

Flexible Employment Prospects In Cis Countries

Nasimov Dilmurod Abdulloevich, Arabov Nurali Uralovich, Khomitov Komiljon Zoitovich

Abstract: Need for development of flexible employment as a factor of stability of the economy and ensuring the welfare of the population in the CIS countries is considered in this article. In this regard, the research develops a conceptually new approach of forecasting prospects of development of flexible employment in the CIS countries based on the accounting of integrated nature of the development of key indicators of monitoring of flexible employment. With the use of the regression analysis the multiple-factor forecasting model of level of flexible employment in the CIS countries on a short-term outlook is developed. Expected nature of the development of indicators of flexible employment is revealed. The forecast of taxonomical indicators of the general level of non-standard employment for 2020-2021 in the CIS countries is developed.

Index Terms : flexible employment, the labour market of the CIS countries, unemployment, forecast of the level of flexible employment.

1. INTRODUCTION

The fundamental problem of a global nature at the present stage of social and cultural development in the CIS countries is the problem of preventing and overcoming poverty. The determining factor of this trend is the unresolved problem of low employment and rising unemployment as the most important socio-economic problem of modern economic development. In modern conditions, the problem of employment is exacerbated by the consequences of the modern geopolitical crisis, which provokes the economic downturn, structural shifts in industrial economies, predetermining job cuts in the national labour market. In this regard, the introduction of adaptive forms of employment, subordinated to modern conditions of socio-economic development and with the current situation in the labour market in the CIS, is becoming particularly urgent. The formation and development of flexible forms of employment will reduce the severity of unemployment. It will determine the ability of the most vulnerable categories of the population to generate cash income and maintain an appropriate level of qualification. And for economic entities, the labour supply on the basis of precarious work will make it possible to efficiently differentiate the costs of organizing and servicing jobs, and maintaining staff in order to reduce their volume. It will create conditions for sustainable economic development in the CIS countries and will act as a factor in improving the welfare of the population. Thus, the foregoing indicates the relevance and timeliness of scientific research in the field of conceptual interpretation of problems and trends in the development of flexible employment in CIS countries.

2 LITERATURE REVIEW

The problems of employment are widely reflected in the works of such well-known classical economists as J. Mill, W. Petty, A. Smith, D. Ricardo, Fr. Kene, J.-B. Say, who considered employment as a level of efficiency of demand for labour resources. Such scientists as J. Schumpeter, J. Kornai and J. Galbraith, K. Abdurakhmanov [1], R. T. Beard, G. Ford, H. Kim [2], C. Beatty, S. Fothergilla, R. Macmillan [3], M. Ebisui [4] considered issues of the nature of relationship of level of

employment and economic growth. The works of modern scientists such as T. Aliev [5], E. Romaniuk [6], R. Ubaidullaeva [7], V. Gimpelson was devoted directly to the problems of labour market efficiency and ensuring employment in the CIS countries R. Kapelyushnikov [8] and others. Scientists focused on identifying the main factors of low employment in post-Soviet countries and determining the economic potential of labour market efficiency. A lot of research work is devoted to the quality of labour resources in the CIS countries as a factor in the low level of employment and the well-being of the population. The questions of the dependence of the level of education, qualifications of personnel in the CIS countries and directions of increasing their competitiveness in the global economic space were studied. With the process of active development of innovative technologies in the framework of the concept of employment of a population of scientific development, issues of non-standard flexible employment began to be studied. Particularly relevant is the importance of developing flexible forms of employment to ensure sustainable economic development [9]. The issues of the development of non-standard forms of employment in the process of evolution and modernization of labour relations were studied. Attention was focused on the issues of universalization of flexible forms of employment, economic benefits for business entities and the economy [8].

3 RESEARCH METHODOLOGY

During the research, we used a systematic approach to ensuring employment in the flexible labour market, comprehensive assessment, comparative analysis, dynamic approach, grouping, statistical and econometric modelling and forecasting.

4 ANALYSIS AND RESULTS

According to analysis results, the attention of scientists is focused on the problem of the essential aspects of the manifestation and functioning of flexible employment, while the issues of identifying the trend and factors determining the development of employment have not been adequately reflected in the scientific literature. In this regard, the purpose of this study is to forecast the level of flexible employment based on key indicators of its development to determine the future nature of its development as a component of the employment market and a factor of material well-being of the population in the CIS countries in an unstable economy. The development of flexible employment is directly predetermined by the efficient functioning of the labour market in the CIS

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countries, which is characterized by a fairly stable tendency to offer employment at the present stage of its development. From 2015-2018 the economically active population declined by only 0.5%. At the same time, the average unemployment rate for this period was 6.2%, with a maximum level in 2015 of

6.7% and a decrease to 6.1% in 2018. It should be noted that the steady tendency towards a decrease in the unemployment rate in the CIS countries continued until 2017, which was replaced by the growth in 2018 "Fig. 1".

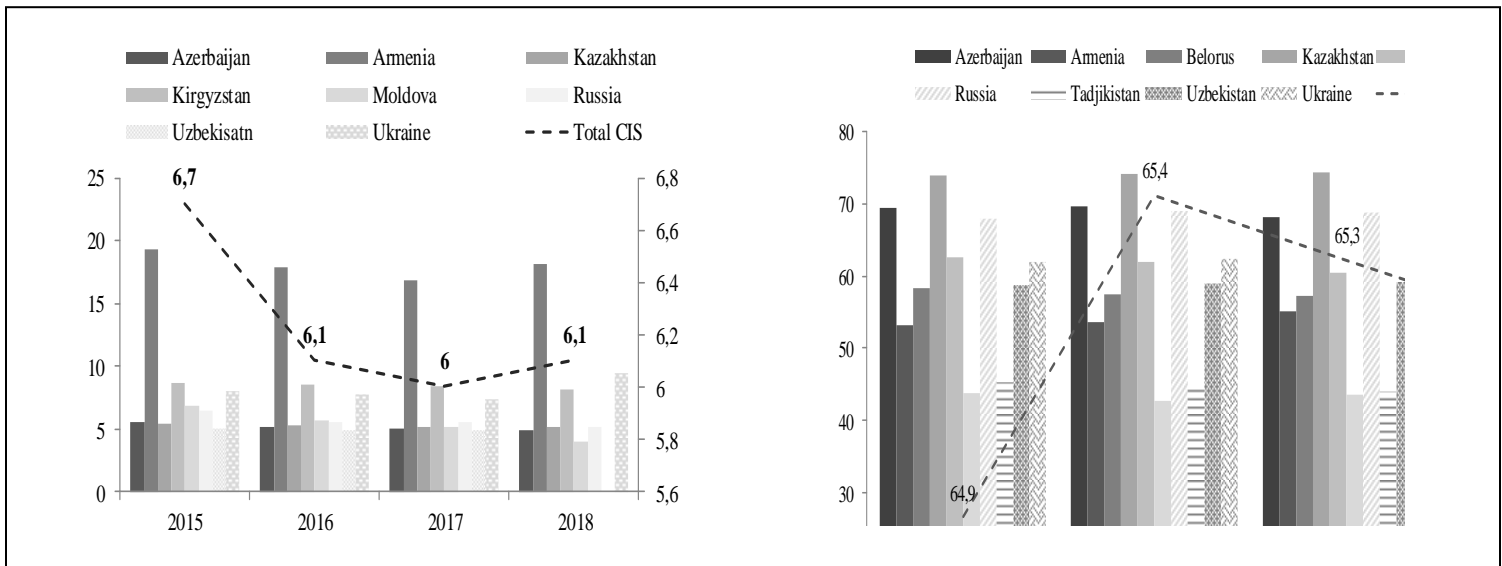


Fig 1. Labour market development indicators in the CIS,%

The opposite trend of unemployment in the economies of the CIS countries is the nature of the development of employment, the level of which from 2015-2018 decreased by 0.2%. The highest level of employment was recorded in Kazakhstan, the lowest in Tajikistan "Fig. 1". In general, a moderate level of employment was observed in the CIS countries. Within the framework of labour market trends, flexible employment is also developing in the CIS countries, which in the conditions of low income of the population becomes a factor in increasing material well-being and improving qualification skills. In connection with the ambiguous approach to accounting for the flexible employment market in the CIS countries, the lack of data capture, the process of analyzing the state and identifying the characteristics of the development of alternative employment is becoming more complicated. Therefore, in the framework of the study, we analyzed those indicators that seemed possible to generate as an information base. One of the main indicators characterizing the state of precarious work is the level of the self-employed population. According to statistics, the intensity of development of the self-employed population in the CIS countries is characterized by growth in 2014 and 2016 due to an increase in the number of self-employed people in Armenia, Moldova and Ukraine. On average, during the study period, the intensity of the development of flexible employment in the form of a self-employed population decreased by 1.2% and the growth rate in 2017 was 99.6% "Fig. 2 ". It should be noted that flexible employment reflects a declining trend in its development in most CIS countries. According to the calculated data of the integral indicator of the development of non-standard forms of employment, only Azerbaijan, Kyrgyzstan and Moldova are characterized by an increase in the volumes of non-standard employment in the structure of labour demand for the study period (Table 1). In general, the development of flexible

employment in the CIS reflects its decline as an economic form of employment in the total number of the economically active population "Fig. 3". Based on the results of identifying the current trend in the development of flexible employment in the CIS countries, it seems possible to monitor the future development of this form of employment in the short term.

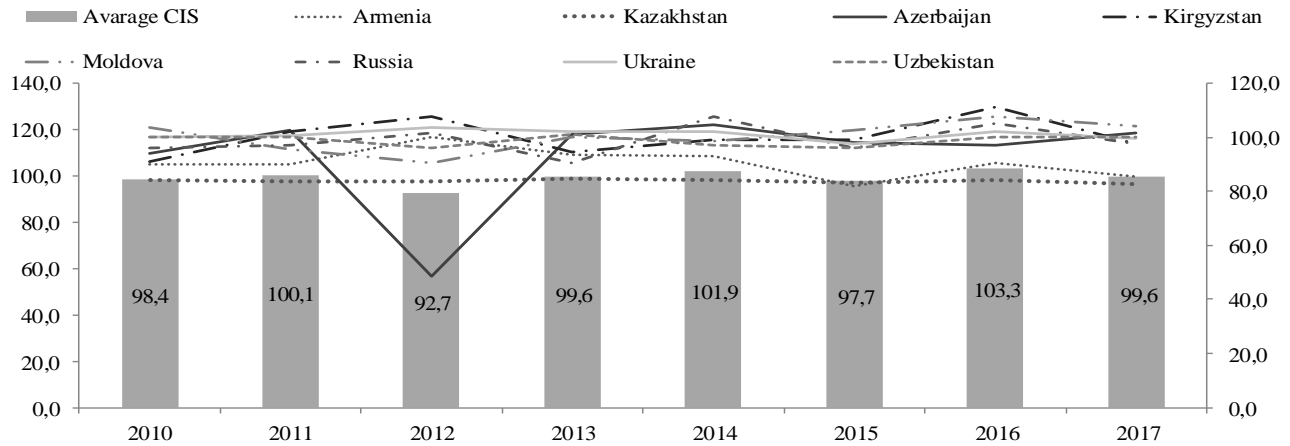


Fig. 2. The growth rate of the self-employed population in the CIS countries, %

Table 1. Values of the integral indicator of the development of flexible employment in the CIS member countries

Year	Country									
	Azerbaijan	Armenia	Belorus	Kazakhstan	Kirgizstan	Moldva	Russia	Tadjikistan	Uzbekistan	Ukraine
2015	0,3010	0,3840	0,5671	0,7199	0,3445	0,2085	0,2185	0,1923	0,2532	0,8807
2016	0,6131	0,3417	0,3918	0,4826	0,0682	0,2282	0,2053	0,6828	0,2186	0,5385
2017	0,1692	0,7217	0,3313	0,3714	0,3376	0,5156	0,1061	0,5569	0,3415	0,4894
2018	0,4804	0,2350	0,1351	0,1923	0,3396	0,5770	0,0663	0,3314	0,3731	0,2303

In order to forecast the level of flexible employment in the CIS countries, which would be based not only on the retrospective dynamics of employment indicators but also take into account the influence of the components of the integrated indicator of the development of flexible employment, a multivariate regression model for forecasting the integral indicator of the level of flexible employment was developed as part of the study (1):

$$Y = -3,25302 + 0,03292 \cdot X_1 + 0,00024 \cdot X_2 + 0,07669 \cdot X_3 + 0,09849 \cdot X_4 + 0,00879 \cdot X_5 + 0,00605 \cdot X_6$$

Here,

Y - an integral indicator of the level of flexible employment in the CIS;

X₁ – employment rate, %;

X₂ – the number of employed unemployed citizens registered in state employment services, thousand people;

X₃ – the number of unemployed undergoing vocational training in the direction of public employment services,% of the number of unemployed;

X₄ – the number of unemployed who took part in paid public works, in% of the number of unemployed;

X₅ – self-employment rate,% of total employment;

X₆– level of employees in the family business,% of total employment.

The statistical characteristics of the adequacy of the regression model for predicting the level of flexible employment in the CIS countries are presented in Table 2.

The data in the table indicate the adequacy of the model and the statistical significance of the independent variables included in the model: the values of the determination coefficient 0.79 is greater than the permissible level of 0.75; the calculated value of the Fisher F-criterion 16.6813 is greater than the tabulated 2.57; the values of the Student t-test in absolute value for all independent variables are greater than the critical 2.0790; the error level p-value does not exceed 0.05.

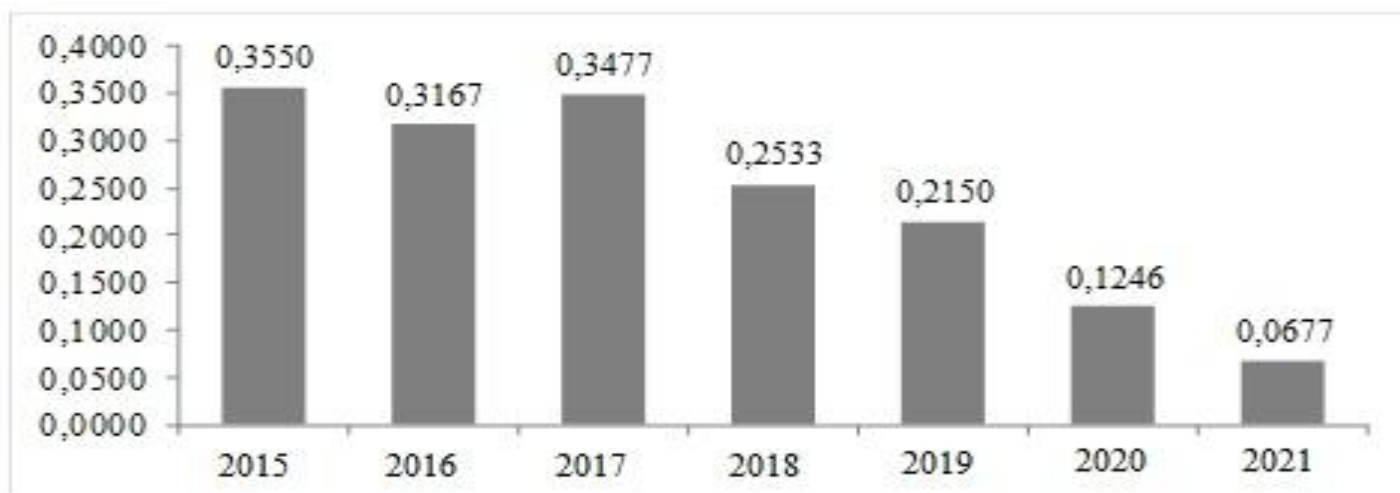


Fig. 4. The dynamics of the integral index of flexible employment in the CIS countries, taking into account forecast values for 2020-2021

According to the forecast results, all indicators of flexible employment (level of employment; number of employed unemployed citizens registered in public employment services; number of unemployed who received professional training in the direction of public employment services,% of the number

of unemployed; number of unemployed who took part in paid public works, in% of the number of unemployed; level of self-employment; level of employees in the family business in 2015-2021 years are characterized by a decrease in the quantitative volume.

Table 2. Characteristics of the regression model for forecasting the level of flexible employment in the CIS countries

Regression Summary for Dependent Variable: Y R= ,89008104 R ² = ,79224426 Adjusted R ² = ,78801167 F(6,21)=16,6813						
	b*	Std.Err.	b	Std.Err.	t(21)	p-value
Intercept			-3,25302	0,811431	-4,00900	0,000636
X1	1,56799	0,375048	0,03292	0,007875	4,18079	0,000422
X2	1,17801	0,555104	0,00024	0,000114	2,12215	0,045886
X3	0,74840	0,176263	0,07669	0,018061	4,24592	0,000361
X4	1,56900	0,426484	0,09849	0,026770	3,67892	0,001396
X5	2,72996	0,720077	0,00879	0,017915	3,79121	0,001069
X6	1,01425	0,345744	0,00605	0,006988	2,93353	0,007937

4 CONCLUSION

Based on the forecast data, we can state that for the period from 2020-2021. precarious work tends to decrease (Fig. 4). In addition, it should be noted that since 2015, the development of flexible employment reflects a steady decline, which is a negative aspect of the economic development of the CIS countries, in particular for the material well-being of the population. In the face of increasing unemployment and declining employment in the CIS countries, which was confirmed by statistical analysis in this study, maintaining flexible employment should become a strategic task for the state at the current stage of the labour market. Thus, based on an analysis of the current state of flexible employment indicators in the CIS countries, a decreasing tendency of its development at the present stage is revealed. By means of a multivariate regression model, the calculated forecast data of

the taxonomic analysis of the level of development of flexible employment, characterizing the continuation of its negative development in 2020-2021, give reason to argue about a stable negative trend in the development of flexible employment in the CIS countries for the period from 2015-2021. The developed conceptual approach to determining the future nature of the development of flexible employment will serve as the basis for improving the methodology of monitoring the labour market in the CIS countries. It is characterized by simplicity and universality of application, as it is not limited to factors characterizing the level and nature of the development of precarious work and their variability, as well as a regional affiliation. It contributes to the substantiated determination of priorities for the development of forms of flexible employment and the development of an effective strategy of state employment policy in the conditions of

unstable economic development of the CIS countries.

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