



WAYS TO ENSURE UNCONVENTIONAL EMPLOYMENT

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Annotation: *Unconventional employment has become a prominent feature of labor markets worldwide, including in Uzbekistan. This comprehensive analysis examines the various forms of non-standard employment arrangements in Uzbekistan, their economic and social implications, and strategies for ensuring sustainable development. The study explores self-employment, the informal sector, gig economy jobs, freelancing, and temporary or part-time work as prevalent forms of unconventional employment.*

Key words: *Unconventional employment, non-standard employment, labor market, Uzbekistan, self-employment, informal sector, gig economy, platform work, freelancing, remote work, temporary employment, part-time employment, economic implications, social implications.*

Introduction

Non-traditional employment, also known as non-standard or alternative employment, has attracted much attention in recent years because of the changing dynamics of labor markets around the world. It refers to modes of work that deviate from traditional full-time and full-time jobs, such as self-employment, gig-economy work, freelancing and temporary or part-time employment. These forms of work offer flexibility, autonomy and a variety of income opportunities, but they often lack the security and benefits associated with traditional work.

The labor market in Uzbekistan, located in Central Asia, has undergone changes in recent decades. After the collapse of the Soviet Union, Uzbekistan transitioned from a centrally planned economy to a market economy. This transition has caused significant changes in the labor market, with a growing number of individuals engaged in nontraditional employment.

He examines the economic consequences of nontraditional employment, including its contribution to GDP, tax revenues, income inequality, and poverty rates. He also analyzes the social impacts, such as job insecurity, lack of social protection, and gender inequality.

To support sustainable development, the study suggests policy measures ranging from legal frameworks and social security to skills development programs, access to financial services, and social interaction. It also draws from international applied



research and best practices and teaches valuable lessons for Uzbekistan's non-traditional approach to employment management.

The study emphasizes the importance of inclusive growth, social protection, skills development and sustainable development in Uzbekistan to create a supportive ecosystem for people with non-traditional employment.

This article aims to comprehensively analyze non-traditional employment in Uzbekistan, its various forms, its impact on the economy and society, and strategies to ensure sustainable development. The specific objectives of this study include:

Table 1: Main objectives of the study.

- Study the various forms of non-traditional employment prevalent in Uzbekistan, including self-employment, informal sector, gig-economy jobs, freelancing, and temporary or part-time employment.	- Examining the economic impacts of nontraditional employment, such as contributions to gross domestic product (GDP), tax revenues, income inequality, and poverty rates.
- Analyzing the social impacts of non-traditional employment, including job insecurity, lack of social protection and gender inequality.	- Propose policy measures and strategies that promote sustainable development of non-traditional employment in Uzbekistan.
- Identify applied research and best practices from other countries that can provide valuable lessons for the Uzbek context.	

It is important for policy makers, researchers and labor market stakeholders in Uzbekistan to understand nontraditional employment. This study contributes to the existing literature by providing an in-depth analysis of the different forms of nontraditional employment in Uzbekistan, their implications and potential policy interventions.

The results of this study can inform the development of evidence-based policies and initiatives that will help improve inclusive growth, job creation and social protection for people in non-traditional employment.

By studying successful models and best practices from other countries, Uzbekistan can learn valuable lessons and adapt strategies to its specific context. The findings of the study can inform evidence-based decision-making and facilitate dialogue among relevant stakeholders, including government agencies, trade unions, employers'



organizations and civil society, to develop an ecosystem of support for non-traditional employment.

Overall, this study aims to provide valuable information and recommendations for utilizing Uzbekistan's non-traditional employment benefits and addressing challenges that ultimately contribute to the sustainable economic and social development of the country.

The extent to which the problem has been studied

Non-traditional employment, characterized by non-standard and alternative modes of work, has attracted much attention in recent years. This section presents a review of the literature on various aspects of non-traditional employment, including its forms, economic and social impacts, and policy interventions. The review is based on relevant research and studies conducted in global and Uzbekistani contexts.

Non-traditional employment encompasses many forms, including self-employment, informal sector, gig-economy jobs, freelancing, and temporary or part-time employment. Research has highlighted the growing expansion of self-employment in response to economic transitions and changes in the labor market (Atherido et al., 2011). [1]

The informal sector, which includes unregistered and unprotected activities, is recognized as an important source of employment in developing countries (Chen et al., 2019). The gig economy, characterized by short-term contracts and freelance work through digital platforms, has witnessed rapid growth worldwide (Calleberg, 2018). [3]

Similarly, freelancing and remote working arrangements have gained popularity due to technological changes and shifts in hiring preferences (Graham et al., 2017). Temporary and part-time employment is also common, offering flexibility to both employers and employees (Fagan et al., 2017).

Non-traditional employment affects economic growth, tax revenues, income inequality and poverty rates. Several studies have shown that self-employment contributes to job creation and economic development, especially in the informal sector (Maloney, 2004).

However, it is important for the self-employed to address problems such as low productivity and limited access to financial services (De Soto, 1989). The contribution of the informal sector to GDP and tax revenues varies from country to country, highlighting the need for formalization strategies (Schneider et al., 2010).¹

¹ 3. Chen, M. A., Vanek, J., Carr, M., & Heintz, J. (2019). Informality, Gender, and Poverty: A Global Picture. UN Women Working Paper Series.



Non-traditional employment can also exacerbate income inequality, as self-employed people often face income instability and limited social protection (arando et al., 2018). In addition, the proliferation of jobs in the informal and gig economy can perpetuate poverty and impede social mobility (Moth, 2019).

RESEARCH METHODOLOGY

This study uses a mixed research approach to comprehensively analyze nontraditional employment in Uzbekistan. The research methodology consists of data collection, sampling, data analysis and interpretation of results.

Baseline data is collected through surveys and questionnaires administered to individuals engaged in non-traditional employment in Uzbekistan. The survey instruments are designed to obtain information on employment rate, income level, job satisfaction, access to social security and other related variables.

In-depth interviews and focus group discussions are conducted with key stakeholders, including policymakers, representatives of trade unions and employer organizations, and labor market development experts. These qualitative interviews provide valuable insights into non-traditional employment challenges, opportunities and policy perspectives.

The research methodology used in this study aims to provide a holistic view of non-traditional employment in Uzbekistan, taking into account quantitative and qualitative data. By combining different research methods, this study enhances the credibility and validity of the findings and contributes to evidence-based policy recommendations for the sustainable development of non-traditional employment in the country.

ANALYSIS AND RESULTS

In recent years, many countries have witnessed the emergence and growth of new forms of economic change, the adoption of new business models, technological development and continued digitalization. New methods of work organization and production have been accelerated by the COVID - 19 pandemic, which will lead to further increases in scale and new forms of employment.

These new forms of employment, often characterized by non-traditional employment relations and practices, as well as an increase in the number of workers involved in them between policy makers there have been discussions about the development of different forms of employment and their potential impact on social protection and working conditions.



For statistical agencies, this trend has led to the need to measure the development of different forms of employment by compiling statistics that are sufficient and relevant to the requirements of decision-makers, researchers and the public.

Therefore, in 2023, the bureau of the Conference of European Statisticians established a working group to develop a conceptual framework to assist countries in producing relevant, harmonized and internationally comparable statistics on forms of employment.²

Diagram 1. Conceptual framework on forms of



work.

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² 4. Handbook on Forms of Employment by United Nations, Geneva, 2024 (https://unece.org/sites/default/files/2024-08/2210309E_ECE_CES_STAT_2022_4_WEB.pdf)



A complete understanding of employment forms includes additional considerations, including: (1) the level of permanence and stability associated with Labor Relations; (2) the social protection system in which the employment form is found; (3) the circumstances of individuals working in the employment form; and (4) the influence of employment forms on individual well-being, captured by the broader concept of employment quality. In addition to the central considerations of working relationships and working methods, these four additional measures help to support a comprehensive conceptual framework for measuring employment patterns and understanding their impact on well-being.

Table 2. Working relationships, work methods, constancy and stability.

Business relations (ISCE-18)	
Main ISCE-18 categories	Constancy and stability
Personnel	Regular
	Term
	Short-term and casual
	Paid apprentices, interns and interns
Dependent contractors	More permanent or stable
	Less permanent or stable
Employees in corporations	More permanent or stable
	Less permanent or stable
Employers in domestic market enterprises	More permanent or stable
	Less permanent or stable
Owner-operators of unstaffed corporations	More permanent or stable
	Less permanent or stable
Workers in domestic market enterprises operating without employees	More permanent or stable
	Less permanent or stable
Contribution to family workers	More permanent or stable
	Less permanent or stable

While statistics may reflect a particular cell in the table (e.g. permanent part-time workers), many cases use a combination of status in employment categories, a particular mode of work, or even a combination of modalities and statuses in employment categories.

For example, NGOs interested in measuring the use of digital platforms among independent workers working from home combine two cases in employment categories (workers without jobs in the housing market and owner-operators of corporations without employees) in two ways.

CONCLUSION



This study was comprehensively analyzed in Uzbekistan, taking into account non-traditional employment, its various forms, economic and social consequences and political interventions. The findings highlight the importance of non-traditional employment in the country's labor market and the need for targeted interventions to solve the problems associated with them.

Non-traditional employment, including self-employment, the informal sector, the work of the gig economy and non-standard agreements, play a decisive role in job creation and economic development. At the same time, it presents economic problems such as income volatility, limited use of financial services, and the potential to sustain income inequality and poverty levels. Socially unconventional employment raises concerns about job security, lack of social protection, and gender inequality.

To address these challenges and promote inclusive growth, policymakers should consider the following recommendations:

1. **Formalization strategies:** Implement policies and programmes to formalize the informal sector, encourage registration and compliance. This increases the productivity and contribution of informal workers to the economy while ensuring access to social protection.
2. **Social protection:** expanding social protection measures to cover those engaged in non-traditional work. This includes health care, pension, unemployment benefit and income security. Special attention should be given to the self-employed and those working in the gig-economy.
3. **Skills development:** design skills development programs to meet the evolving demands of non-standard work. Providing training opportunities to improve the employability and earning potential of those engaged in non-traditional work.
4. **Access to financial services:** improving access to financial services for the self-employed and workers in the informal and gig economy sectors. This includes microfinance, customized banking solutions and financial literacy programs to support entrepreneurship and income stability.
5. **Legal framework:** Adapting and updating the legal framework to address the changing nature of the case. Ensuring adequate protection for workers in non-traditional work, including labor rights, fair wages, and dispute resolution.
6. **Gender Equality:** implementing policies and initiatives to address gender inequalities in non-traditional employment. This includes promoting equal pay, eliminating discrimination and supporting women entrepreneurs and workers.
7. **Social dialogue:** promote social dialogue among stakeholders, including governments, trade unions, employers' organizations and civil society. Practice



formulating inclusive policies, facilitating collective bargaining and providing meaningful advice to address the concerns of non-standardized employees.

It is essential that policy makers take into account the specific context of Uzbekistan when implementing these recommendations. Ongoing research, monitoring and evaluation are needed to assess the effectiveness of policy interventions and to make necessary adjustments over time.

Uzbekistan can strive for inclusive growth, improved social protection and sustainable development in its labor market by addressing non-traditional employment and seizing opportunities.

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Uzbekistan can strive for inclusive growth, improved social protection and sustainable development in its labor market by addressing non-traditional employment and seizing opportunities.

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