



## FORMS OF SELF-EMPLOYMENT IN THE LABOR MARKET

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### ABSTRACT

*The article provides scientific observations on the reduction of aggregate demand, quarantine and restrictions due to the global spread of coronavirus, as well as some factors that reduce the negative impact on employment and income. While studying the forms of self-employment in recession conditions, unconventional approaches to the development and evaluation of their legal, economic and social criteria have been proposed.*

**KEYWORDS:** recession, labor market, self-employment, private farming, private entrepreneurship, personal labor.

### INTRODUCTION

Quarantine and restrictions in order to protect the health of the population due to the spread of coronavirus infection worldwide have led to a sharp decline in production, a significant decline in business and entrepreneurship, and an ultimate reduction in income and employment. The recession and the decline in aggregate demand will further exacerbate the disparities and sharpness of the labor market in the Republic of Uzbekistan, which has excess labor resources. In particular, the impact of the pandemic restrictions on the employment of businesses and the population is leading to a sharp increase in the share of the unoccupied labor force in the country at the expense of those who operate informally. According to official statistics, "for the first time in 2019, the number of people employed in the official sector increased by 3.7% compared to 2018 and amounted to 5,712.1 thousand people. The number of people employed in the informal sector (excluding migrant workers) was 5,368.3 thousand"[8].

In order to provide social protection to the population and to support economic and entrepreneurial entities in the recession period, the President of the Republic of Uzbekistan issued Resolutions, besides government decisions and orders were made. Resolutions were:

1. "On additional measures to support the population, sectors of the economy and businesses during the coronavirus pandemic" was issued on April 3, 2020, No. PR-5978
2. "On priority measures to mitigate the negative impact of the coronavirus pandemic

and the global crisis on the economy" was issued on March 19, 2020 No. PR-5969

These legal and normative documents set the task of effective use of appropriate methods and mechanisms of socio-economic support of the population in the conditions of a sharp decline in aggregate demand, the timely solution will directly provide employment and income to the population.

### MATERIALS AND THEIR DISCUSSIONS

However, globally, it is still keeping important to ensure that employment of the population is provided, in spite of the limited opportunities and conditions at home, where economic and labor activity is limited. Some aspects of this problem are fully covered in the research work on employment of the population in conditions of limited labor movement and resources [3,4,5,6].

The main direction of the effective use of existing labor resources in the conditions of recession and quarantine is the state support, development and widespread promotion of employment in the private labor sector. In our opinion, the significant share of young people in the economically active population of our country, the psychological barriers to entry of women into the labor market, and a lack of interest in the traditional way of working with young children outside the household have a significant impact on employment in the "private labor" sector.

Russian scientist Patsiorokovsky V.V in his research draws attention to the fact that the labor activity of about 40 million people in the Russian Federation is carried out directly through self-



employment, and more fully reveals its theoretical and practical aspects. According to his study, this self-employment is mainly carried out in three forms: individual entrepreneurship, private farming and micro-self-employment [5]. Although we consider that the forms of employment in this approach are more comprehensive, we do not consider it appropriate to include the phrase "micro-self-employment" used by the economist in economic terms.

There are a number of approaches in the research of local and foreign scientists devoted to the scientific study of issues related to self-employment in the labor market [3,4,5,6]. There are a number of scholars, Abdurahmonov K., Kholmuminov Sh., Arabov N., Tashpulatov A. and others, that widely disseminated scientific and theoretical aspects of labor economics and employment issues in our country. and other aspects and manifestations of self-employment. However, these studies do not fully cover the socio-economic significance, main directions, trends, forms and other aspects of the sharp decline in production, the forced restriction of labor activity and jobs, and self-employment in quarantine cases.

Academician Abdurahmonov K. summed them up when discussing the issues of self-employment: "Employment on private farms is an integral part of the rural way of life, an element of the rural people's way of life. When working on the land, the farmer feels like a master. It requires diligence and entrepreneurship, which is why in the future, if market relations develop, there will be a private farm, but its composition, form and methods of operation may change. People engaged in such activities are provided with tax and credit benefits, and work experience in a personal household is included as the period of employment." [3].

Some economists have widely used the terms "domestic labor" and "individual labor activity" as alternative forms of self-employment in scientific research [4]. Of course, in the context of the digital economy, globalization, the Internet and other communication systems, there is no need or opportunity to limit the forms and methods of self-employment. However, there are cases when it is necessary to determine the legal status of traditional forms of self-employment. These include the disclosure of employment statistics, the creation of appropriate working conditions, taxation, and the provision of a guaranteed retirement pension.

There is not the definition, forms and features of self-employment of citizens in the National legislation, in particular, the Civil Code of the Republic of Uzbekistan, the Labor Code, the Law of Employment. However, Article 2, paragraph 6, of the Law of Employment states: "... self-employed, including entrepreneurs, artisans, family members,

farmers, cooperatives, farmers and others formed legally"- defined as employers [1].

At the same time, in other normative-legal documents, the definition of self-employment, which is a form of self-employment, and the definition of concepts and concepts in the field of private gardening, were discussed, but the status of other areas of self-employment were not explained. For the first time, the legal expression of self-employment is reflected in the Resolution of the President of the Republic of Uzbekistan dated March 5, 2019 No. PR-4227 which stated "On the state order to ensure employment and create new jobs in 2019." nevertheless, definition, forms, criteria and signs are still not given [2].

In our opinion, it is expedient to interpret self-employment in the national labor market as "private labor", which is more widespread and widespread than individual entrepreneurship and private farms. This field of activity includes employment in the production of local and traditional products (home-based work, confectionery, handicrafts, etc.), as well as in various services (outsourcing, freelancing, tutoring, delivery, recruitment, etc.).

The types of activities in the labor market, which require high technology and skills, such as IT, transport, communications, services, consumer services, can be assessed as individual entrepreneurship and business-related employment. Self-employment can also be transformed into other forms of personal work.

Among the citizens who are informally self-employed in the native labor market, engaged in day-to-day and part-time work are craftsmen (various industries), repairmen (various industries), private (rented) people and haulers, haulers, porters and porters. (various fields), bakers (various fields), waiters, hairdressers, cosmetologists, manicurists, etc. caregivers, care for the sick and the elderly, housekeeping, plumbing and electrical work, car repair and washing, tutoring, dry cleaning, pesticides, cleaners, security guards, videographers, security guards and other services. recipients and others.

The main forms of self-employment in the native labor market, where the supply of labor is in excess of demand, and their comparative description have been developed (Table 1). The descriptive features of each of the proposed forms are of a recommendatory nature, and the statistical figures contained in them are taken from the Internet [7, 8, 9,10,11,12].

In the research, the description of private farming and private entrepreneurship, areas of activity, characteristics, legal and economic criteria, as well as other aspects are generally expressed, while the self-employment of citizens.



### Forms of self-employment

#### DESCRIPTION

1.	Descriptive features	Private farm	Private entrepreneurship	Private labor
2.	Purpose	Lifestyle	Owning private business	Necessity
3.	Task	Reproduction	Economic Development	To provide family needs
4.	Reason	Necessity	Personal Interest	Satisfaction
5.	Legal status	Defined partially	Defined clearly	Undefined
6.	Registration Procedure	Exist	Exist	Not Exist
7.	Commercial Activity	Small-scale Commodity	Active entrepreneurship	Financial support of the family
8.	Hiring labor	Family members	Up to 3	None
9.	Forms of activity	Unlimited	Limited	Unlimited
10.	Taxation process	Controlled	Controlled	Uncontrolled
11.	Social protection	Partially protected	Protected	Unprotected
12.	Form of cash	Mainly in cash	In cash	Material and in cash
13.	Quantity	More than 5000 k*	More than 250 k*	About 6000 k*
14.	Condition during the recession	Unlimited	limited	Partially limited

The table shows that the legal, economic and social status of citizens working in the private labor sector is not clearly defined.

### CONCLUSION

In the context of the ongoing recession, it is necessary to develop and implement measures for the official registration of informal employment, taking into account the powers and capabilities of public authorities in the implementation of labor relations in the legal field. It is recommended to use the following measures:

- Determining the current status and quantitative parameters of official employment in enterprises operating in the field of production and exchange. As a result, in times of recession, the government will be able to support enterprises that provide traditional employment.

- Identify key areas of labor supply through monitoring of employment, unemployment and the level of households. Identification of areas and areas of activity necessary for families and households and ensuring their free operation and income, provided that they follow the established rules.

- Introduce a procedure for allowing business owners and business entities to continue their activities at the same time as the official registration of employees, taking into account the gradual removal of quarantine restrictions. As a result, there is an opportunity to clarify the specific indicators of informal employment in the labor

market, to develop mechanisms for their official registration and social security.

- Introduce mechanisms for allocating grants and low-interest loans to self-employed people in the private sector and in the private labor sector to reduce poverty and unemployment;

- Development, publication, distribution, promotion, etc. of methodological and practical recommendations that provide information on traditional, non-traditional and modern forms of self-employment in the private labor sector. Along with traditional and modern forms of employment in the period of reduction of production and decline in aggregate demand, the use of socially useful and profitable forms of labor in the household and the family, along with the economic benefits, is an important benefit to society as a whole.

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