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MAIN DIRECTIONS OF DEMOGRAPHIC PROCESSES AND LABOR MARKET

Summary

Labor markets or labor markets have a fundamental specificity - their founders are living people who do not directly act as carriers of labor forces, but at the same time have a unique characteristic: psychophysiological, social, cultural, religious, political, etc. The demographic process develops under the influence of other social processes: economic, political and others. In turn, the demographic process affects the course of all other social processes. For example, low birth rates lead to increased percentages of retirees in societies and further increase in father and child problems. Fluctuations in birth rates over a period of time are reflected in corresponding (or opposite) fluctuations in employment levels in labor markets, crime rates, competition among applicants for admission to educational institutions, and so on.

Key words: *labor market, demographics, economy*

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Intradaction

For young people, hidden unemployment is less dangerous than registered unemployment, because they are the ones most at risk of being outside the doors of companies. In addition, forced emptiness has a disruptive effect on unformed consciousness. It is clear that in such cases, most of the young people try to stabilize their employment status, try to avoid the possibility of losing their earnings in various ways. Recently, an increasing number of young people consider full-fledged education a necessary condition for reaching the desired social status and the highest financial conditions, certain guarantees against unemployment. Vocational training becomes an important element of the labor market infrastructures that maintain a qualitatively balanced supply and demand of labor and in many ways determines the effectiveness of the measures for the implementation of the youth employment policy. Therefore, with a decrease in the training of qualified personnel in vocational schools and secondary specialized educational institutions, the admission of students to higher education institutions is increasing every year. The above determines the relevance of the selected topic.

Analysis

Demographic development of the country, parameters of natural and mechanical reproduction of the population have an

important impact on all socio-economic processes. Today, the economy of the Republic of Azerbaijan is being consistently rebuilt by adapting it to the requirements of the globalization process. In addition, the main socio-economic reforms related to the stabilization processes of national economies and the transition to new market relations are at different stages of development in each country.

Today's reality requires serious study of population policy issues in accordance with the goals and tasks of the future socio-economic development of the countries as a whole. Ensuring the complexity and consistency of these developments involves taking into account the interrelationships and interdependencies of the development of various aspects of society. The main goal of the demographic policy is to achieve a normal increase of the population that meets the interests of society and each of its members by creating conditions that have a favorable effect on productivity, mortality, natural population growth, and the protection and promotion of human health; marriage and family stability, life expectancy, population migration, etc.

In general, in the 20th century, Azerbaijan experienced 5 significant demographic shocks, including migration shocks (4):

In 1905-1907 - as a result of brutal armed attacks by Armenians on Azerbaijanis and Turks

living in Iravan, Zangezür, Goych, Nakhchivan, Karabakh, Ganja, Baku and other regions;

In 1913-1920. - As a result of World War I (1914-1918), foreign intervention, as well as armed conflicts with Armenians, the population of Azerbaijan decreased by 3839 thousand people or 16.6% from 2339.2 thousand to 1952.2 thousand people;

In 1941-1945. - During the Great Patriotic War, the population of the republic decreased from at least 3,274 thousand people at the beginning of 1940 to the beginning of 1945.

decreased from 2705.6 thousand to 568.4 thousand or 17.4% ... Along with Russia, Ukraine and Belarus, Azerbaijan is one of the republics that suffered the greatest loss of life in the war of 1941-1945;

In 1948-1953 - during this period, the Council of Ministers of the USSR (signed by I.Stalin) issued 2 decisions, the purpose of which was to resettle Armenians living abroad in the territories of Armenia and remove local Azerbaijanis from Armenia: the first decision - dated December 23, 1947 "On the transfer of collective farmers and other Azerbaijani population from the Armenian SSR to the Kur-Araz lowland of the Azerbaijan SSR" No. 4083; second decree - No. 754 "On measures for the transfer of collective farmers and other Azerbaijani population from the Armenian SSR to the Kur-Araz plain of the Azerbaijan SSR". As a result of the implementation of this decree in 1948-1953, more than 100 thousand Azerbaijanis were forcibly relocated from the Armenian SSR on the principle of "voluntariness". Historical facts show that 1/3 of the settlers died as a result of hunger and disease (2);

In 1988-1993 - during this period, the Armenian SSR, Nagorno-Karabakh and 7 adjacent regions - Lachin, Kalbajar, Aghdam, Fuzuli, Jabrayil, Gubadli and Zangilan were invaded as a result of military aggression. As a result, about 1 million people became refugees and internally displaced persons in their country, about 20 thousand Azerbaijanis lost their lives, more than 100 thousand people were injured, about 50 thousand were injured in various degrees, and thousands of people were captured and disappeared.

Despite all the demographic tragedies mentioned above, in general, the number of

Azerbaijanis steadily increased in the 20th century. Thus, in the 20th century, the Republic of Azerbaijan was one of the countries where the population growth rate exceeded the average world population growth rate. In the last century, the world population increased from 1.6 billion people, i.e. more than 4 billion people (or 3.7 times), while the population of Azerbaijan increased from 1.8 to 7.9 million people or 6.1 million people (i.e. 4.4 times) increased. This means that the growth rate of the population in the indicated period in our republic exceeded the growth rate of the world population (3).

At the time of the collapse of the USSR, the demographic situation in Azerbaijan was characterized by an average birth rate (both in the territorial context and with differences in the birth rate of the population in urban and rural areas), a relatively high level of infant and maternal mortality, as well as low social and territorial mobility, uneven population, people It is characterized by its settlement (Muradov Sh. 2008).

As we know, population dynamics mainly depends on birth and death rates and is determined by growth modes. In the first years of independence, the change in the death rate of the population of Azerbaijan was affected by the severe socio-political situation, especially the armed aggression of Armenia and the still unresolved Karabakh issue. As a result of the Nagorno-Karabakh conflict since 1988, 20% of Azerbaijani lands were occupied, hundreds of thousands of our compatriots became refugees and internally displaced persons, including more than 250 thousand Azerbaijanis were expelled from Armenia. Victims of the conflict in Karabakh in 1988-1994

There were 22,000 people. 19,500 of them are Azerbaijanis, 12,000 of them are Azerbaijani military personnel and 7,500 are civilian Azerbaijanis (including 600 people killed in Khojaly and 300 people in Shusha by Armenian armed forces). As a result of the Nagorno-Karabakh conflict, 850,000 refugees and internally displaced persons live in Azerbaijan (Mammadova M. et al. 2007).

Spontaneous migration processes create one of the most difficult problems of the state: thousands of internally displaced persons need both moral and material and material assistance.

It is a huge social, political and humanitarian problem that requires special resources. Unfortunately, today, migration often acts as a reflection of social, economic and political contradictions not only in the countries of the former USSR, but all over the world. The solution of forced migration problems can be realized effectively on the basis of scientifically developed state complex migration policy. In general, there is a need for thoughtful and timely regulation of demographic processes. And in this context, targeted active and comprehensive demographic policy plays an important role in regulating demographic processes and improving the demographic situation in the country.

In addition, the demographic trends of the last decades and the current demographic situation have been set before the government of our country as important tasks of economic policy - stimulation of labor activity of the population and more complete and rational use of labor resources. During the last decades, changes in the demographic situation in Azerbaijan made it necessary to change the conceptual approach to the regulation of the employment and labor market. A change in the conceptual approach to the regulation of employment and the labor market in Azerbaijan requires a change in the state's mechanism of influence on the labor market.

On October 26, 2005, the President of the Republic of Azerbaijan İlham Aliyev approved the "Employment Strategy in the Republic of Azerbaijan (2006-2015)" in order to improve legislation in the field of employment in the Republic of Azerbaijan, develop the labor market in the country, accelerate the opening of new jobs and ensure effective employment of the population. signed Decree No. 1068 on making This decree entered into force from the day of its publication (Karimov R., Gasimova Z. 2013: p.70).

The UN and ILO experienced employment strategy is implemented in 2 stages. In 2007-2010, which covers the first stage, it is intended to take steps towards a significant reduction of unemployment, strengthening of social protection of the unemployed and socially vulnerable groups of the population, improvement of the

labor market, improvement of the quality of resources, increase of competitiveness, and creation of favorable conditions for increased economic activity. In the second stage, stimulation of labor force demand in 2011-2015, business environment high international to standards suitable measures will be taken to form, deepen structural reforms, further increase investment activity and develop human capital at a high level (7).

Today, there is not a single tent camp left in the country. Towns and settlements with all infrastructure were built for displaced people: 265 thousand people were resettled in more than a hundred cities and villages built in the last 15 years.(7)

Comprehensive measures are being taken to strengthen the social protection of the population: allowances and pensions, pensions and the minimum wage are constantly increasing. Thousands of young families own apartments using mortgage programs, social houses are built for citizens at the expense of state funds. All this indicates the state's concern for its citizens, which has no analogues in the world. Today, ongoing reforms in the social sphere are gaining a revolutionary character. If we refer to the decrees and orders signed by the head of state in the first month of 2019, we will see this clearly. Since March 1, the minimum wage has increased by 38.5 percent from 130 manats to 180 manats. This Presidential Order covered 600,000 people. On the basis of the Order "On additional measures in the field of strengthening the social protection of the population" for age and disability, the amount of social allowances due to the loss of the head of the family has been significantly increased. At the same time, disabled children up to 18 years old the amount of social allowances for 150 manats, allowances related to the birth of a child up to 200 manats, the amount of allowances for each child for women increased, more than five children - up to 55 manats, etc. According to another order, 35 million manats were allocated for the construction of apartments for disabled people and families of martyrs of the Karabakh war (5).

Table 1

Natural population growth, births and deaths

Years	Natural increase			Number of births			Death toll		
	Total	including:		Total	including:		Total	including:	
		in urban areas	in rural areas		in urban areas	in rural areas		in urban areas	in rural areas
2010	112063	53383	58680	165643	81752	83891	53580	28369	25211
2011	122310	56972	65338	176072	85539	90533	53762	28567	25195
2012	119452	56787	62665	174469	86364	88105	55017	29577	25440
2013	118288	57566	60722	172671	86429	86242	54383	28863	25520
2014	114855	51834	63021	170503	81822	88681	55648	29988	25660
2015	111513	51521	59992	166210	81149	85061	54697	29628	25069
2016	102816	45569	57247	159464	76954	82510	56648	31385	25263
2017	86932	38257	48675	144041	69479	74562	57109	31222	25887
2018	81732	35893	45839	138982	67362	71620	57250	31469	25781
2019	85263	38148	47115	141179	68665	72514	55916	30517	25399
2020	50924	19466	31458	126571	61515	65056	75647	42049	33598
2021	35406	8582	26824	112284	53765	58519	76878	45183	31695

Source: official website of the State Statistical Committee of Azerbaijan, <https://www.stat.gov.az/source/labour/>, 2020

As can be seen from Table 1, in the years 2000-2019, a 0.82% increase in natural growth, a 0.83% increase in the number of births, and a 0.84% increase in the number of deaths were observed.

In 2020, the number of residents of Azerbaijan exceeded 10 million people, but according to the official data of official institutions, the population growth rate has decreased sharply. Russian demographer Vladimir Kozlov and Azerbaijani economist Rasim Musabayov stated that the demographic situation in the country was significantly affected by the coronavirus epidemic and that the fighting in the Karabakh conflict zone did not affect the population (7).

On December 16, the State Statistical Committee of Azerbaijan published actual data on the country's population. As of November 1, 2020, the population of Azerbaijan was 10 million 121 thousand 809 people, it has increased by 54 thousand 701 people or 0.5% since the beginning of the year.

Since 2017, the annual population growth in Azerbaijan is approximately 85 thousand people, and the average annual population growth indicator in 2010-2016 was 110

thousand people on average. In such a situation, the indicator of 2020 - 54.7 thousand people in 10 months - is abnormally low (8).

Even before the outbreak of the coronavirus pandemic, it was not possible to find a suitable job in Azerbaijan. But the pandemic made it even more complicated, and from the beginning of March until today, the labor market was in crisis. Recruitment companies note that the number of vacancies has decreased by 30-40% compared to the beginning of the year. The number of available vacancies in foreign companies has halved. A number of companies have laid off their staff and hired fewer new employees. The size of the proposed wage also decreases (7).

According to official statistics, 180,000 vacancies were added to the Labor Bank of the Ministry of Labor in 2020. Currently, 31406 vacancies are active. But at the national level, the number is small and there is no word on what kind of jobs and what wages are offered.

The quarantine regime has led to the closure of many workplaces. Due to the closure of some areas due to the epidemiological situation, the difficulty of activity also led to a decrease in the workload. There are several ways to keep things

tough, and one of them is to lower wages based on volume and earnings. Until now, there is nothing left but to wait for an unfavorable

period, and in such cases, one should have a financial cushion.

Table 2**Population change**

Years	Population - total	Total growth during the year		including:		As a percentage of the entire population	
		thousand people	with interest	in urban areas	in rural areas	in urban areas	in rural areas
2010	8997.6	113.5	1.3	4774.9	4222.7	53.1	46.9
2011	9111.1	124.0	1.4	4829.5	4281.6	53.0	47.0
2012	9235.1	121.4	1.3	4888.7	4346.4	52.9	47.1
2013	9356.5	120.6	1.3	4966.2	4390.3	53.1	46.9
2014	9477.1	115.9	1.2	5045.4	4431.7	53.2	46.8
2015	9593.0	112.6	1.2	5098.3	4494.7	53.1	46.9
2016	9705.6	104.4	1.1	5152.4	4553.2	53.1	46.9
2017	9810.0	88.1	0.9	5199.0	4611.0	53.0	47.0
2018	9898.1	88.1	0.9	5237.8	4660.3	52.9	47.1
2019	9981.5	85.6	0.9	5273.9	4707.6	52.8	47.2
2020	10067.1	52.0	0.5	5312.0	4755.1	52.8	47.2
2021	10119.1	37.3	0.4	5358.5	4760.6	53.0	47.0
2022	10156.4	x	x	5368.5	4787.9	52.9	47.1

Source: official website of the State Statistical Committee of Azerbaijan, <https://www.stat.gov.az/source/labour/>, 2020

According to Aghayev, it is important that temporary specialists do not lose their skills and do not change their profile. Therefore, it is necessary to create a system where they can find a job in the shortest possible time in their specialty. Representatives of some specialties, especially those related to the tourism sector, should consider finding a new, at least temporary, job, as tourism will not recover soon. Experts say that you should work on yourself using all available skills (8).

In our country, the figures are preliminary and the unemployment rate is very uncertain. About 70 percent of the population has the opportunity to work in Azerbaijan.

According to experts, the liberation of territories in Nagorno-Karabakh and adjacent territories by the brave Azerbaijani army has opened great prospects for the domestic employment market. Roads, communications, power plants, residential and non-residential buildings will need to be built, which means more labor will be required. Later, the people moved to these areas will engage in agriculture and will start opening businesses in various spheres.

Currently, the labor market in Azerbaijan is characterized by low unemployment, high turnover, high job allocation and high unemployment levels, which together indicate the flexibility of the labor market. Flexibility refers to the ability of the labor market to quickly adapt to external influences and adapt to new economic conditions. At the same time, a flexible labor market has created conditions for the full use and efficient distribution of labor resources, which ultimately requires an efficient employment structure.

Table 3 shows the main socio-economic indicators of the labor market. As can be seen from the table, there was an increase of 274.8 thousand people in the number of economically active population in 2015-2019. The number of employed population increased by 266.9 thousand people in 2019 compared to 2015 and reached 4 million 938.5 thousand people. Among them, 1 million 156.8 thousand people work in state and 3 million 781.7 thousand people work in non-state enterprises. In 2019, a decrease of 2323 people was observed in the professional training of personnel compared to 2015.

Table 3**Main socio-economic indicators of the labor market**

	2010	2015	2017	2018	2019	2020	2021
The average annual number of the population is one thousand people	9054.3	9649.3	9854.0	9939.8	10024.3	10093.1	10137.8
Number of economically active population 1) - thousand people	4587.4	4915.3	5073.8	5133.1	5190.1	5252.5	5303.9
Number of employed population 2) - thousand people	4329.1	4671.6	4822.1	4879.3	4938.5	4876.6	4988.2
including by types of ownership:							
state	1142.7	1176.1	1158.4	1154.9	1156.8	1123.2	1115.3
non-state	3186.4	3495.5	3663.7	3724.4	3781.7	3753.4	3872.9
Number of unemployed population, 3) thousand people	258.3	243.7	251.7	253.8	251.6	375.9	315.7
Persons who have been given the status of unemployed in the local agencies of the state employment agency, persons 2)- thousand people	38966	28877	38481	20088	812724)
those receiving unemployment benefits from them	87	1543	6974	11175)	5405)	7275)	...
The number of employed women - one thousand people	2101.7	2263.4	2319.3	2349.9	2381.7	2351.5	2408.1
Number of salaried employees 2) - thousand people	1382.9	1502.5	1525.0	1551.7	1646.6	1698.7	1709.1
Average monthly nominal salary of salaried employees - manat	331.5	466.9	528.5	544.6	635.1	707.7	732.1
Vocational training of personnel, person	4792	7453	4502	5629	5130	3478	3713
The number of managers and specialists who have increased their qualifications - people	22326	13045	11499	17676	26037	14122	14604
Expenses incurred on raising the level of professional training of employees, acquiring new qualifications and increasing their qualifications, million manats	5.8	11.0	9.5	11.6	11.6	5.8	9.2
The specific weight of the costs of increasing the professional training of employees in the total labor costs, in percentage	0.09	0.11	0.08	0.10	0.08	0.04	0.05

Source: official website of the State Statistical Committee of Azerbaijan, <https://www.stat.gov.az/source/labour/>, 2019

According to preliminary data, as of September 1, 2020, the economically active population was 5 million 238.6 thousand people, among them 4 million 884.7 thousand people are working. State Statistics Office, the unemployment rate in the country was 7.2%. (8)

As of August 1, 2020, the number of employees was 1 million 681.2 thousand people, as well as 909.8 thousand people in the state sphere of economy, 771.4 thousand people in the

non-state sphere. 34.1 thousand people in the oil and gas sector of the economy, 1 million 647.1 thousand have non-oiland gas in the sector worked (7).

A high share of self-employment is not a desirable result, because, unlike wage earners, the self-employed, as a rule, do not have a stable income and access to social services. As a result, a significant number of families may be at risk of social exclusion.

The rapid growth of labor productivity exceeds the growth of wages, which indicates the low competitiveness of these sectors and, therefore, may call into question their future development. Finally, the share of primary professions in the structure of professions has increased significantly. This shift implies that firms are switching to simpler technologies that may negatively affect their productivity and therefore reduce their competitiveness.

Conclusion

In order to ensure the balance and further growth of indicators that positively characterize the labor market, it is important to develop a number of recommendations:

- Monitoring and analysis of the labor market in the future for 3 years according to the technology development forecast.
- Analysis of the received monitoring results and preparation of a number of recommendations:
 - organization of effective experience for students with more workplaces in the institution;
 - implementation of professional guidance programs for young people in the enterprise by providing additional benefits for providing employment to graduates;
 - development of continuous education system for employees of the enterprise;
 - participation in the creation of independent centers for external independent certification of professional qualifications, where each employee of the enterprise can confirm his degree according to his profession;
 - ensure interregional labor mobility by facilitating the transfer of people from labor-intensive areas to labor-scarce settlements;
 - pay special attention to the effectiveness of measures on labor protection of workers and prevention of industrial injuries in

the regions;

- creation of a trade union of workers at the city level to ensure the interests of workers and enterprises in the regions;
- creation of jobs for disabled people living in the regions and attracting disabled people to work in the regions;
- technical re-equipment of old (obsolete) equipment;
- creation of a crediting system for enterprise personnel.

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ОСНОВНЫЕ НАПРАВЛЕНИЯ ДЕМОГРАФИЧЕСКИХ ПРОЦЕССОВ И РЫНОК ТРУДА

Резюме

Рынки труда или рынки труда имеют принципиальную специфику - их основателями являются живые люди, которые непосредственно не выступают носителями рабочей силы, но в то же время имеют уникальную характеристику: психофизиологическую, социальную, культурную, религиозную, политическую и др. Демографический процесс развивается под влиянием других социальных процессов: экономических, политических и других. В свою очередь демографический процесс влияет на ход всех других социальных процессов. Например, низкий уровень рождаемости приводит к увеличению доли пенсионеров в обществе и дальнейшему увеличению проблем, связанных с отцом и ребенком. Колебания рождаемости во времени отражаются в соответствующих (или противоположных) колебаниях уровня занятости на рынках труда, уровня преступности, конкуренции среди абитуриентов при поступлении в учебные заведения и т.д.

Ключевые слова: рынок труда, демография, экономика.

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DEMOQRAFİK PROSESLƏRİN VƏ ƏMƏK BAZARININ ƏSAS İSTİQAMƏTLƏRİ

Xülasə

İşçi qüvvəsi bazarları və ya əmək bazarları təməl bir spesifikasiyaya malikdir - onların qurucuları birbaşa işçi qüvvələrinin daşıyıcısı kimi çıxış etməyən, eyni zamanda özünəməxsus bir xüsusiyyətə sahib olan canlı insanlardır: psixofizioloji, sosial, mədəni, dini, siyasi və s. Demografik proses digər sosial proseslərin təsiri altında inkişaf edir: iqtisadi, siyasi və digər. Öz növbəsində demografik proses bütün digər sosial proseslərin gedişatına təsir göstərir. Məsələn, aşağı doğum nisbətləri cəmiyyətlərdə təqaüdçülərin faiz nisbətlərinin artmasına və ata və uşaq problemlərinin daha da artmasına səbəb olur. Müəyyən bir müddətdə doğum nisbətlərindəki dalğalanmalar əmək bazarlarındakı məşğulluq səviyyələrindəki müvafiq (və ya əks) dalğalanmalarda, cinayət nisbətlərində, təhsil müəssisəsinə qəbul olmaq üçün müraciət edənlər arasındakı rəqabətdə və s. özünü göstərir.

Açar sözlər: əmək bazarı, demografik, iqtisadiyyat