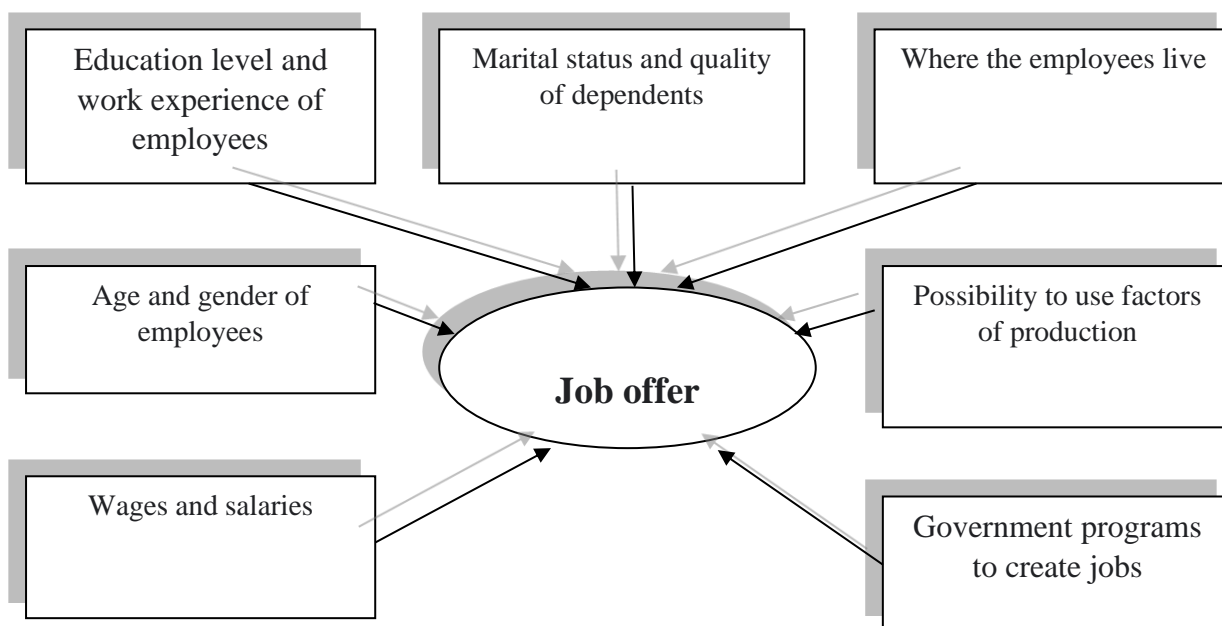


Figure 2. The main factors shaping labor supply [9]

The third direction is the change in working conditions. This leads to a decrease in the application of labor legislation to the precarious, deteriorating working conditions, labor protection and safety of employees. (Table 1).

There are methods of analysis and assessment to determine the impact of unsustainable employment on social-labor relations. Basically, the following measurement and evaluation methods can be cited based on quantity and quality as well as statistical data and survey methods.

Table 1

Methods of assessing precarious employment¹

Authors	Evaluation method	The structure of indicators	Complexity
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¹ Compiled by the author

International Labor Organization	Quantitative methods	Forced employment (self-employed and unpaid workers)	These indicators describe several types of precarious employment
European Union	Multidimensional EPRES (Employment Precariousness Scale) method. A combination of survey and statistical methods	Period of employment, involuntary employment, restriction, fixed salary, right to income, right to health and rest	Query method. Assessing the impact of instability on a worker's psyche and health
Global Challenges Foundation	A method of identifying existential risks. Statistical method	1. The total population that may be affected by the risks. 2. Determining the strength of the risks. 3. The probability of a crisis under the influence of risks	The fact that more than 10% of the total population is in a state of instability indicates a high risk of social instability in the country
E.A.Grishnova	Quantitative methods. Social survey method.	Unemployed. Those who work for low wages. Population engaged in the informal sector of the economy. Permanent work and workers who are not confident that it will be maintained. Official workers in despair with part-time work. Seasonal unemployed. Those who work in harsh and harmful conditions	The indicators do not provide a reliable estimate of the number of illegal labor migrants
Broughton, M. Green and etc.	Creating an instability risk map. Based on quality and quantity indicators	Involuntary rapid employment, freelancing, private employment, temporary employment, employment through employment agencies, self-employment, poverty risks	Statistics by country
V.E. Gimpelson, A.A. Zudina	Assessment of instability by informal employment rate	Total employment is determined by the ratio of the population to employment in enterprises and organizations	Assessment method in the survey method

It is known that the formation of informal employment indicators also requires the identification of quantitative indicators that directly reflect the number of people engaged in

precarious employment. By collecting these statistics, methods will be developed to determine the extent of informal unemployment based on world standards and national legislation.

The number of people employed in the informal sector of the economy is determined on the basis of selective studies. The state registration of informal sector entities serves as a basis for its identification. That is, those employed in the informal sector are assessed only through statistical observations. In this regard, the Scientific Center for Employment and Labor Protection in the country conducts public opinion polls.

$$\text{Proportion of informal employment in total employment} = \frac{\text{Informal employment}}{\text{Totalemployment}} \times 100\%$$

The level of precarious employment is assessed on the basis of forced or compulsory employment. The simplicity of this method is that it is determined using the quantitative method recommended by the ILO, based on statistical data, ie the ratio of those who are forced or forced to work to the total number of items.

$$Pe(\%) = \frac{Ve}{E_t} = \frac{Se + Cw}{E_t} \quad (4)$$

where: Pe - precarious employment rate (in%), Ve - helpless or compulsory employed population, Se - self-employed who are not employed, Cw - unpaid household employment, Et - total employed population.

Precarious employment is manifested in different directions, in different forms. In this regard, instability is multidimensional and there is no single way to assess it.

Precarious employment usually consists of two forms: formal precarious employment and informal precarious employment. Table 2.

Table 2

Indicators of employment characteristics in precarisation¹

Precarisation criteria	Employment characteristics	Indicators
Forms of employment	Informal employment	Number of employed people in the informal sector
		Number of people informal employed in the formal sector
	Incomplete employment	The number of fully employed
	Temporary employment	Percentage of employed on a temporary contract basis for a specified period
		Proportion of employment under the terms of civil law contracts
		Percentage of employment under the terms of verbal agreements
		Percentage of employment under seasonal contracts

¹ Prepared by author

Form and amount of salary	The instability of income	Regular non-payment of wages (non-payment for vacation, compulsory reduction of wages due to reduced working hours)
Wage variability	Low income level	Percentage of those earning less than two-thirds of the average monthly wage
Working conditions	Working conditions	The number of people working in a workplace that does not meet sanitary and hygienic requirements

Formally precarious employment takes the following forms in an “employer-employee” relationship:

- ✓ Outstaffing agreements between employees of employment agencies;
- ✓ employment on the basis of employment contracts concluded on the condition that the employer works outside the workplace;

Informal precarious employment means the absence of a formal (written) contract between the employee and the employer (fixed-term or indefinite employment contract, entry in the employment record book, the employer's order of employment on the basis of the employee's personal application).

At the same time, employees engaged in informal precarious work are also divided into two groups:

- employees of official enterprises (organizations and institutions);
- informal employees of informal employers (informal enterprises, households);

However, unsustainable employment can also be classified according to the flexibility of working hours, the organization of labor activity and the characteristics of employment, the duration of the means of labor and the status of labor activity.

According to the ILO, the number of part-time employees has increased from 25% to 50% in most developed countries over the past 20 years. The increase in such employment is due to the personal conditions of the employee, the reduction of working hours by the employer, as well as the lack of full-time jobs. The use of outsourcing provides an opportunity to increase the efficiency of the enterprise, to centralize the freed organizational, financial and human resources to develop new directions or to solve a specific important task. There are many types of outsourcing.

Table 3.

Types of outsourcing¹

Types of outsourcing	Characteristics of outsourcing types
Production outsourcing	Another enterprise is assigned to complete the production of a particular type of product or its components
IT outsourcing	An external specialized enterprise is entrusted with the development, implementation and monitoring of information systems or certain elements of systems
Financial outsourcing	Complete or complete certain functions of accounting, financial and tax reporting

¹ Prepared by author

Personal outsourcing	It is one of the most advanced types of outsourcing, covering the search, finding, hiring, staff leasing, organization of staff salaries, and more
Outsourcing in retail	This includes the delivery of goods from manufacturers to trade organizations, packaging, assembling, cash operations, staff training, training, documentation, etc.
Social outsourcing	Perform all or certain types of social services to the population

The need to use outsourcing arises in the following cases:

- directing all available resources and opportunities to the main goal of the activity;
- use the experience of partners with modern technology and know-how in a particular direction to gain an advantage in a fierce competition;
- improving the quality of service;
- reduction of production costs;
- lack of technical and technological experience for the production of necessary goods, services, etc.

One of the types of unsustainable employment is personnel outsourcing. It is the transfer of the function of some work, services by an enterprise (organization, institution) to an external provider who has sufficient human resources to carry them out. In this case, the customer enters into an outsourcing agreement with the executor. The executor (outsourcer) guarantees that the assigned task will be performed by highly qualified specialists.

Currently, 90% of companies in the U.S. and the European Union use personnel outsourcing. This service is used in the following cases:

- temporary absence of staff (vacation, illness, pregnancy of women, etc.);
- when additional labor resources are required for seasonal work;
- when a specialist is required to perform a particular project;
- Lack of experience of an existing employee, specialist to perform a specific function, etc.

In outsourcing, the customer of labor resources pays for the necessary work and service and has an effective and positive end result. At the same time, the outsourcer solves all the problems that arise in the employment of the employee, the organization of the workplace and the work activity.

Another type of precarious employment is outstaffing. Outstaffing (from the word "outstaffing" - "out of state") - is the transfer of part of the staff of the enterprise (organization, institution) to another state (for example, recruitment agencies). In this case, the employee will continue to work in their workplace, but their employers will be recruiting agencies.

Outstaffing is used in the following cases:

- when there is a need to reduce the number of staff without losing qualified personnel;
- when it is necessary to save money in the calculation of the single social tax, to reduce administrative costs in the calculation of personnel and wages;
- when it is planned to hire staff in the regions, but there are no plans to open offices and departments here;
- to dismiss new employees during the probationary period, etc.

There are fundamental differences between outsourcing and outstaffing

In outstaffing, recruitment agencies take on the following functions:

- Registration of documents of employees on the basis of labor legislation;
- Payment to employees on the basis of salary, leave, sick leave;

- implementation of taxes and mandatory payments to the state;
- providing a reserve employee when the key employee is ill or unable to work due to other reasons;
- settlement of labor disputes;
- submission of relevant information and reports to government agencies, etc.

Table 4**Differences between outsourcing and outstaffing¹**

Indicators	Outsourcing	Autstaffing
Function	Provides direct service to the customer	Provides staff to the customer
Order fulfillment tool	Uses its own labor resources	Forms the customer's staff in his own name
The essence of the work performed (service)	Basically, secondary work (service) is performed	In most cases, it performs the main work (service) of the customer
Customers	All employees perform the services of one enterprise (organization, institution)	One employee can perform the work, service of several customers
Employee's workplace	There will be no specific workplace, it will perform its function in a flexible working time order	It will have its own workplace and set working hours
Salary payment procedure	Wages are paid for the work done	Salary is paid monthly

A freelancer (from the English word "freelancer" - "freelance artist") is a freelancer in the labor economy. There are different views among economists on the concept of "freelancer". Some consider him to be a non-standard or informally employed employee. Others rate him as an out-of-state employee. In particular, in the United States and the European Union, all self-employed people are included in the category of freelancers.

Indeed, freelancers choose the form of their employment and the place of work independently, so that their dependence on the employer is less than that of other forms of precarious employment. In the West, the employment of freelancers is regulated by employment and civil law documents, as well as by civil law contracts, as out-of-state employment, independent employment in private enterprise.

The freelance form of precarious employment has its advantages as well as certain disadvantages.

Table 5

¹ Prepared by author

Advantages and disadvantages of the form of employment freelancer¹

For freelancers		For the employer	
Advantages	Disadvantages	Advantages	Disadvantages
Independence	The need for regular independent search for new orders	Payment only for work performed	The complexity of tracking the progress of work
Free work schedule	Income is not stable	Opportunity to attract highly qualified specialists from abroad	The risk of being disproportionate to the performance of the task assigned by the freelancer
Opportunity to work from home	Accounting, the need to pay taxes independently	Cost savings for workplace organization	The complexity of involving a freelancer in long-term projects
Ease of starting your own business	Lack of social guarantees	Absence of social protection obligations of the employee	The possibility of problems in relations with the tax authorities due to the freelancer
Opportunity to independently choose partners	The complexity of obtaining a bank loan	Get rid of preparing and submitting various reports	The need to keep enterprise know how a secret from a freelancer
Unprofitable work, the opportunity to abandon the project	Possibility of legal problems (payment of taxes, pensions, etc.) due to non-formalization of employment relations	Opportunity to cancel the contract at any time with the freelancer	
Independent assignment of work and family responsibilities			

Conclusion. Freelancers offer their services to employers through the media, special recruitment agencies, acquaintances. This type of employment is widespread in information and communication technologies, law, journalism, architecture, design, expert and consulting activities. The unequal position of employees in the employment system with employers also creates other forms of precarious employment. These include, but are not limited to, casual, zero and temporary employment.

For example, casual employment is widespread in Australia. In this case, employers set the working hours for the hired employee from 3 to 40 hours per week. At the same time, an employee in such employment will be deprived of social guarantees such as paid leave, sick leave, maternity pay. Accidental employment is common, especially in trade and services.

Zero employment means the conclusion of a zero contract with an employee. A person who signs such a contract will have to wait for the employer to call him or her to carry out his

¹ Prepared by author

or her employment. That is, such an employee is officially employed, but in fact, it is unknown when he will start working. Such employment with employment is available in the UK. At this point, zero-employment in this country enjoys certain social protection: during childbirth, social payments for holidays, health insurance.

A common type of unsustainable employment is temporary employment. This form applies to the employment of an employee from 6 months to 1 year. According to the International Confederation of Private Employment Agencies (CIETT), three out of five young people under the age of 30 in the world are currently temporarily employed. Temporary employees in the U.S. enter into similar employment contracts to gain permanent jobs, while in the European Union, they enter into similar employment contracts to enhance work experience. However, temporary employees are not entitled to leave and sick leave [10].

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