



EMPLOYMENT PROBLEMS AND SOLUTIONS OF EMPLOYMENT DURING THE CORONAVIRUS PANDEMIC

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ANNOTATION

This article is about the problems and solutions of employment during the Coronavirus pandemic, the reasons for the pandemic slowing down the economy, the unemployment and direct loss of income due to the closure of enterprises and firms. As well as, special attention was paid to some recommendations and ideas on mitigating the impact of the global economic crisis on incomes and living standards in the Republic of Uzbekistan.

KEYWORDS: *unemployment, epidemic, COVID 2019, gross domestic product (GDP), economic downturn, pandemic.*

INTRODUCTION

Unemployment is a process when a part of the economically active population is unable to find a decent job and becomes a labor force. Unemployment is one of the major socio-economic problems that directly affect human interests. For many people, losing their jobs leads to a decline in the standard of living of the family, the turmoil of private life, and a serious psychological impact on the person.

In the current economic life, unemployment is manifested in the form of labor supply exceeding demand for it. In the economy, the balance of aggregate supply and demand is disturbed, the reduction of market demand for goods also reduces the demand for labor. As a result, part of the workforce becomes redundant. With the development of the economy, the demand for skilled labor force will increase, the unskilled will no longer be needed, and when the population grows faster than the workers, part of it will be redundant and unemployed. Just as the causes of unemployment are different, so are its forms.

The main forms of unemployment:

Frictional unemployment is the periodic unemployment for various reasons (moving to a new place of residence, changing profession, raising a child, choosing a new job). This is called voluntary unemployment.

Structural unemployment occurs at a time when people who have worked in the old industries have not

yet mastered the profession they need in the new industry in a changing environment.

Cyclical unemployment depends on economic hardship, it occurs as a result of reducing production. This is forced unemployment.

Seasonal unemployment is the unemployment of those who are busy with seasonal work and at the end of the season they lose their job.

Hidden unemployment is only part-time employment of those who are officially employed. It includes those who have a reduced working day or work week, those who have taken unpaid leave due to lack of work.

The unemployed make up the labor force in the country along with those who work. The main purpose of studying the problem of unemployment in the economy is to expand the country's (enterprise) labor force by improving employment and to develop measures to further improve the living standards of the population.

It should also be noted that the ranks of the unemployed usually include not only those who have been fired for various reasons, but also those who have resigned voluntarily and are trying to find a new job. Unemployment structure includes 4 main categories of labor force by its causes: those who lost their jobs as a result of dismissal, those who resigned voluntarily, those who are looking for work after a break, those who are looking for work for the first time. The



interrelationships of these categories depend on the stages of economic development.

At the national level, an unemployment rate of 3-5% is normal for the economy (the natural limit of unemployment). To reduce unemployment, a state employment program will be developed, enterprises will be built, new jobs will be created, staff will be trained and retrained, and an employment assistance fund will be established.

Under labor laws, the unemployed are paid unemployment benefits through labor exchanges.

The permanent population of Uzbekistan as of January 1, 2020 accounted for 33,905.8 thousand people, an increase over the beginning of 2019 by 650.3 thousand people or 2.0%. The share of urban population consists of 17.1 million (50.5% of the total), rural population - 16.7 million (49.5%).

The largest population is in Samarkand (11.4%), Fergana (11.1%), Kashkadarya (9.7%) and Andijan (9.2%). Analysis of population density shows that in the Republic of Uzbekistan there are 74.1 people per 1 sq. Km. The most densely populated areas are Andijan (713.2 people per 1 sq. Km), Fergana (544.8 people), while Navoi region (8.8 people) is the opposite.

According to preliminary data, as of January 1, 2020, 30.3% of the permanent population of the country are under the age of working age, 59.5% are of working age and 10.2% are adults of working age.

DISCUSSION

The pandemic that is now being announced all over the world, in turn, will have an impact on the economy as well. According to experts, the pandemic will slow down the growth of the Uzbek economy. Of course, the slowdown in economic growth is also due to the slowdown in the economies of Uzbekistan's main partners (China, Russia, Turkey). Another important factor is the slowdown in business activity associated with the decline in commodity markets. The fall in oil prices will also influence significantly. In many ways, economists say that if these external factors stabilize, the Uzbek economy could grow.

Also, according to the World Bank's research on international migration and household welfare, if remittances stop, the poverty rate in Uzbekistan will increase by 16.8%. It should be noted that quarantine restrictions have a negative impact on many areas of Uzbekistan. Public catering, tourism and hotel services will suffer. It has been very difficult, especially in a small business, because in such conditions it is not easy to recover quickly.

METHODS

The creation of profitable jobs is an important condition for economic development and improving the living standards of the population. Increased labor productivity and employment are the two main factors contributing to the growth of such an important indicator as GDP per capita. In countries with the highest per capita incomes, labor productivity has risen sharply over the past two centuries. Such an increase in labor productivity leads to the creation of "more efficient" or higher-paying jobs. GDP per capita is actually an indicator of the efficiency (productivity) of labor of the whole population. In countries with high and low incomes, the differences in GDP per capita represent the differences in the levels of labor productivity between countries.

Of course, it is gratifying that such reforms are being carried out in our country, but there are many obstacles in the way of these reforms. The most dangerous of these barriers is the Coronavirus, which is now a pandemic around the world. The virus, which is forcing many countries into economic crisis, has not bypassed Uzbekistan.

RESULTS

From March 23 in the Republic of Uzbekistan all enterprises and institutions (regardless of the form of ownership) must take leave in the manner prescribed by law and organize the activities of other workers as far as possible (online or remotely) without affecting their core business. Gazeta.uz reports that according to a survey posted on the social network Telegram on April 5 (more than 200,000 respondents), during the quarantine period, 43% of respondents, or 86.7 thousand, lost their income, and 29% or 58.9 thousand lost their income altogether. This shows that 79% of the population has a negative impact on income. The addition of 13-15% of the population in need, another 30% of the population below the poverty line, and 43% of the population with reduced incomes is likely to complicate the socio-economic situation, and it is possible to get out of this complicated situation by providing them with targeted support.

The current situation is very dangerous for people living on wages. There are many families in Uzbekistan who do not have a fund that allows them to live for 1-3 months. In Uzbekistan, about 5.7 million people are employed in the formal sector. This is 30 percent of the country's resources. About half of them work in the public sector. The other half work in the private sector. It may not be possible to make a steady income here. , 4 million people work in the informal sector. The situation here is even worse. Because no one cares about these people, and they are self-



employed people. Another 2.6 million people work abroad. According to official data, this is actually even more. It is not surprising that these people and their families are in a catastrophic situation, because some people work and earn a living in foreign countries.

A number of measures are being taken to support and provide employment to the unemployed during the pandemic. During quarantine, employers are prohibited from dismissing the parents of a child infected or quarantined with a coronavirus infection, paid temporary incapacity benefits of 100% of the average monthly salary to quarantined parents and caregivers, and employees, especially pregnant women. These include allowing the elderly, people with disabilities and people with chronic illnesses to work remotely, on a comfortable work schedule, or to work from home. Determining the list and volume of food products for procurement and stockpiling, monitoring the volume of raw materials needed for the production of consumer goods, daily monitoring of market prices for socially important food products and artificially lowering their prices. Strict controls to prevent overpopulation are one of the key solutions to employment during a pandemic.

CONCLUSION

In conclusion, in such a situation, gross demand and gross supply and measures to support the needy are important. The experience of many countries shows that the main way out of this situation is, first of all, direct payments to needy families. This is done, on the one hand, so that families do not fall into poverty and starvation, and, on the other hand, to support the general demand. It should be mentioned that in such testing days we are once again convinced that the Uzbek people care and are kind to each other. It is gratifying that a group of entrepreneurs, government agencies and volunteers are aware of the plight of low-income and needy families and extend a helping hand to them.

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