

Research Article

**The Labor Market Of The Republic Of Uzbekistan In The Context Of The Covid-19
Pandemic**

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Abstract:

In order to limit the direct effects of COVID-19 on the health of workers and their families and at the same time mitigate the indirect effects of the pandemic on the global economy, prompt and coordinated policy responses at the national and global levels are required under effective multilateral leadership. The primary concern here should be to protect workers and their families from the threat of infection. The most important role in stimulating the economy, in particular in terms of impact on demand, should be played by measures aimed at protecting those whose incomes have suffered as a result of infection or curtailment of economic activity. Rising unemployment and poverty in a pandemic remain a serious problem even in the most prosperous countries. The number of unemployed has increased in Uzbekistan. In Uzbekistan, a set of measures has been taken in relation to the pandemic of the coronavirus infection in its scope of the emerging problems and the set of tools used to solve them. The government of Uzbekistan is promptly responding to the ongoing spread of infection and the problems that arise in this regard. Most of the problems that arise are quickly stopped by decisions made, which substantially smooth out their severity. As a result, a comprehensive policy was developed in a short

time to combat coronavirus infection and minimize its negative consequences for the population and the economy, which aims not only to solve the current problems of stopping the spread of the virus and treat patients, but also to preserve the country's economic potential under quarantine. Comparing the measures envisaged with foreign practices, it is necessary to state that the decisions taken are complex and systemic in nature, as they are based on the foreign experience studied in a short time, and cover the above-mentioned set of tools used abroad, and are also implemented sequentially.

Keywords. COVID-19, pandemic, labor market, employment, unemployment, population income, consumption, supply and demand.

Introduction.

In connection with the global coronavirus pandemic, which has claimed many lives, many countries have introduced strict quarantine measures to ensure that mandatory social distance is maintained. This, as a result, led to a widespread decline in economic activity, an increase in unemployment, and a reduction in the population's income. This is also observed in Uzbekistan.

The crisis has already led to serious shocks in the economy and the labor market, affecting not only supply (production of goods and services), but also demand (consumption and investment). Any enterprise, regardless of size, faces serious problems - primarily in such industries as air transportation, tourism, and the hotel industry. A number of sectors are in real danger of sharp declines in income, bankruptcy and job losses. Maintaining business activity is especially difficult for small and medium enterprises. Travel bans, border closures and quarantine measures have prevented many workers from entering their jobs or continuing to carry out their duties, with disastrous consequences for their income - especially when it comes to those working in informal or temporary employment ... In many countries, consumers are unable or unwilling to purchase goods and services. In an environment of uncertainty and fear, businesses often choose to postpone investment, purchasing and hiring.

The constantly updated forecasts differ markedly and, as a rule, underestimate the situation, but they all agree that the crisis will have a serious negative impact on the global economy - at least in the first half of 2020. (UNCTAD, 2020) These alarming numbers are increasingly indicative of an impending global recession.

Limiting the direct health effects of COVID-19 on the health of workers and their families, while mitigating the indirect effects of the pandemic on the global economy, requires a swift and coherent policy response at the national and global level, under effective multilateral leadership. Protecting workers and their families from the threat of infection must be a top priority. Measures to protect those whose incomes have suffered from the contamination or curtailment of economic activity must play a critical role in stimulating the economy, in particular in terms of impact on demand. In addition, people whose incomes are protected are less likely to hide potential contamination - especially for the poor and already vulnerable workers.

Deep institutional and policy reforms are another prerequisite for accelerating demand-driven economic recovery and ensuring the necessary resilience through effective social safety nets, which can themselves act as stabilizing factors in the economic and social spheres. It will also help rebuild trust in government institutions and authorities.

Tripartite social dialogue involving governments, workers' organizations and employers is an essential tool for developing and implementing durable solutions at all levels, from local to global. This requires the social partners to have strong, independent and democratic organizations.

As the President of the Republic of Uzbekistan noted, "The coronavirus pandemic, as in all countries of the world, will naturally have a negative impact on our economy." The coronavirus pandemic is wreaking havoc on national economies. According to forecasts of the International Monetary Fund, this

year the world economy expects a decline of at least 3 percent. It is now becoming apparent that the coronavirus pandemic, along with the threat to human life, is bringing the world closer to the brink of an economic abyss. According to forecasts of international organizations, the economic damage from the pandemic will amount to at least \$ 5 trillion. (Mirziyoyev Sh.M., 2020)

Rising unemployment and poverty amid the pandemic remain a serious problem even in the most prosperous states. The number of unemployed has also increased in Uzbekistan. In addition, according to preliminary estimates, the pandemic could seriously affect the incomes of about 450 thousand families.

Providing employment and increasing incomes of the population are the priorities of state policy in our country. In accordance with this, comprehensive and regional programs were developed, the tasks of ministers, khokims and sector leaders were defined. The main goal is to find a job for at least one member of a poor family and bring it out of poverty, so it is necessary to deal with the problems of each family and each citizen from this category separately. (Mirziyoyev Sh.M., 2020)

The crisis in the economy and the labor market caused by the COVID-19 pandemic could lead to an increase in global unemployment by almost 25 million people, according to the latest study by the International Labor Organization (ILO). (ILO and COVID-19 Standards, 2020)

The ILO estimates that as a result of the COVID-19 pandemic, up to 25 million people may be unemployed. In the future, to promote full, productive and freely chosen employment (in accordance with the Employment Policy Convention, 1964 (No. 122)) (Convention, 1964), special measures will also be required to stabilize the economy and solve employment problems, including tax and material incentives aimed at stabilizing livelihoods and incomes, and ensuring the continuation of the business. (Clause 8 and Appendix to the Recommendation, 1964)

A phased, multilateral approach to recovery should include immediate social protection and employment measures, including at the local level. (Recommendation, clause 8. Appendix to the Recommendation, 1964)

In the context of an economic downturn, maintaining minimum wages is of particular importance, as, in general, it can provide workers with protection in situations of vulnerability, help reduce poverty and contribute to economic stability. (Convention, 1970)

As a result, in a short time, a comprehensive policy was formed to combat coronavirus infection and minimize its negative consequences for the population and the economy, aiming not only to solve the current tasks of stopping the spread of the virus and treating patients, but also to preserve the country's economic potential under quarantine conditions. Comparing the measures envisaged with foreign practices, it is necessary to state that the decisions taken are complex and systemic in nature, since they are based on foreign experience in this direction studied in a short time, and cover the above set of tools used abroad, and are also implemented consistently.

In Uzbekistan, temporarily unused agricultural land was put into circulation and the provision of employment for low-income families through this. So, in Andijan, Namangan and Fergana regions, 31 cooperatives have been formed, 1.6 thousand unemployed citizens have been employed. In order to financially support the activities of cooperatives, 50 billion soums have been allocated from the fund of the Council of Farmers, Dekhkan Farms and Owners of Household Lands.

The unemployed who joined the cooperative will receive a total of 24 billion soums from the fund of the Ministry of Employment and Labor Relations in the form of subsidies to cover the costs associated with the procurement of products. Seedlings of fruit trees, vegetable seeds and other material resources will be delivered to low-income families without a breadwinner.

A set of measures has been taken in Uzbekistan in connection with the coronavirus pandemic, in terms of its coverage of emerging problems and the set of tools used to solve them, is impressive. The government of Uzbekistan responds quickly to the ongoing spread of infection and the resulting problems. Most of the problems that arise are quickly stopped by the decisions made, which to a

significant extent smooth out their severity.

Literature Review.

As ILO Secretary General Guy Rieder noted, "The pandemic and the labor crisis are growing. The need to protect the most vulnerable has become more than urgent. For millions of workers, no income means no food, no safety, and no future prospects. The life of millions of organizations is barely glowing. They have no savings or access to loans. This is the reality of our world. If they do not urgently come to their aid, entrepreneurs may simply disappear." (Guy Ryder, 2020)

The BCG Global Skills Mismatch 2020 study (Puckett J., Boutenko V., et al., 2020) focuses on the mismatch between the skills of employees and the supply in the labor market - at the organizational, industry or regional level. The consulting company notes that the world is faced with a so-called qualification pit even before the COVID-19 pandemic. The epidemic will exacerbate this situation: lost productivity due to a mismatch between supply and demand for skills can increase from 6% to 11%. The lost GDP on a global scale will amount to \$ 18 trillion by 2025.

In Russia, according to BCG estimates, the GDP loss due to the qualifying pit could be 0.6% in the short term. If active measures are not taken, the losses of Russian GDP could increase to 1.8%, experts fear.

In general, in 2020, about 1.9 billion people (more than half of the world's workforce) may be affected by the "labor shock" - that is, they may lose their jobs or go into part-time employment.

The unemployment benefit itself should be called something else and raise its size to at least 20 thousand for the next four months - an attempt to save money at this stage can lead to high costs in the future, he adds. At the same time, the employment service, in his opinion, will not be able to cope with the flow of applicants due to its inefficiency. (Experts discussed the impact of the coronavirus pandemic on the labor market and off-budget funds, 2020).

As Russian economist Alexander Safonov, professor of the Financial University under the Government of the Russian Federation, noted, "The set of tools that the service possesses - retraining, moving to a new place of work, etc. - are not relevant today. She is also not able to cope with a large flow of people, she is set up to work with a small contingent. Conclusion - it is necessary to abandon this system and go to direct subsidies to employers. This will solve two problems: people will keep their income, and the employer will be able to restore their work in the future.

The implementation of strategically designed labor market policies requires further research in this area, which still lags behind the requirements of practice. At the same time, such specific problems as the choice of optimal forms and methods of employment regulation, the ratio of private and public initiatives, centralization and decentralization in this area are of particular importance. The issue of practical regulation of the labor market also requires serious study, taking into account recent changes in the general economic situation in the country in order to develop recommendations for the implementation of employment policy. (Abdurakhmanov K., Zokirova, N., 2019)

The first legislative response adopted by the North American governments was to expand access to unemployment insurance, also known as employment insurance, which I will call EI. In Canada, EI is funded exclusively by workers and employers. Through payroll taxes, they contribute to the system, which then pays benefits to the unemployed. General tax revenues are not used to fund the system. (The contribution rate for..., 2020)

It is also worth noting that many out of work are not considered unemployed, as they are not actively looking for work. (Stephen R G Jones and W Craig Riddell, 2020).

According to (Spreitzer, GM, Cameron, L., & Garrett, L. 2017), the flexibility of work organization can be divided into three categories: (a) flexibility in work planning, (b) flexibility in the place of work, and (c) flexibility in labor relations. To give some examples, standard workers with flexible schedules usually work in the field, but have flexibility in scheduling. Standard workers with flexible locations

tend to work full-time on a fixed schedule, but have flexibility in measuring location. It seems clear that the COVID-19 pandemic has a quick and immediate short-term impact on the transition from regular employment to schedule and location flexibility. For example, where possible, people now work from home with adapted working hours, including possible breaks and distractions (for example, due to family responsibilities). While some people appreciate this flexibility, reports also suggest that these changes resulted in increased daily work hours (McKeever, 2020).

Those who advocate gignomics (a modern economic model that assumes free and short-term employment - freelancing) argue that it provides career opportunities, providing resources such as greater work autonomy and a high potential for work-not-work integration, (Chen, MK, Rossi, PE, Chevalier, JA, & Oehlsen, E., 2019) leading to greater limitlessness, individuality, and a lifetime of careers. (Ashford, SJ, Caza, BB, & Reid, EM, 2018), (Kost, D., Fieseler, C., & Wong, SI, 2020) However, activists fear that the work of the giants is associated with an increased risk for workers, including those with precarious and difficult employment conditions (including low or sporadic wages, lack of social security, social exclusion, overwork, fewer opportunities for development, as well as unemployment and career growth, (Peticca-Harris, A., deGama, N., & Ravishankar, M., 2020), (Wood, AJ, Graham, M., Lehdonvirta, V., & Hjorth, I., 2019) leading to a more fragmented and limited career for staff. (Ashford, SJ, Caza, BB, & Reid, EM, 2018), (Kost, D., Fieseler, C., & Wong, SI, 2020)

Some of the opportunities and risks for most remote workers, the so-called "freelance", which fall under the category of "workers on demand". These workers perform tasks offline and are sometimes flagged as "system relevant" during a pandemic. For example, this category includes warehouse workers, postal and food delivery workers, and healthcare workers. Amazon then announced it would hire 100,000 workers for its delivery services, (Kelly J., 2020) and Uber urged its drivers to switch to Uber Eats food couriers, with a 15% increase in drivers. (Buchwald E., 2020) Since food delivery services are in high demand, these workers may not be afraid of income or job loss, but rather fear getting sick and not being able to continue working.

In contrast, Forbes magazine reports a nearly 94% drop in Uber riders in the US since early March. Thus, by continuing to focus on passenger transportation, drivers will face both loss of income and fear of getting sick. In this regard, Uber launched the Work Hub, which allows their drivers to find alternative jobs in other areas, such as food and service manufacturing or logistics. (Chandler S., 2020) However, the COVID-19 pandemic makes the dangerous situation for the giant's workers more visible in society and thus provides these workers with the opportunity to improve their skills, working conditions and careers. (Scheiber N., 2020)

For example, the harmonious shape of former low-profile jobs such as warehouse workers, food delivery workers, and cleaners and nurses as appropriate to the system represents an increase in prestige for these workers. This increase in prestige can be seen as an increase in career success and recognition, which can increase job engagement, job satisfaction, professional commitment, and even income. (Spurk, D., Hirschi, A., & Dries, N., 2019) Moreover, giant workers in low-skilled jobs such as Uber drivers may, on the one hand, experience heightened levels of job insecurity due to the immediate short-term impact of the COVID-19 pandemic, such as reduced travel due to blockages and blackouts. It can also reduce their commitment to work or job satisfaction. On the other hand, recognizing the importance of such factors can contribute to the concurrent discussion of improving working conditions, contributing to improved working conditions or career safety over the medium to long term.

More important, in addition to conceptualizing the different kinds of correlates of the COVID-19 pandemic for these flexible workers, is, in our view, the question of how to conceptualize the COVID-19 pandemic as such in the careers of such workers. We agree with Rudolph and Zacher (Rudolph, C. W., & Zacher, H., 2020) that the COVID-19 pandemic provides an opportunity to study the effects of the period. Period effects are determined by a specific point in time or time phase (for example, economic cycles, national conflicts, one-time events, or the onset and development of the COVID-19

pandemic). Period effects are generally accepted as evidence of the influence of time, including the role that important events play. Neutrally speaking, the COVID-19 pandemic could very well be conceptualized as an event. More specifically, it is a long-term event that itself exists from various substages.

In this regard, the sustainability of the effects of COVID-19 is an extremely important issue. In other words, can we expect immediate, short-term or delayed, long-term consequences? Is the type of period effect different from the type of baseline variables described above or from the intensity of the COVID-19 experience? Can we observe changes in some of the variables that return to baseline after the employee adapts to the new situation? Of course, in this short essay it is impossible to provide detailed answers to such difficult questions; However, we believe that the science of professional behavior can add substantial knowledge to these issues. For example, some people may perceive the COVID-19 pandemic and related measures as positive (for example, less contact with intimidating colleagues), while others as negative. (Akkermans, J., Seibert, S. E., & Mol, S. T., 2018). In addition, the intensity of this career shock can vary depending on the onset, phase and offset of the COVID-19 pandemic.

Thus, learning from workers' experiences with the impact of the COVID-19 pandemic can inform several stakeholders on how to improve the conditions for flexible labor relations in the long term. For online work platforms and contracting firms, workers' experiences during and after the COVID-19 pandemic will provide insight into the demands workers face. These ideas can be used by platforms to align their infrastructure and services with sustainability principles, in particular by minimizing worker depletion through support, increasing their productivity and thereby improving the quality of their workforce. For the community, the experience of workers during a pandemic will highlight the risks and opportunities of flexible labor relations and contribute to a deeper understanding of the potential role of various stakeholders such as platforms, unions and federal agencies in ensuring the sustainability of flexible labor relations. Ideally, this results in the development and adoption of new policies and regulations that support workers in flexible employment relationships. Finally, flexible jobs will become more aware of the impact of their working conditions on their health, work and career development, potentially leading to empowering workers in the form of self-care and demanding workers' rights. Research on professional behavior can contribute to informing all stakeholders and to support the sustainable career growth of these workers.

Results

According to the ILO's short-term forecasting model, global working hours decreased by about 4.5% in the first quarter of 2020 (equivalent to approximately 130 million full-time workers assuming a 48-hour workweek) compared to the pre-crisis situation (Q4 2019 g.).

Global working hours are expected to be 10.5% lower in the second quarter than in the last pre-crisis quarter. This is the equivalent of 305 million full-time workers, a significant deterioration since the ILO's previous estimate of 195 million in the second quarter. This is mainly due to the extension of the validity period and the expansion of the scope of quarantine measures.

The Government of the Republic of Uzbekistan has responded very dynamically to this dangerous challenge. Control measures were taken preemptively to limit the possibility of the virus entering the country, which were highlighted in the previous issue of the journal. Thanks to these measures, on March 15, the first infected with coronavirus was detected at the airport upon arrival in the country. And already on March 19, on March 19, the President issued a Decree "On Priority Measures to Mitigate the Negative Impact of the Coronavirus Pandemic and Global Crisis on the Economy." This decree was followed by a number of government decrees, as well as the Presidential Decree "On additional measures to support the population, economic sectors and business entities during the coronavirus pandemic," adopted on April 3, 2020.

As a result, in a short time, a comprehensive policy was formed to combat coronavirus infection and minimize its negative consequences for the population and the economy, aiming not only to solve the current tasks of stopping the spread of the virus and treating patients, but also to preserve the country's economic potential under quarantine conditions. Comparing the measures envisaged with foreign practices, it is necessary to state that the decisions taken are of a complex and systemic nature, since they are based on the foreign experience in this direction studied in a short time, and cover the above set of tools used abroad, and are also implemented consistently.

First of all, the possibility of penetration of the virus from abroad was limited. This was followed by tough quarantine measures limiting the possibility of the virus spreading within the country, accompanied by measures that strengthen the country's medical and sanitary-epidemiological potential. At the same time, decisions were made on social support for the population, support for entrepreneurship, ensuring the stability of the payment and banking system, support for individual industries and exports.

That is why the first paragraph of the Presidential Decree "On priority measures to mitigate the negative impact on the economic sectors of the coronavirus pandemic and global crisis phenomena" was devoted to the formation of an institutional, organizational and financial base to address the entire range of problems associated with coronavirus infection and its economic consequences.

The decree established the Republican Anti-Crisis Commission and created the Anti-Crisis Fund under the Ministry of Finance of the Republic of Uzbekistan in the amount of 10 trillion soums. (Fig. 1.)



Figure: 1. An anti-crisis plan to mitigate the negative impact on the economic sectors of the coronavirus pandemic and global crisis phenomena (<http://review.uz/ru/gun>, 2020).

The sources of the fund are determined by the State budget of the Republic of Uzbekistan and soft loans from international financial institutions. The Cabinet of Ministers of the Republic of Uzbekistan was instructed to take measures to attract in 2020 to support the budget external borrowing in the amount of up to 1 billion US dollars through concessional loans from international financial institutions and other sources.

The quarantine regime entails a decrease in economic activity and incomes of the population. Therefore, an important part of the decisions taken are measures to support the population, especially its most socially vulnerable categories. In order to contain the prices of essential goods, until the end of this

year, customs duty and excise tax will not be levied on the import of goods such as flour, vegetable oil, meat and dairy products, sugar, and hygiene products.

During the period of quarantine measures, employers can transfer workers with their consent to teleworking, flexible working hours or to work from home. At the same time, support is expanding for those activities that are carried out at home, in particular, handicrafts. For example, there are over 28 thousand artisans in the country. Last year, \$ 50 million was allocated to artisans, and another \$ 50 million will be allocated this year.

The main directions of using the funds of the Anti-Crisis Fund are determined: financing of measures to combat the spread of coronavirus infection; support of entrepreneurship and employment of the population; expanding social support for the population; ensuring the sustainable functioning of economic sectors.

The level of economic activity of the population in 2015-2018 grew from 71.9% in 2015 to 74.3% in 2018. For calculations, we take this indicator (before the start of the pandemic) at the level of 75%, or $75\% * 20 \text{ million} = 15,046,066$ people.

The number of employed people, according to statistical data, in the III quarter of 2019 was 13,608,800. With the same approximation approaches, as in the paragraphs above, at the time of the onset of the crisis, this number may be 13,767,151.

Based on these data, it is possible to calculate the employment rate of the population at 68.6%, and the unemployment rate at 8.5% in the zero period. (Fig. 2)

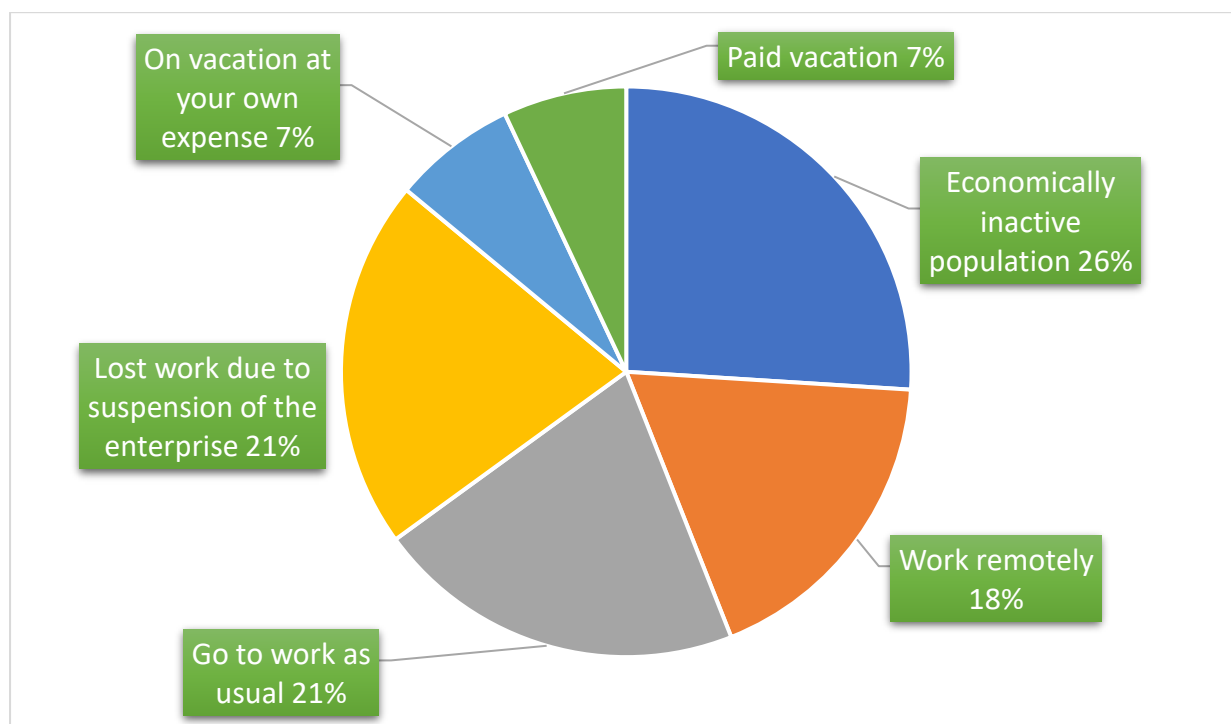


Figure: 2. Results of the survey on the employment of the population of Uzbekistan (<https://repost.uz/labor-market>, 2020)

To determine how the situation has changed during the period of self-isolation, we will use surveys conducted by the official State Committee on Statistics.

Below are graphs showing the results of surveys on employment, income and savings of the population during the period of self-isolation. They were held at different times and sometimes several times. Here is the summary.

According to the results of surveys on employment, 21% of respondents have lost their jobs, 7% are on unpaid leave, 46% have retained their income and work, 26% indicated that the subject of the survey

does not apply to them, which most likely means that these people did not have work and before self-isolation, that is, it is most likely an economically inactive or disabled population (housewives, retirees, disabled people, etc.).

In general, the most vulnerable part will be 54% (26% of the economically inactive population + 21% of those who lost their jobs + 7% on unpaid leave). Most likely, this is the same part of the population that indicated in surveys on incomes that they were left completely without them (50%), and most of them have no savings or very little of them.

Since the number of people who indicated in the employment survey that the subject of the survey had nothing to do with them was 26% of the economically inactive, or disabled, it is logical to assume that the remaining 74% are people who were employed before self-isolation. By simple calculations, you can see what proportion of those previously employed in what position at the time of the survey. (Table 1.)

The number of those previously employed among the respondents will be $312,500 * (100\% - 26\%) = 231,250$. With a total estimated number of employed 13,767,151, this sample is large enough to confidently apply it to general indicators. Transferring 28% of the total employed population to the unemployed category:

Table 1. Employment of the population of Uzbekistan during quarantine (<https://repost.uz/labor-market>, 2020)

| Survey results | Employment adjustment | Employment status |
|----------------|-----------------------|-------------------------------|
| 18,0% | 24,0% | Work remotely |
| 21,0% | 28,0% | She goes to work as usual |
| 7,0% | 9,0% | On paid vacation |
| 7,0% | 9,0% | On vacation at my own expense |
| 21,0% | 28,0% | Lost his job |
| 26,0% | | Poll does not apply to me |
| 312500 | | Voted |

Taking into account the proposed assumptions, it turns out that during the period of self-isolation, the employment rate decreased from 68.6% to 49.4% (the fall of the same 28%), and the number of unemployed increased fourfold - to 5 million people.

This, along with the decline in earnings for the majority of those employed, has led to a significant decrease in the income of most of the population. And many have little or no savings to wait out this period.

Despite the self-isolation regime, many organizations continue to operate: government organizations, agricultural, fisheries and forestry enterprises, retail outlets for essential goods, freight carriers, construction organizations and others. These organizations have vacancies, including for unskilled labor (if your profession is not in demand by these organizations). If you find yourself in a difficult situation, it is better to have a paid job, albeit not in your profession.

Nearly 400,000 businesses have temporarily ceased operations or reduced workload due to the impact of the coronavirus. Due to the strict isolation of the country, about 150 thousand workers were forced to be unemployed, about 498 thousand citizens - who returned to their homeland, labor migrants with no permanent income, more than 200 thousand families are below the poverty line, "he said during the video conference" After the Cotton : lessons learned and perspectives for Uzbekistan

As a result, we can say: despite the fact that as a result of self-isolation, the activities of many enterprises have decreased or stopped and unemployment has increased, opportunities for employment and income

generation remain, although they are not the same as before. And while doctors and nurses are fighting the pandemic like brave heroes; the government and leaders are struggling with the crisis, looking for a way out in a difficult situation of increased pressure in the political, social and economic spheres; representatives of law enforcement agencies day and night guard our peace with you, sometimes not seeing their families for days; Likewise, you and I, ordinary people, need to fight for our future, showing patience and will in this difficult time of trials, including in the search for new sources of income and work.

Discussion.

The ultimate consequences for global politics and economics are difficult to predict. However, as former US Secretary of State Henry Kissinger noted, the coronavirus pandemic will forever change the world order, and political and financial turmoil could continue for generations. This is definitely difficult to argue with, the COVID-19 pandemic has largely divided the lives of millions of people into before and after.

The scale of the spread of the virus in a relatively short time is striking and makes even skeptics change their minds. COVID-19 geography - 216 countries and territories /

For Uzbekistan, the epidemic has become a "black swan", a critical event that cannot be predicted, but nevertheless radically changes the course of history. No country in the world was fully prepared for either the epidemiological or economic challenges of COVID-19. The virus has shown the vulnerability of all countries, regardless of their territory, wealth, state power.

What is the essence of the strategy of the leadership of Uzbekistan to counter the challenges of the COVID-19 pandemic?

First, in the absence of a vaccine and proven effective treatment, Uzbekistan has chosen the most obvious way to contain the pandemic - blocking all routes of transmission of the virus through self-isolation of citizens and social distancing, active measures to identify and localize patients.

Second, proactively reducing pressure on the health care system. Doctors now have precious time to build up their potential, reorient capacities, and establish control over the spread of COVID-19. To provide qualified medical care to citizens placed in quarantine, a quarantine zone for ten thousand places was promptly erected in the Urtachirchik district of the Tashkent region. The construction of two infectious diseases hospitals for five thousand places is nearing completion in the capital region. In the Surkhandarya, Namangan and Navoi regions, the equipment of modular clinics for a thousand beds each, as well as quarantine points, has begun.

Third, unprecedented measures have been taken to minimize the negative consequences of the current crisis on the economy and the welfare of citizens.

An Anti-Crisis Fund in the amount of ten trillion soums has been created, the funds of which are directed to social support of citizens and ensuring the sustainable functioning of sectors of the economy. In particular, 500 billion soums from the Anti-Crisis Fund have been allocated for the issuance of soft loans to entrepreneurs. The Public Works Fund received 200 billion soums for the targeted creation of temporary jobs for the population. In addition, a special program is being implemented to expand the construction of infrastructure facilities, which will create many tens of thousands of jobs, especially in rural areas. For the sectors of the economy most affected by the pandemic (tourism, transport, the service industry and other areas), tax holidays, deferrals for the payment of utility bills are provided. On many types of taxes, benefits in the form of cancellation or reduction of rates were provided before October 1.

At the same time, it must be remembered that any crisis is a passing phenomenon. Currently, experts are working on a gradual easing of quarantine restrictions in regions where no cases of coronavirus have been detected or the epidemiological situation has improved. It is planned to allow all types of

construction work, subject to full compliance with the rules of prevention and hygiene. This area provides jobs for 1 million 325 thousand people and supports employment in other industries.

Uzbekistan also approved a large-scale package of measures to combat the spread of coronavirus infection, which pays special attention to all three types of social protection measures.

Activation (there are 12 programs in total in the world). Labor market interventions under the UZS 10 trillion Anti-Crisis Fund include:

- support for the development of entrepreneurial activity of guarantors and compensation for the coverage of interest expenses on loans issued primarily for the production, purchase and sale of socially significant consumer goods;
- allocation of 500 billion soums to the State Fund for Support of Entrepreneurship Development;
- organization of mono-centers and vocational training centers "Ishga Markhamat", as well as support of labor migrants by organizing their vocational and language training.

Regulation (total 14 programs in the world):

- prohibition of termination of an employment contract for an employee who is a parent (guardian, guardian) of a child under the age of 14 who is infected with a coronavirus infection or is quarantined;
- salary support (45 programs in total in the world). Organization of a simplified system for issuing documents on temporary disability.

Central to remote work management is the need to monitor employees based on performance analysis. If the home professional completes the assigned tasks on time, he or she will not need supervision to work in a standardized manner. In particular, practice shows that the working time of an employee working remotely is not reduced at all. Conversely, it will take longer than a regular full-time job. Of course, it is not their governance structure that determines the outcome from the outset, but companies that can control the outcome themselves can easily adapt to such conditions. (Abdurakhmonova G., 2020).

Such an unfavorable development of the situation in the global economy and its negative consequences for the Uzbek economy can significantly complicate the already implemented solutions to the existing complex problems. However, it should be noted that, according to the decisions made, a detailed monitoring of the development of the situation in all areas sensitive to the population and the economy is carried out, which allows you to track adverse changes for a timely response to the deterioration of the situation and the emergence of new risks. This allows you to make timely new decisions that allow you to stop the risks and aimed at improving the situation. Therefore, we can confidently assume that as negative trends intensify, including from the world economy, new packages of social and economic measures to support the population and business will be adopted.

Conclusion.

The impact of COVID-19 on the labor market is serious for the following reasons: the most affected industries account for a large share of total employment, ranging from 12 to 25%. A number of formats, such as temporary contracts, which can be quickly terminated at low cost to the employer, constitute a significant proportion of employment formats in some countries and are dominant in some of the affected industries, such as recreational services or hospitality. Measures to mitigate the impact of COVID-19 on employment and income can not only reduce hardships for affected workers, but also reduce the macroeconomic impact of the crisis by mitigating the spillover effects of massive job losses, and mitigate negative impacts on producers.

Wage subsidies may help at this stage, but would be most effective when COVID-19 containment measures are gradually weakened (given that the economic shock is sudden and temporary and affects fairly well-defined industries (hotels and restaurants, entertainment services, etc.) etc.)).

Targeted wage subsidies can be a cost-effective way to preserve jobs and workers' income. However, unlike short-term subsidies, wage subsidies do not depend on reduced working hours. Thus, payroll subsidies would be most useful later, when containment measures are loosened and activities in affected industries resume.

The rise in unemployment and poverty amid the pandemic remains a serious problem even in the most prosperous states. The number of unemployed has also increased in Uzbekistan. In addition, according to preliminary estimates, the pandemic could seriously affect the incomes of about 450 thousand families.

Providing employment and increasing incomes of the population are the priorities of the state policy of the Republic of Uzbekistan. In accordance with this, comprehensive and regional programs were developed, the tasks of ministers, khokims and sector leaders were defined.

As part of the work on poverty reduction and the national movement "Kindness and Support", lists were formed to support low-income families. To date, 540 thousand families from these lists have received assistance in the amount of 307 billion soums.

The main goal is to find a job for at least one member of a poor family and bring it out of poverty, therefore it is necessary to deal with the problems of each family and each citizen from this category separately. (Legal framework for the consumer basket will be developed, 2020)

In our opinion, in Uzbekistan in the near future it is necessary:

- develop a regulatory framework for a living wage and a minimum consumer basket;
- a special approach to the development of the economy of territories with a high level of unemployment, weak infrastructure, especially in border areas;
- develop, together with local khokimiyats, programs to increase employment and improve living conditions of the population, and develop infrastructure;
- as a result of easing quarantine measures, resume the activity of more than 17 thousand industrial and 10 thousand construction enterprises;
- identify the problems of enterprises with insufficient cash turnover in their accounts and provide them with assistance;
- attract 300 thousand people to public works, employment of 265 thousand people, including providing employment for 18 thousand low-income families by allocating 36 billion soums of subsidies from the Ministry's fund to private household farms;
- channel funds to small, highly efficient manufacturing projects that guarantee job creation;
- to employ 145 thousand poor people through the implementation of 7.5 thousand regional projects in industry. In addition, measures have been identified to create more than 31,000 high-income jobs through the launch of 206 large production facilities worth about \$ 11 billion;
- provide employment for 25 thousand people by putting 38 thousand hectares of land into circulation and employ 45 thousand people by the end of the year by developing another 51 thousand hectares. 20 thousand hectares of these lands will be transferred to low-income families;
- allocate 120,000 hectares of grain freed up to grow re-crops and create a source of income for nearly 300,000 families;
- provide jobs for many people, expanding the range and increasing the volume of export-oriented products, through the production of woolen scarves, carpets and other finished products, which should become an important area of self-employment of the population;
- increase the employment of the female population in Uzbekistan through the creation of numerous small women's cooperatives for home-based production of cotton and silk clothes for local consumption, for tourists and for export

The true scale of the economic consequences, both for the labor market and for the entire economy of Uzbekistan, today no one can predict and calculate, firstly, because it is not known exactly when this epidemic will end and what human casualties will still be.

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