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LABOR PRECARIZATION MATTERS

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ABSTRACT: The article deals with the issues based on analyzing the processes of employment instability (precarization) in the economy, caused by the spread of unsecured and unprotected labor relations. The negative consequences of social and labor instability for the economically active population are described. It also investigates the scientific and theoretical essence of the concept of " employment instability " (precarious employment), its causes and consequences, as well as issues of its elimination.

Keywords: employment instability, precarization, precarious work, formal employment instability, informal employment instability, scale of instability, employment instability factors, part-time employment, employment in fixed-term employment contracts, remote employment, employment in private farms.

INTRODUCTION

It is known that the economic crisis exacerbates the contradictions in the field of social and labor relations, one of the consequences of which is the intensification of labor precariousness (unstable forms of employment). In addition, labor precarization has recently acquired large-scale forms and forms, leading to the de facto complete loss of social and labor rights (reduced wages; absence of paid leave, sick leave and other social struggles) by the worker. Mass unstable employment goes beyond the scope of labor relations; it negatively affects all interpersonal relationships and limits human dignity as well as attracts a person's entire life. At the same time, it should be noted that precarization should be studied as one of the main factors of social decline caused by the economic activities of economic entities[1].

In addition, the Address of the President of the Republic of Uzbekistan to the Oliy Majlis states that one of the reform priorities for the next years is to train our boys and girls in modern professions that are in high demand in the labor market. it is important to provide food". In particular, by increasing the economic activity of young people and women, it is planned to take them out of the poverty line and ensure their well-being.

LITERATURE REVIEW

It is known that sociologists from Germany, France and Italy are actively involved in the study of the phenomenon of employment instability in Europe. Accordingly, the concept of "unreliability" has become widespread. It should be noted that the popularization of the term "precarite" in one of its manifestations was driven by political debates in France in the late 1970s, when the term "precarite" was used to denote a social phenomenon associated with poverty. This concept began to be used to describe employment[2].

[1] Fedorova A.E., Parsyukevich A.M. Social pollution from the economic activity of economic entities: the development of a categorical apparatus. // Manager, 2013. No. 4.
[2] Address of the President of the Republic of Uzbekistan Sh. Mirziyoyev to the Oliy Majlis of December 29, 2020.//www.president.uz

However, the term "precarization" comes from the Latin word "precari" (in English “granted to entreaty”), which means "everything depends on the will of others[3].” In the context of an industrial relationship, this concept can define a high level of volatility of forced instability.

In the existing scientific literature (as a rule, sociological), there is a general understanding of approaches to the definition of the concept of "precarization". In their opinion, this concept is interpreted by the individual as a loss of confidence in the fulfillment of social, family and other obligations, as well as in the ability to ensure their rights. In general, according to sociologists, the source of such a state of instability is the sphere of employment. Also, according to the approach of the Italian Institute of Statistics (ISTAT), the pre-career is studied as a (sence) feeling of (instability) that exists as a consequence of a certain state of labor relations (existential instability). This is mainly accompanied by the urgency (time constraints) of the employment contract. This can lead to irregular employee participation in labor relations and become a source of unstable income in the medium and long term of a person's life[4]. Thus, the so-called the concept “general precarriage” has an employment precarriage at its core (employment precarity)[5].

In the scientific literature, there are several approaches to the concept of "employment instability". According to one of them, it is organized in forms of employment that go beyond the normative standards (in other words, in precarious work). This manifestation of precariousness in employment is the result of an imbalanced distribution of labor market risks among workers[6]. These forms of employment are accompanied by varying degrees of instability. It is also proposed to study employment under fixed-term contracts as unstable forms of employment. (In this case, the greatest instability is characteristic of the type of employment on call (oncall employment)). According to the second approach, job instability is the informal sector of the economy that goes beyond local regulation[7]. A characteristic feature of employment in this sector is the irregularity of labor relations; low salary; low level of social protection.

According to the third approach, irregularity of the employee's participation in labor relations, income instability for medium and long-term planning, low level of social protection, lack of income during the period of unemployment;

It is possible to speculate about the phenomena of employment instability, such as the interruption of transactions, the presence of specific signs such as being in an unstable contractual relationship and the difficulty of transitioning to the terms of a stable agreement[8]. As the need for all of the above signs to be present at the same time to name an event of employment instability proponents of these approaches, like proponents of the first approach[9], emphasize non-standard forms of employment. This approach typically includes:

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[3] Prekarising und Flexibilisiering (precarity and Flexibilitation). Rolf-Dieter Hepp. Westfalisches Dampfboot, 2012. p.342.
[4] URL.: http://www.diet.org/bin/Dict.
[5] Prekarising und Flexibilisiering (precarity and Flexibilitation). Rolf-Dieter Hepp. Westfalisches Dampfboot, 2012. p.315.
[6] Frade C., Darmon I. New Modes of Business Organization and Precarious Employment: Towards the Recommodification of Labour.//Journal of European Social Policy. 2005. Vol.15, #2. p.107-121.
[7] Olmedo C., Murray M.J. The Formalization of Informal / Precarious Labor in Contemporars Argentina//International Sociology, 2002. Vol. 17(3). P.421-443.
[8] Di Nicola P. Precarity, Paper presented to the 10 th conference of European Sociological Education “Social relations in turbulent times”. Geneva, 2011. 7-10 September..
[9] Among the works related to the theory and practical research of non-standard forms of employment it is worth noting the works of such authors as V.E. Gimpelson, R.I. Kapelyushnikov, R.P. Kolosova, M.V. Ludanik, T.O. Razumova, L.I. Smirnix.

- part-time employment on an indefinite basis (including a shortened working week, leave by permission of the administration, flexible working hours);
- fixed-term employment under fixed-term employment contracts concluded between employees and the enterprise;
- employment under civil law contracts (contract work);
- distance employment, domestic work, other forms of labor of workers performing work outside the territory of the employer and production facilities);
- mediation (recruiting agency), renting out personnel from the lessor, i.e. personnel leasing;
- to work in personal subsidiary plots in order to sell products and services for their own consumption and / or earnings[10].

In general, the factors of employment instability include:

- the validity period of the completed employment contract (or lack of registration);
- low and unstable wages;
- poor working conditions.

Thus, precarriage can be defined as a situation in which the level of uncertainty in the labor market and the risk of labor relations increase. Work ceases to serve as a source of improving the quality of life of the economically active population and individuals.

The analysis of employment instability can be approached from different points of view, including economic, social, environmental, political, psychological, etc. The possibility of such a broad approach is due to the fact that employment instability, on the one hand, is inextricably linked all spheres of society. On the other hand, it influences these processes. Therefore, it is proposed to use an economic approach based on objective data, an assessment of the scale, composition, forms, dynamics, causes and consequences of employment instability.

An analysis of a number of relevant studies shows that the form of employment has been adopted as a leading indicator (criterion) that makes it possible to classify employment instability. Within the framework of other approaches to assessing the precariousness of employment, the researchers suggest that the conclusion of a fixed-term employment contract and the employee's lack of legal protection are important criteria. It is proposed to consider the loss of the right to receive a pension at the end of the employment contract as an important indicator of it[11]. However, the presence of a fixed-term employment contract is only one of the risk factors, and the lack of the right to a labor pension cannot be a sufficient criterion for assessing the precariousness of employment of the economically active population.

The proposed economic approach to assessing the precariousness of employment is based on characteristics characterized by an increased level of risk associated with relations in the labor market with the greatest objectivity.

Risks arising from disruption to traditional employment patterns include the loss or restriction of workers' labor and social rights to secure and sustainable employment. According

[10] Bobkov V.N., Chernykh E.A., Aliev U.T., Kurilchenko E.I. Employment instability: negative aspects of modern social and labor relations // Living standards of the population of Russian regions. 2011, no. 5. P. 13-14.

[11] Lindenboim J. Precariousness of Argentine Labor Relations in the 1990 s //Latin American Perspectives. 2004. Is.137. Vol.31,№4. p.25.

to the criteria of the International Labor Organization, many matches are identified in the context of non-traditional and precarious employment (Table 1).

Table 1. Compliance of "non-traditional employment" with the criteria of "employment instability"[12]

Criteria for the "precariousness of employment" of the International Labor Organization	Conformity of "non-traditional employment" to the criteria of "employment instability"
Terms of the contract (fixed-term contract, short-term contract, temporary, seasonal, daily and one-time employment contracts)	Suitable
The nature of the employment relationship (multilateral and hidden employment relationships, imaginary (false) self-employment, subcontracting and agency contracts)	Suitable
Unstable working conditions (low wages; weak protection against dismissal; lack of access to social protection mechanisms and benefits traditionally compatible with traditional employment; non-compliance or limited use by workers of their rights in the workplace.	If unstable working conditions arise in non-traditional employment, it is appropriate

Non-traditional employment is on a large scale in the modern world. At the same time, regardless of the form of employment, there is no doubt that workers must exercise their right to a fair wage, provided with guarantees and compensation for protection by collective agreements and contracts in the field of labor, determined by the employment relationship.

In this regard, it is important to substantiate the direction of socio-economic policy, especially in the context of the development of non-traditional forms of employment, taking into account the need to maintain the flexibility of the labor market and protect the rights and interests of the parties.

It should be noted that the ongoing transformations in the world economy and socio-labor relations are a common objective basis for the development of non-traditional, informal and precarious employment. According to the above concepts, informal employment is an element of the informal economy and, at the same time, one of the non-traditional forms of employment.

However, within the framework of the proposed concept, the socio-economic concept of informal employment is studied as one of the non-traditional forms of employment integrated in the labor relations between workers and employers in legal, expolar (informal) and hidden sectors of the economy. This is characterized by the absence of a formal employment contract (agreement, patent), tax payments or violation of labor legislation, so the state can not act as a guarantee of labor relations, and the tax authorities can not collect the full amount of tax.

[12] Developed by the author based on a study of the scientific literature.

Based on these data, it should be noted that according to two criteria, any representative of the able-bodied population can be a subject of informal employment:

1. Belonging to the relevant sector of the economy (official, domestic or clandestine): a) sole proprietor, self-employed, engaged in the production of goods for household sale, and b) employment in any of these sectors;
2. Any form of deduction from income or tax payments (insurance premiums). At the same time, the informal economy cannot be studied as an area of distribution of informal employment. Because the contractual relationship in it is not taxed. At the same time, the presence of interactions can serve as a known "airbag" for informal precarious relationships.

It is necessary to classify the informal economy by the level of transparency of economic operations, to systematize the approaches to the structure of the shadow economy in the Republic of Uzbekistan, to determine the relationship of the informal economy with the sectoral model of the economy. Factors of formation and spread of informal employment relations, their classification, a more complex description than previously developed, is its feature: it combines national-historical factors in the formation of non-traditional employment (as they are found, also creates informal employment relations).

Thus, the common cause and effect of non-traditional and informal employment can describe the socio-economic consequences of the use of non-traditional forms of employment for the employee and the employer. By highlighting the difference between precarious employment and non-traditional employment, we emphasize the negative consequences for the worker of the phenomenon being identified.

Regarding the consequences of informal employment, it must be said that, first, it cannot be without negative consequences; second, this type of employment has fewer negative consequences for the worker at home and in the economy; thirdly, it inflicts heavier losses on workers in informal employment in the shadow economy, which in turn makes these people the precariat; finally, to include losses from informal employment in the comparison of negative consequences, and in additional work it may be more at first sight. It is on the last sign that we believe that informal - precarious and precarious non-informal work differs only in the case where the informal work meets the criteria of precariat.

Recognizing that unconventional employment and precarization arose for the same reasons as its incarnation, one cannot equate them. Indeed, every instability takes on an unconventional form; however, it is unacceptable for any unconventionally employed person to belong to an "unstable" social class.

Precarious and informal employment pose a particular social security risk for retirees. Informal, but especially latent employment in the main job in any sector of the economy is both non-traditional and precarious employment. The mechanisms for regulating non-traditional, informal and precarious employment should be based on an analysis of the socio-economic consequences of their spread. Nontraditional, informal and precarious work have different meanings, and despite our proven relationship between them, their regulation requires different solutions.

Research methodology

The methodological basis of the research is the basic rules and principles of dialectics. The study of unstable labor processes was based on the method of quantitative study of indicators of employment instability, i.e., collection, processing and analysis of data on ensuring the stability

of employment. The methods of logical analysis, synthesis, generalization, induction and deduction, a systematic approach to economic phenomena and processes, and statistical generalization were used to derive from the data.

Analysis and results

It is known that to assess the prevalence of non-traditional employment in the Republic of Uzbekistan, a structural analysis of the main indicators of labor resources in the Republic of Uzbekistan is carried out: a) data from a population survey on employment issues, b) labor balance, c) economic situation Health monitoring data in Uzbekistan.

Based on these analyzes, an algorithm will be developed to calculate the prevalence of traditional and non-traditional employment in the country. The calculations themselves can be made in two ways: according to population surveys and by the method of balance of labor resources. As part of these calculations, the total number of citizens traditionally employed in the formal and informal sectors of the economy in 2025 amounted to 6196.3 thousand people. According to expert estimates, we assume that the share of informal employment in the formal sector is 8%. At the same time, the number of non-traditional (informal) jobs in the formal sector of the economy in 2024 was: (average number of registered workers) 5723.8X 8% = 457.9 thousand people. Without taking into account the "informal", the number of traditional jobs in the official sphere: 5723.8 - 457.9 = 5265.9 thousand people. The number of people permanently employed in the economy under a contract for an indefinite period is 5904.9 thousand people, which is comparable to an indefinite one. This can be considered quite traditional employment, in which 181.1 thousand people are employed in the informal sector (5904.9 - 5723.8 thousand people). Thus, the number of traditionally employed citizens in both sectors of the economy was: 5265.9 + 181.1 = 5447.0 thousand people.

Calculations will make it possible to estimate the total number of non-traditional workers in Uzbekistan in 2024. A balanced count gave a figure of 15.0 million. In 2024, the minimum prevalence of non-traditional employment in Uzbekistan ranged from 1/5 to ¼. Such estimates are based on officially recorded data, which are incomplete. Taking into account the pronounced tendency towards the displacement of traditional forms of employment by non-traditional forms and the shortcomings of statistical accounting, the volume of non-traditional employment in our country is currently approaching 50%.

Currently, various methodological approaches are used to assess the prevalence of informal employment. The statistical approach to assessing informal employment needs serious clarification, since it is currently the main method. Certain forms of employment are not officially taken into account by the Statistical Committee due to the lack of accounting tools (for example, additional informal employment in the formal sector) or, conversely, for the same reasons (for example, contracts based on oral agreements) are not officially included but not fully taken into account.

When organizing statistical observations, proposals are made on the forms and categories of employment, the definition of the sphere. If the residual method gives a somewhat exaggerated idea of others, it remains convenient and simple in its sources. Using this method, it is possible to calculate the volume and level of informal employment in Uzbekistan in 2000-2024. (Table 2).

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Table 2. Dynamics of the level and scale of informal employment in the Republic of Uzbekistan (calculated by the "residual" method)[13]

Indicators	2000	2005	2010	2015	2020	2021	2022	2023	2024
The average annual number of people employed in the economy is one thousand	8983,0	10196,3	11628,4	13058,3	13298,4	13520,3	13273,1	13541,1	13538,9
The average annual number of employees in organizatio ns, thousand people	X	x	641,1	2808,5	3609,1	3749,8	3927,9	4291,5	5723,8
Number of jobs in the informal sector of the economy, thousand people	2808,2	3372,1	4064,0	4207,8	4242,2	4353,5	5379,8	5368,2	5885,5
The share of the average annual number of informal jobs in the economy in the average annual number of jobs	31,3	33,1	35,0	32,2	31,9	32,2	40,5	39,6	43,5

Calculations show an increase in the level of informal employment in the country. We believe that the following methodological approach can be used to accurately assess the prevalence of informal employment:

1) the assessment should be comprehensive (or mixed) in terms of sources and methods of obtaining information, i.e. the superiority of special sociological studies over the data of tax, insurance, migration authorities;

2) when conducting sociological surveys, the competition is held in sectors of the economy (formal, informal, household), enterprises, organizations

it is necessary to take into account the organizational and legal form (legal entity, individual), registration, status of the subject;

[13] It was calculated on the basis of data from the Ministry of Employment and Labor Relations of the Republic of Uzbekistan and the website www.stat.uz.

3) the requesting unit must be a workplace (employee);

4) the question of the existence and form of contractual relations between the employee and the employer should be of great importance in conducting sociological research;

5) within the framework of sociological research, all sections of the survey (for example, the status section with the contract) must be comparable;

6) Sociological surveys should cover the unemployed and traditional busies of the economically inactive population, since among them there are informal elements, the proportion of which is currently not determined, and the regulatory measures in this regard are unclear.

Regarding the assessment of precarious employment, it should be noted that, given the available quantitative estimates of the prevalence of the working-age population, the following components can be included in precarious employment:

a) Persons with earnings of the the minimum wage amount and below, according to the data provided by the statistical authorities of the republic, we do not include persons with earnings less than the the minimum wage;

(b) the unemployed, who are considered the lowest precarious strata of the working age population worldwide, even the vulnerable (4.2 million people aged 15-72);

c) informal subjects under an oral agreement with the employer - on the balance of labor resources, the total number of which is at least 1509.6 thousand people, including the lower limit of the precariat.

In particular, we present a number of studies highlighting the problem of non-traditional employment in Uzbekistan in 2025. According to the State Statistics Committee of the Republic of Uzbekistan, the prevalence of non-traditional forms of employment in the country is given (Table 3).

The analysis of the data obtained makes it possible to distinguish three groups of non-traditional forms of employment in the republic according to the level of its prevalence: the most common (temporary and employment in agricultural sector); moderate prevalence (incomplete, mobile, self-employment); less often (freelance, remote employment).

According to the State Statistics Committee, traditional employment in the country still hovers around 39.4%; among non-traditional forms of employment, temporary contract work (22.9%) and informal employment (43.5%) prevailed. Self-employment (17.9%) and freelance (0.3%) are well developed.

Table 3. Degree of prevalence in non-traditional forms of employment[14]

Non-traditional forms of employment	**Years**				
	2005	2010	2015	2020	2025
Temporary contract, work under a contract	783,8	1487,5	467,6	1656,8	1700,7
Employment in private land management (PLM)	1217,9	1348,3	1630,2	1869,2	1708,5

[14] It was calculated on the basis of data from the Ministry of Employment and Labor Relations of the Republic of Uzbekistan and the website www.stat.uz.

Part-time, reduced employment	853,4	693,3	1197,7	1083,8	881,9
Number of workers in a household	148,3	937,1	1253,9	1104,7	1097,5
Number of individual stripes	970,2	1172,6	1395,4	1475,6	1275,8
According to the patent, self-employment	268,6	254,7	672,8	871,1	682,6
Number of persons engaged in craft activities	263,4	304,1	275,0	284,9	318,5
Number of Agritourism Employees	35,6	41,1	37,2	38,5	43,2
Freelance - Remote Employment	0	0	0	2,6	24,5
Other forms of informal employment	1761,0	1580,5	2321,4	2266,1	5885,5
Total number of unconventional lanes	4863,4	5189,0	6592,8	7395,9	7414,5

Conclusion

It should be noted that it is advisable to single out those types of economic activity in which employment instability is more specific. To do this, it is necessary to determine the share of volatile items by sector of the economy relative to the main set of items by type of economic activity. According to the results, they can be attributed to a cluster of types of economic activity of employment instability. Unstable items are mostly concentrated in the following types of economic activities: in manufacturing; transport and communications; in wholesale and retail trade; building; in education.

At present, in general, we can talk about the persistence of the tendency to shift certain types of risks, costs and part of the responsibility from the company and society to employees, as a result of which we should expect an increase in employment instability. In our opinion, research can continue to identify and assess risk factors that lead to employment instability. This will enable them to develop appropriate recommendations to reduce and increase the resilience of employment.

Based on the following criteria, a methodological approach to accounting for the precariat as an unconventionally employed economically active population is proposed:

1) self-determination of employees in society and in the labor market in the following cases;
   a) the perception of employment as forced instability and exacerbation;
   b) the impossibility of maintaining a comfortable lifestyle and lifestyle;
2) absence, instability or insufficiency of job security;
3) instability of the content of labor;
4) instability of wages and incomes, their low volume;
5) the employee does not have a "safety cushion";
6) low level of convenience of social resources (social capital);
7) low position in the branches of government and society;
8) the duration of stay in conditions of instability, the rate of change of work.

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