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The book “Labour Economics: Theory and Practice” – Author Kalandar Abdurakhmanov

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**Abdurakhmanov, K. Kh.
Labour Economics. Theory and prac-
tice: textbook: / K.Kh. Abdurakh-
manov**

Issues of labour economics and evolution of the economic views of Eastern thinkers, the process of attracting and using labour power, new forms of employment, the labour market, the economics of social and labour relations, organization and wages, incomes of workers, level and quality of life of the population, as well as the strategy of decent work in innovative conditions of economic development are considered in the textbook.

For students of economic specialization of Central Asia studying in Europe and the United States and the widest range of readers interested in problems of Economics Republic of Uzbekistan.

This book “*Labour Economics: Theory and Practice*” was presented at the International Conference

This book “*Labour Economics: Theory and Practice*” was presented at the International Conference in 2019 in Tashkent, Uzbekistan, with participation of Government of the Republic of Uzbekistan and Russian Federation as well as foreign countries Embassies, and in particular UK Ambassador in Tashkent, Uzbekistan Timothy Torlot.

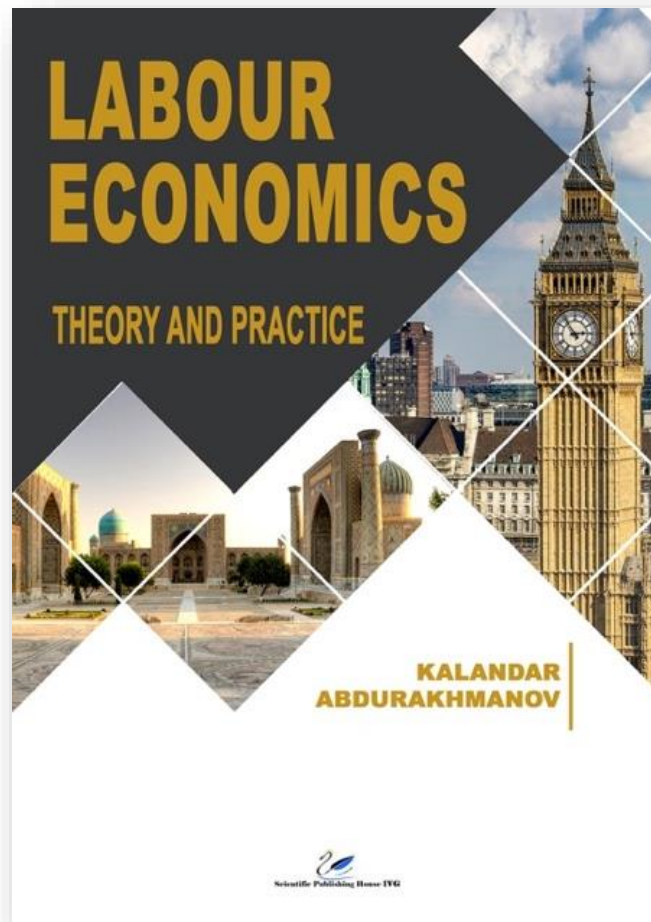
As it is known, during 25 years of independence of the Republic of Uzbekistan scientists and researchers have not had opportunity to exchange research, the latest scientific achievements and developments.

Over the past 3 years new President of Uzbekistan Shavkat Mirziyoyev has fundamentally changed his approach to domestic and foreign policy of the country, due to which Central Asian region has entered a new stage in development of interactions in cultural and humanitarian cooperation. There arose a necessity of interaction between scientists to deepen cultural and humanitarian cooperation. Academician Kalandar Abdurakhmanov was the first who presented new generation textbook “*Labor Economics: Theory and Practice*” in Uzbek at international conference, and arose a great interest of international scientific community in this scientific work, as a result, the textbook was firstly translated from Uzbek into Russian, Kazakh, Kyrgyz,



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Tajik and English. And it is planned to publish the textbook in Chinese, Japanese, Malaysian and Indonesian. It shows that scientists of new generation and format are represented in the Republic of Uzbekistan.



Innovative textbook in innovative development

In February 2019, the leading academic economist, academician of the Academy of Sciences of the Republic of Uzbekistan, Kalandar Abdurakhmanov presented the fundamental work in Uzbek language “*Labor Economics, Theory and Practice*”, devoted to modern issues of sustainable employment formation and strengthening the role of human resources in modern conditions of innovative development of the economy.

During the International Conference “*Plekhanov International Readings*”, a global scientific conference held in Tashkent, Uzbekistan in 2019, after acquaintance of the scientific community with this textbook, an idea of rector of the Russian Economic University named



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after G.V. Plekhanova, Victor Grishin to publish the Uzbek textbook “*Labor Economics. Theory and Practice*” in the Russian Federation in Russian language was put forward.

It should be noted that the scientific community of a number of Central Asian states also showed their interest in this publication. This is due to the fact that the new, revised and updated edition of the textbook “*Labor Economics. Theory and practice*” of academician Kalandar Abdurakhmanov is a fundamental work, covering the latest achievements of this science. Writing of this textbook is totally a new step in the direction of high qualified personnel training that is full with innovative changes on a global scale.

The scientific community of a number of foreign countries also showed their interest in the publication, as University students in developed countries study the sciences of Labor economics and Modern Labor economics, which cover the most modern areas of labor economics theory. In the textbook academician Kalandar Abdurakhmanov takes into account all the latest achievements in this discipline.

The author of the textbook is academician of the Academy of Sciences of the Republic of Uzbekistan Kalandar Abdurakhmanov has extensive experience in this field. Scientific monographs, textbooks and tutorials of the academician are published in the USA, Germany, France, Norway, China, Malaysia, Indonesia, Finland, South Korea, Japan, Russia and other countries.

Created on the basis of Tashkent State University of Economy and led by it, the scientific school “*Labor Economics*” is successfully engaged in scientific research on the problems of social and labor relations, studying aspects of improving personnel management, organizing remuneration, improving the mechanism of the labor market, employment issues, conducting scientific disputes, round tables, seminars and conferences on these topics with the participation of leading scientists and economists on labor issues of Uzbekistan. Priority areas have been approved as part of the activities of the scientific school scientific research for 2020-2021 on the preparation and publication of monographs, scientific collections. Academician Kalandar Abdurakhmanov has published more than 15 articles in Scopus, one of the most respected collections of bibliographic and abstract scientific materials in the world, as well as in the Web of Science.

All this, of course, explains the great interest in the new textbook, with the new economic approaches of academician Kalandar Abdurakhmanov both from scientists from the Central Asian region, the Russian Federation, and from foreign countries. This scientific work embodies ideas that have recently been shared by many domestic and foreign researchers in the field of labor economics.

The book is written at a high professional level. The textbook for the first time disclosed the theoretical aspects of not only Western leading economists, but also examined the evolutionary stages of the economic views of Eastern thinkers such as Abu Nasr al-Farabi, Muhammad Khorezmi, Abu Rayhon Biruni, Abu Ali ibn Sina (Avicenna), Khoja Ahmed Yasawi, Mirzo Ulugbek, Alisher Navoi, Amir Temur, Babur and many other geniuses, not only of Islamic, but also of world civilization.



At the same time, this work is distinguished by an innovative interpretation of the main categories that characterize the sphere of social and labor relations of modern society, a deep description and analysis of the complex relationships between the subjects of labor, functioning at the present stage of development of economic relations.

Attention is paid to such an aspect as improving the quality of human capital, as a factor in innovative development, which undoubtedly caused great interest among scientists from different countries. The transition to innovative development means that innovation should cover not only the creation of new technologies, their introduction into production, but also an adequate communication infrastructure. Innovative is the development of society, the basis of which is intellectual capital, which determines the competitiveness of the economic system.

At the present stage of development, Uzbekistan faces strategic tasks, among which is the further development of the education system as the most important factor in the country's prosperity, sustainable economic growth, and employment. A new impetus to radically improve this economic area and radically revise the content of training at the international standards level was the decree of the President of the Republic of Uzbekistan *“On measures for the further development of the higher education system”* of April 20, 2017.

The Program for the Comprehensive Development of the Higher Education System for the period 2017-2021 was approved, which includes measures to strengthen and modernize the material and technical base of universities, equipping them with modern educational and scientific laboratories and modern information and communication technologies.

This underlines the global attention that the President of the Republic of Uzbekistan Shavkat Mirziyoyev devotes to such an important area as the development of science and innovation, the creation of new universities and the strengthening of material and technical support for the existing sphere of education and science of Uzbekistan.

Thanks to the efforts of the country's leader over the past three years, relations of Uzbekistan with all neighboring states of Central Asia and Afghanistan, bilateral and multilateral cooperation with the other countries, as well as with other countries of the near and far abroad, have risen to a qualitatively new level. It is especially gratifying that the comprehensive content of the strategic partnership and alliance between Russia and Uzbekistan in the political, investment, trade, economic, cultural, humanitarian, scientific, educational and many other fields is being filled with new content.

That is why the experience of Uzbekistan in sustainable human development, the priority attitude to scientific and technological progress, innovative and information technologies, the training of highly qualified and comprehensively developed personnel, their full support and new initiatives in the field of education and training cause such interest from neighboring states and their scientific communities.

The greater potential each member of society possesses, the higher the intellectual resource of the whole country, the more dynamic the growth rate of the economy, the greater the potential of society.



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One of the important conditions for stability and prosperity is also the creation of favorable conditions for the realization of the potential of youth, counteracting its radicalization and expanding access to high quality education. And the experience of Uzbekistan is indicative in this direction, where a lot of work is being done on the initiative of President Shavkat Mirziyoyev.

One example of such activity is the practical implementation and implementation of the five most important initiatives of the President of the Republic of Uzbekistan Shavkat Mirziyoyev, aimed to widely promote among youth the interest in literature and art, music, theater, reading, developing computer skills and women employment.

The ultimate goal of implementing programs to modernize the economy of Uzbekistan is to increase the welfare of the population. The transition to an innovative economy contributes to great changes in the socio-economic life of the country. Among modern changes, special attention is given to: improving the labor market, employment, increasing the employment of women, especially women in rural areas.

Thus, five initiatives set forth the essence and principles of the formation and development of human capital.

The common historical and cultural heritage, the evolutionary stages of the development of the society of Central Asian states, the similarity of problems and aspects of the labor economy explain the great interest shown by the scientists of these countries to our new textbook.

Studying this experience will contribute to the intensification of cultural and humanitarian exchanges between the countries of Central Asia and the other countries. And the development of common approaches and practical aspirations in this direction will contribute to the well-being, peace and security of the countries and peoples of the Central Asian region.

In connection with these processes, the organization of the presentation of the new textbook *“Labor Economics. Theory and practice”* written by academician Kalandar Abdurakhmanov will be held alternately in Almaty, Bishkek, Dushanbe, in the Republic of Karakalpakstan. The translation of the textbook by Kalandar Abdurakhmanov and its publication in Kazakh, Russian, Kyrgyz, Tajik, Karakalpak and English, in its own unique scientific precedent, which will further improve the curricula in these countries, will open new horizons for representatives of science, education in training of modern erudite and highly qualified specialists in the field of economics, and will also allow expanding mutually beneficial contacts for the exchange of knowledge and achievements in the field of science and education.

Каландар Абдурахманов, «Экономика труда: Теория и практика Синопис

Научное издание, 34,3 авторских листов (1 372 968 знаков)



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Анализируются следующие основные аспекты: предложение труда и спрос на труд, занятость и безработица, качество рабочей силы и трудовая мобильность. В фокусе внимания находятся вопросы формирования и развития человеческого капитала, которые изложены в пяти инициативах Президента Республики Узбекистан. Рассматриваются новые формы занятости, такие как нестабильная форма занятости (прекариат), достойный труд и его использование в Республики Узбекистан. Изложены проблем труда применение теоретических моделей для решения конкретных социально-экономических проблем в сфере регулирования труда и занятости населения. В ходе курса также анализируются институты рынка труда, такие как профсоюзы и законодательство о защите занятости. Основные выводы и предложения могут использоваться в учебном процессе.

Kalandar Abdurakhmanov, “Labor Economics: Theory and Practice Synopsis

Scientific publication, 34.3 copyright sheets (1 372 968 characters)

The following main aspects are analyzed: labor supply and demand for labor, employment and unemployment, labor quality and labor mobility. The focus of attention is on the formation and development of human capital, which are outlined in the five initiatives of the President of the Republic of Uzbekistan. New forms of employment are considered, such as an unstable form of employment (precariate), decent work and its use in the Republic of Uzbekistan. The problems of labor are described, the application of theoretical models to solve specific socio-economic problems in the field of labor regulation and employment. The course also analyzes labor market institutions such as labor unions and employment protection legislation. The main conclusions and suggestions can be used in the educational process.

PREFACE

Why is it necessary to study labor economics?



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A fundamental work of prominent economist of modern Uzbekistan Doctor of Economics, Professor, Academician K. Kh. Abdurakhmanov is a thorough scientific research, textbook and a kind of lecture course as well. Kalandar Khodjaevich made a great contribution to the development of higher economic education and economic science, formation and development of Plekhanov Russian University of Economics in Uzbekistan.

Issues of labor economics arouse a great interest today, and no one denies their political and social, scientific, theoretical, practical, applied and educational significance both for individual countries and for the whole world.

Being a branch of economic knowledge based on strong centuries-old traditions, labor economics performs everything to promote resolution of modern problems and improve our understanding of science and labor thanks to patient work and thorough research.

The book of academician K. Kh. Abdurakhmanov examines the issues of labor economics and evolution of economic views of Eastern thinkers, process of attracting and using force, new forms of employment, labor market, economy of social and labor relations, organization and remuneration of labor, employees revenues, level and quality population life, as well as decent work strategy in innovative conditions of economic development.

Why are students not so interested in labor economics?

As the book of Academician K. Kh. Abdurakhmanov is in your hands you probably have at least a little interest in its theme: “Labor Economics”. You probably have some anticipation. Labor economics is indeed difficult according to common conception. Although it is not such a puzzling discipline as mathematics or physics, it still requires effort to understand it. Some of you probably remember speeches of economists on television or social networks: their statements did not probably inspire with confidence although you trust them. They are professionals after all and you have not read a single book on labor economics.

Is labor economics so complicated? Of course no if you explain it simply and easily. I would risk to express the idea that 95 % of labor economics is just common sense which was given a complex form with the help of special economic terminology and not only.

Labor economics is not the only area that seems more confusing to non-economists than it actually is. In any profession that requires certain specialized training, whether it is economics or medicine, a professional language that facilitates communication between specialists is difficult for outsiders to understand the subject. If to be honest all natural (technical) sciences (disciplines) have an occasion to seem more complex than they actually are which experts charge for their services.

Even taking into account above mentioned, labor economics has clearly achieved great success in striving to prevent general public from entering its territory. People tend to express firm opinion on wide variety of issues: climate change, conflicts in different regions of the world and nuclear power plants in spite of the lack of relevant economic knowledge. But when



it comes to labor economics many people do not even show interest or tell their own opinion. Could you remember the last time when you discussed labor market or labor resources, employment or unemployment, decent work or labor migration? These issues can have a huge impact directly on you, wherever you live. They will probably have positively or negatively effect on employment prospects, salaries and even on your retirement, but you did not likely think about it seriously.

This strange situation is only explained by the fact that issues of labor economics do not affect our feelings, in contrast to the issues of love and family, death and war. It has happened because people believed - especially last few decades - that labor economics is the same science as physics or chemistry, and there is only one correct answer to all questions. Therefore, non-specialists should simply take for granted the views of professional economists and stop bothering with too complex issues of labor economics. Professor of Economics of Harvard University, author of one of the most popular textbooks on Economics, **Gregory Mankiw** writes: “Economists like to represent themselves as scientists. I often do it myself. While lecturing to undergraduates, I present completely consciously economics as a science, so that students begin to study this course with thought that they start comprehending some kind of ephemeral discipline”¹.

Reading the book of Academician K. Kh. Abdurakhmanov you will understand that labor economics will never become a science in that sense which we mean talking about mathematics, physics or chemistry. There are many different schools (concepts) of economics of labor, each of them emphasizes various aspects of complex economic reality and labor market, expressing various economic and ethical, political and legal value judgments and making certain scientific and practical conclusions based on them. In addition, none of schools of labor economics theory has ever managed to predict real economic labor development of events even in those areas to which it is oriented because people have their own desires - unlike molecules or physical objects².

And as there is no single correct answer in labor economics, therefore, it is impossible to give it to only specialists. Thus, each student should know at least something about labor economics. I do not mean that you need to take a thick textbook and get acquainted with any standpoint on this academic discipline. I am talking about the necessity to study various judgments about labor economics and develop critical thinking and ability to understand which approach will be most reasonable in given economic circumstances, in the light of certain moral values and political goals (pay attention that I am not talking about correctness of any judgment). In order to solve such problem there required a textbook that considers labor economics in the way that no one else has done - and, I hope, you are holding just such book – the book of famous scientist economist Academician K.Kh. Abdurakhmanov.

¹ See: The macroeconomist as scientist and engineer// Journal of Economic Perspectives, 2006. Vol.20 №4

² See Robert Shiller. As economics a science?// [www.theguardian.com/business/economics - blog/2013/wov/06/is-economics-a-science-robert-shiller](http://www.theguardian.com/business/economics-blog/2013/wov/06/is-economics-a-science-robert-shiller)



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What makes this book special?

Why is the book of academician K.Kh. Abdurakhmanov different from others?

First difference. Academician K.Kh. Abdurakhmanov takes his readers seriously. And it's not a joke. You will not find here a concise retelling of complex eternal truths. He introduces various ways of analyzing labor economics to you in the hope that you will be able to evaluate the possibilities of different approaches yourself. The author does not refuse to discuss fundamental methodological issues of labor economics. For example, such as: is it acceptable to consider this discipline as a science, or what role does spiritual moral values play (and should play) in it.

Second difference. Academician K.Kh. Abdurakhmanov is trying to present hypotheses that underlie various concepts of labor economics so that readers form their own opinions about their reality and credibility. He also tells how quantitative indicators in labor economics are defined and linked, urging readers not to forget that they cannot be perceived as something that cannot be changed, say, like the weight of elephant or water temperature in control. In short, the author is trying to explain how to think, not what to think.

Third difference. Despite the fact that book of academician K.Kh. Abdurakhmanov involves readers in very deep economic analysis it does not mean that it is difficult to understand. There is nothing in it that a person with secondary education would not be able to understand. Everything that he writes about is to be curious to find out what is really happening as well as little patience.

Fourth difference. Unlike other textbooks on labor economics, the book contains a lot of information about the real economic world and labor market. I am writing about the "world" absolutely seriously. Academician K.Kh. Abdurakhmanov presented information about different countries. It does not mean that the author paid equal attention to all countries of the world. But, unlike most other books on labor economics, in this book information is not limited to one or two countries or one category (say, only rich or poor countries).

It should be noted that a large part of information in the book is presented in figures: how large is world economy; what contribution the countries make in it; how part of produced goods is the share of the United States or countries of the European Union; how many people work in developed economies or developing countries. But all these figures are supplemented by qualitative information on institutional mechanisms, historical background, standard strategies and much more. I would like to believe that, after reading the book, a student will be able to say that he has some idea of labor economics in modern real world.

And now something completely different ...³

How to read this book

³ Popular quotation from comedy serial "Monty Python's Flying Circus"



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Of course not everyone is ready to spend a lot of time reading this book, at least in the first years of studying. Therefore, I offer several ways to cope with material, depending on how much time you can devote to it.

If you have ten minutes, read the titles of the chapters and the first page of each. If you are lucky you will suddenly realize that you have a couple of hours left after these ten minutes.

If you have a couple of hours you can read chapter 1 and 2 and then the list of references. Just scroll through the rest.

If you have a half day pay attention only to the titles of sections and summaries that appear every two paragraphs. If you read fast you will have time to get acquainted with introductory and concluding parts of these chapters.

If you have enough time and patience to read the book fully please do it. This is the best way. In this case the author will be very happy. But even in this case, you can skip chapters that you are not so interested by reading only their headings.

I hope that the book of academician K. Kh. Abdurakhmanov helps you to enter the world of labor economics. I sincerely wish you success on this way.

Academician A. Kh. Saidov

FROM THE AUTHOR

No matter who we are, whatever position we hold, each of us lives with a great dream about making a significant contribution to the prosperity of our homeland. Construction activities that are being conducted in Uzbekistan, creative atmosphere give confidence in achievement of the intended goal, inspire with initiative, selfless and creative work.

President of the Republic of Uzbekistan Shavkat Mirziyoyev, in his speeches, points out important tasks in every sector of the economy of the country. Thus, the Decree of the President of the Republic of Uzbekistan of February 7, 2017 “On the Action Strategy for further development of the Republic of Uzbekistan” identifies priorities for creating new jobs and ensuring rational employment of the population, especially graduates of secondary special and higher education institutions, ensuring balance and development of infrastructure of the labour market, reducing unemployment; creation of conditions for the able-bodied population for full implementation of their labour and entrepreneurial activity, improvement of quality of the labour power, expansion of the system of professional training, retraining and advanced training of persons in need of employment.

Thus, the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan of October 20, 2018 “On measures for implementing the national goals and tasks in the field of sustainable development for the period up to 2030” defines strategic objectives on promoting sustainable and comprehensive economic growth based on increasing productive employment and decent



work for men and women, especially young people, persons with disabilities, by implementing active and passive measures in the labour market, protecting private property, supporting and removing barriers for accelerated development of small and large business, private entrepreneurship.

The President of the Republic of Uzbekistan has launched five initiatives on creating conditions for upbringing and education of young people, new jobs and employment of women. These initiatives reflect the growing interest of young people in literature and art, physical culture and sports, computer technologies and the Internet, focuses on the issues of ensuring employment of young people and women. Practical implementation of these initiatives will serve to create additional conditions for organizing labour and raising the level of education and employment of young people.

Labour activity of a person, social and labour relations form the basis of the “Labour Economics” study.

Students of universities in developed countries take a new approach to analyzing problems of labour economics as a theoretical economics discipline reflecting the sphere of labour market. Wherein, the main scientific areas and main research objectives are:

- modern forms of implementing labour activity;
- supply and demand for labour resources in the modern labour market;
- impact of structural changes in production on demand in the labour market;
- changing the level of the minimum wage and employment in guaranteed jobs;
- social partnership of hired workers, employers (their representatives) and the state in the labour process;
- interest of employers in creating new jobs;
- new approaches to solving labour disputes and other areas of the labour economics.

“Labour Economics” and “Modern Labour Economics” textbooks cover independent areas of the modern theory of labour economics. Their study requires students to be well aware of the basics of micro, meso, and macroeconomics. In these courses, special attention is paid to issues of investment in human capital, mobility and labour migration of labour resources, working conditions, standards of the Decent Work Concept of the International Labour Organization (ILO), social partnership in the sphere of labour.

Labour economics is associated with assessment of labour activity and wages, emerging often with conflict risks in employment and dismissal. The profound mastery of the fundamentals of labour economics is crucial in recognition of very important social problems. In this sense, the labour economics is one of the priority issues in state policy in the sphere of labour.

The overwhelming majority of countries in the world are switching to innovative development, the influence of the digital economy, information and communication technologies on modernization and diversification of production is actively growing. New forms of employment such as precarization, virtual and rental employment, work under special contracts have



emerged in the labour market along with the traditional sustainable and socially protected employment of workers. Such workers, who are less dependent on employers, act more freely in the labour market.

Such forms of employment change the status of the workplace. A vivid example of this is virtual employment. For example, only 40% of the staff work directly in production workplaces in the well-known General Electric Company. The rest of workers are engaged in product sales, marketing, research and development work and others, mostly virtual activities.

Strategically based innovative entrepreneurship, employment in the digital economy, startups are fully supported by the states.

Currently, there are a large number of options of the structure of the labour economics, built based on the most varied approaches and views of economists, representing copyright developments focused on a different range of labour problems under consideration.

The main objective of this textbook was preparation of mature, highly competent, qualified manager-economists, capable of being strategists and leaders.

As a result of studying the discipline “Labour Economics”, the student must master the general cultural and professional competences.

The content of the “Labour Economics” research area is defined as follows:

- economic science, devoted to the study of trends and legitimacy of labour activity of people; social and labour relations; reproduction of labour resources and labour power; legal, organizational and socio-economic mechanisms of labour management;

- directions, traditional for the existing form of the labour economics (theoretical and methodological problems of labour; the system of “person-production” relations; stimulation and remuneration of workers’ labour, organization of wages; problems of quality of labour power, training, retraining and advanced training of personnel; professional orientation and mobility of personnel; conditions, labour protection and safety; labour productivity, measurement methods, factors and reserves of increase and others);

- directions introduced into labour economics characterizing the subject area of this science in the world (human capital as social wealth, its structure and role in the modern economy; labour market, its functioning and development; investment in human capital; regulation of social and labour relations, problems of social insurance, social partnership, human resource management, personnel policy and strategy, and others).

I express my sincere gratitude to all the specialists who have a worthy place among economists and are highly respected. They are academicians of the Academy of Sciences of Uzbekistan B.S. Yuldashev, R.A. Ubaydullayeva; honored workers of the Russian Academy of Sciences, economists, professor V.I. Grishin, professor Yu.G. Odegov, professor A.M. Asaliyev; foreign economists, Nobel Prize Winner C. Pissarides (Cyprus, United Kingdom), George J. Borjas, Ronald G. Ehrenberg, Roberts S. Smutra (United States), V.L. Kvint (Germany), professor Gerhard Feildmeier, Rector of Gunadarma University, professor Eko Sri Margianti (Indonesia), professor M. Hiwatari (Japan) and other scientists for valuable suggestions and recommendations in the process of preparing a textbook.



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There may be some shortcomings in the textbook, and we will accept with gratitude all the comments, opinions and judgments, suggestions and recommendations that can be sent to e-mail: abdurahmanov@yandex.ru



Photo: Kalandar Abdurakhmanov

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