



AN APPROACH TO EMPLOYMENT UNEMPLOYMENT ISSUES

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Abstract

It is mentioned in the article that the concepts of employment and unemployment maintain their relevance due to their scientific-theoretical importance. This understanding of the periods in which human society exists has shown itself as a driving factor of real activity and has acquired a more experimental essence. It has been shown that employment and unemployment is a concept in the center of economic science and other social studies, and it is regulated by the relevant regulatory mechanisms of the national economies of most countries. Therefore, employment, at the same time, appears as a form of strategic manifestation of macroeconomic processes. It is justified that employment, on the one hand, is the result of the purposeful use of labor resources, and on the other hand, the attraction of means of production with certain labor habits. Unemployment means that the labor force cannot be mobilized. Naturally, here, the organization of the activity specific to the relevant legislation should be taken as a basis. The concepts of employment and unemployment with all their aspects are very necessary aspects of the national economic priorities of countries for all periods. Based on the above mentioned, it was considered appropriate to conduct research on employment and unemployment.

Keywords: Employment, Unemployment, Economic Development, Social Policy, Regulation

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INTRODUCTION

The emergence of new challenges in the alternating stages of development of the world economy requires the construction, regulation and orientation of the employment field, like all fields, on the basis of new approaches. Employment is an issue of increasing relevance in the current stage of the globalized world economy, and here, the measures implemented on national economies are of great importance. The study of problems related to employment at the current stage of development continues in parallel with the investigation of a number of issues. These, among other factors, at the same time:

- the nature of the use of labor resources;
- provision of purposeful use of resources in conditions of uneven distribution;
- the economic, geographical position and conditions of the countries;
- the level of influence of internal and external environmental factors;
- it can be expressed as consisting of the impact levels of existing national and global economic processes.

Since the beginning of 2020, the COVID-19 Pandemic, which has affected 210 countries and regions of the world, has limited the goals of the countries at the macroeconomic level and has also caused a large-scale decline in the employment policy. Thus, national economies have postponed their projects in the field of creating new jobs, and problems such as reduction of existing jobs have become the main realities of today. Naturally, countries should take preventive measures in the field of protecting national economies from the effects of the Pandemic, including, especially, the sustainability of employment-oriented production processes, entrepreneurial initiatives, and the operating environment with little impact they kept.

UNEMPLOYMENT AND JUSTIFICATION OF ITS SCIENTIFIC NATURE

Based on the analysis of scientific studies and events in the current conditions, the role, importance and influence of employment in meeting the growing demands of society members, creating reliable living conditions and sustainable socio-economic development of the country is very large. When explaining the concept of employment in economics, the issues related to unemployment are also shown. A comprehensive explanation of the concepts of employment and unemployment has been presented in new economic research materials and relevant regulatory tools. Paying attention to those explanations as a necessary social factor, the strategic essence of the socio-economic development of the country has been revealed. In many economic literatures, it is indicated by various economists that the unemployed belong to those who are not working, those who are looking for work and those who are ready to start work (Ismayilov, 2007, p. 514). In addition, the categories indicating unemployment are as follows:

- unemployment accompanied by dismissal. These people are forced to face the loss of their jobs, and sometimes they are desperate to get the next jobs. In a number of cases, those persons are either given the official status of unemployed by the relevant employment service bodies, or remain in the form of hidden unemployment;
- persons who leave the workplace voluntarily. It may also be possible to treat these people as frictional and structural unemployed (in general, natural unemployment).



So, this may be due to low wages, or due to the features of using modern technological equipment;

- people who are looking for a job and want to work after a while. In particular, such persons may exist either as a result of hidden unemployment, or they may be observed with the form of unemployment that has arisen as a result of forced-specialization changes;
- first-time applicants to the labor market for employment. We can mention that these people also mainly include young people, people who have graduated from secondary general education and higher schools who can be involved in relevant jobs by legislation.

As one of the main causes of unemployment, it can be noted that enterprises and firms do not operate at their full capacity or are completely closed during various periods of crisis and economic recession, as well as the lack of new jobs (Valiyev and Gafarov, 2004, p. 104). In essence, the definition of unemployment includes people without any income, profit or gain. On the other hand, in this sequence, we can see people who are looking for a job by various mechanisms, and people who use information media, employers and similar services for this. They are always ready to realize their working abilities, and for this they are looking for a flexible working environment.

At the same time, a number of research materials show that unemployment can be expressed as a loss of labor resources and economic potential (Ibadov, 2009, p. 192). In this sense, it can be noted that unemployment also occurs as a result of the inability of labor force carriers to realize their labor force, which ultimately manifests itself as a social problem. Therefore, while developing their national economies, countries are actually trying to use all resources in a purposeful way to eliminate unemployment. Because, in the continuity of social welfare indicators of the society, as well as in its more reliable provision, the solution of unemployment is considered as a serious step. This is also shown by the analysis of analysts. The conclusion reached is that unemployment is more of a factor that has reduced the resistance, stability and strength of the society to a minimum in the face of negative situations. In this sense, it is also becoming an important obstacle on the way to social welfare. According to the observations made by the American University named after John Hopkins, a 1% increase in unemployment across the country leads to a 4.1% increase in suicide cases, a 5.7% increase in the number of crimes, and a 4% increase in attempted murder cases (State Statistics Committee of the Republic of Azerbaijan. Methodological explanations of Osas economic-statistical indicators, 2003, 38-39). In this sense, elimination of unemployment is chosen as a prerequisite for providing employment. In general, several forms of unemployment can be distinguished, which can be clarified in the following scheme, being the factors that increase the relevance of all periods.

Table 1. Observed types of unemployment (Valiyev, T. and Gafarov Sh., 2004: 38).

Frictional unemployment	Structural unemployment	Cyclical unemployment
This refers to unemployed workers who voluntarily leave low-paid, low-productivity, uninteresting jobs and go to jobs that are interesting in terms of high pay, high productivity, and	With the introduction of new technologies, the professional training of the existing personnel is not enough to use modern technologies, so the workers with previous knowledge	This is sometimes referred to as periodic unemployment. As usual in the current system of economic relations, the presence of crises can be a natural phenomenon. At this time,



creativity. and skills cannot realize the imbalance between their work force and remain production and consumption unemployed. is also possible, as a result of which a form of cyclical unemployment can arise.

Source: Valiyev, T. and Gafarov Sh., 2004: 38.

In addition to these, it is possible to distinguish the hidden forms of unemployment as a result of changing the place of residence due to forced unemployment due to changes in qualifications, and not using resources due to low income. In some cases, the form of natural unemployment can also be mentioned as a form of expression of frictional and structural unemployment. Experience shows that this level of unemployment is considered normal, especially if it is in the range of 5-6 percent (Valiyev, T. and Babayev A., 1999: 72).

In general, as a result of the inability of a part of the country's able-bodied population to find suitable work, it turns into a "surplus" population, a reserve labor army, which brings up the concept of unemployment (Muradov, 2004, p. 187). The concept of "surplus population" was also studied by T.F. Malthus, an English economist who lived in 1776-1834. So, in his "Experiment on the Law of Population" it was shown that the number of consumer goods and the population increase by a geometric series, which, if possible every 25 years, creates an excess population. naturally, there is unmet demand and insufficient jobs, resulting in unemployment.

These mentioned can also be expressed as a form of expression of theories about unemployment. In a word, the technological, capital accumulation process (Marxist school), insufficient market demand (Keynesian theory), high wage level (free enterprise school) theories about unemployment (Mammadli, Ismayilov, 2007, p. 514) available it can be noted that.

A SCIENTIFIC APPROACH TO EMPLOYMENT

Employment is one of the most relevant issues of all times and is the focus of attention due to its socio-economic nature. This concept was formed as a set of activities based on purposefulness, which is more typical of reality and completed based on legislation. As a result of research, it is clear that there were areas of activity that can be called employment during all production methods. Spheres of activity that will be considered as employment in essence have developed in the primitive community production method, where the natural division of labor according to age, within known limits according to sex, was created. At that time stage, women were engaged in gathering, men were engaged in hunting, and the elderly were engaged as guardians of the accumulated collective production experience (Rumyantsev, 1986, p. 23). It is also clear from here that employment has been formed as a very important component of the effective forms of activity of members of the society and expresses the realities of the relevant periods, measures in social fields, and at the same time multi-directional activity results.

Comprehensive reasoning about employment is included in various research materials. Economist scientists, Mammadli and Ismayilov's (2007) studies have given a lot of space to the scientific nature of the concept of employment, and have also addressed the issues of its regulation by the state. In the continuation of those processes, he drew attention to the regulation of the labor market. They consider it appropriate to take into account the following directions in the field of state regulation in both areas:



- regulation of the development of the workplace system;
- regulating the demand for jobs;
- implementation of state policy in the field of education, vocational training and personnel retraining (Mammadli and Ismayilov, 2006, p. 306). In our opinion, in the study of the scientific basis of employment issues, It is important to take into account the sustainability of workplaces, to regulate its market relations based on the relevance of objective development laws. In this field, it is also necessary to mention the need for specialization.

The measures implemented in the field of employment policy regulation mostly act as efficiency indicators of the state's social policy as well. The implementation of various projects, the representation of people from relevant classes in those projects and other necessary issues carry the strategic essence of employment-oriented social policy. According to its essence, social policy is the main part of the state's internal policy and is expressed in the state's social programs. In particular, it regulates the relations in the society for the benefit of the social groups of the population and through their interests (Aliyev and Guliyev, 2005, p. 66). Naturally, this form of expression of social policy is ultimately completed by effective employment guarantee, which has high scientific and empirical basis.

In modern times, the justification of the concept of employment is more often realized by expressing its qualitative and quantitative aspects. As a rule, if the qualitative side of employment is reflected as an indicator of the usefulness of the use of labor, its quantitative side mainly expresses the ratio between the working population and the available jobs. The very concept of employment with all its aspects is formed as a result of such quality indicators of the general economic activity. Purposeful, thought-out, effective results-oriented processes regulated by the country's legislation form the concept of employment. At the same time, employment is a set of social and economic (production) relations accompanied by development and based on productivity. Rather, employment in this sense reflects the socio-economic relations, which in real reality are the division of labor force carriers between workplaces and their combination with means of production (Garibov, 2007, p. 26). It is also clear from here that employment is a manifestation of processes that express the interests and interests of society members.

According to a number of research results, the concept of employment includes the issue of providing employment to every person who is capable of working and willing to work (Agayev, 2005, p. 226). empirically, people who are ready to work, who lose their jobs for certain reasons, but have the desire and purpose to work act as carriers of the concept of employment.

It can be noted that the concept of employment has its own place and role in the market economy. employment is the end result of the deliberate, planned purpose of the labor force, accompanied by efficiency and usefulness. In the concept of employment, there is a question of the totality and provision of people's needs and demands. at the same time, all activities aimed at ensuring personal (getting an education) and public interests (developing the economy, etc.) reflect the full explanation of employment. With all this, employment is a social and economic concept. rather, people can be considered employed if they are studying, serving in the military, working in any sector of the economy, caring for children and the elderly.

In a number of research materials, along with employment, the concept of full employment is also explained. It is indicated that full employment, every person who is able to work and wants to work should be provided with a job. all available resources should be used and able-bodied people should be forced to work. Production means, including useful



land areas, should be used (Valiyev and Babayev, 1999, p. 415). Naturally, it is reasoned that if proper arrangements are made with full use of means of production, full use of labor resources and creation of new jobs, this situation has full employment opportunities.

STATE REGULATION IN THE FIELD OF EMPLOYMENT

Employment is an issue inherent in the continuous priorities of the national economies of countries. From time to time, the improvement of the legislative base of this field, taking into account the changing demands of the labor market, taking into account the productive use of labor resources in the efficiency of the implemented economic reforms, and other factors in the field of employment it is considered one of the problems that have preserved its relevance. At the same time, the correct coordination of regional and national factors of the economy in the effective organization and management of the employment policy can be evaluated as an important stage in this direction. In our opinion, some of the regulatory processes related to employment in our country can be mentioned as follows. These are:

- the stage until the end of 1993. This can basically be expressed as the initial stage of economic management based on market relations;
- 1994-2001 years. in the second stage, the formation of legal regulations on the sectoral structure of the national economy, as a result, created the basis and environment for the employment processes of our country, which had defined an independent economic policy until 2001.

Table 2. Some of the regulatory processes related to employment

№	The name of the legal regulatory mechanism	Date of admission
1	Law of the Republic of Azerbaijan on Employment State Program for the Implementation of the Strategy	2001 year
2	“Employment Strategy of the Republic of Azerbaijan (2006-2015)”	2005 year
3	"State Program for the Implementation of the Employment Strategy of the Republic of Azerbaijan (2007-2010)"	2007 year
4	"State Program for the Implementation of the Employment Strategy of the Republic of Azerbaijan for 2011-2015"	2011 year
5	- Law of the Republic of Azerbaijan on Employment; - "Employment Strategy of the Republic of Azerbaijan for 2019-2030"	2018 year
6	2020-2025 Action Plan for the implementation of the Employment Strategy	2020 year

The table was compiled by the author

In addition to table 1 (Gasimov, 2020, p. 290), it can be noted that it is a socio-economic and logical continuation of the legislation in force in the field of employment in previous periods, which was approved by the Decree signed by the President of the Republic of Azerbaijan on February 13, 2020 “The Action Plan” consists of five main stages. These are:

- improvement of the normative legal framework and institutional structure in the field of labor market regulation;
- developing the skills of the workforce and improving labor standards;



- expanding the scope of active employment measures and increasing their efficiency, strengthening the integration into the labor market of people who have special needs for social protection and who have difficulty finding a job;
- development of social dialogue and prevention of informal labor relations;
- it once again shows the multidirectionality of the state's employment policy, consisting of the development of the labor market monitoring and forecasting system (<https://e-ganun.az>).

All this once again shows that the issue of employment is covered by the daily attention of the state and it is intended to be determined in the distant future. It should be noted that employment, taking place in the country's macroeconomic development indicators, conditions its correct direction. Meanwhile, in our country and its regions, production and social infrastructural facilities were created, which was calculated to increase employment opportunities and levels. Analyzes show that the resolute continuation of macroeconomic reforms in our country, ensuring the functioning of the gradual legal regulatory mechanisms in the field of regional economic development, and taking into account all aspects of the purposefulness of the employment dynamics at the same time it also paved the way for its continuity on the rising line. Naturally, the mentioned regulatory tools, as one of the necessary elements of a reliable employment environment, lay the groundwork for the efficient use of the economically active population. It is known that this definition includes those who work in the economy, religious figures, military personnel, and the unemployed. at the same time, those who are engaged in independent economic labor activity, regardless of whether the work is permanent, temporary, seasonal, casual or one-time, are reflected in the composition of the economically active population (Ministry of Labor and Population Protection of the Republic of Azerbaijan and UNDP, 2003, p. 70). at the level of the national economy goals, the number of economically active and employed population has been formed in the increasing dynamics. This is expressed only by the indicators in the relevant field during the years 2005-2020.

Figure 1.

Information on the number of economically active population in the Republic of Azerbaijan during 2005-2020 and its composition by gender (thousands of people) (Data of the State Statistics Committee of the Republic of Azerbaijan).

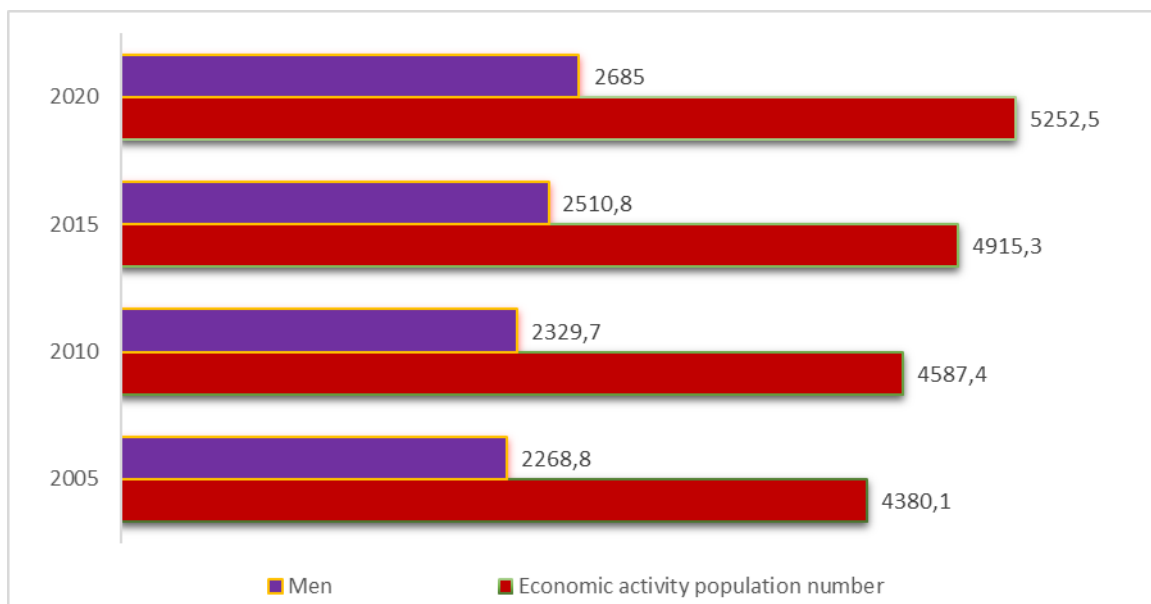
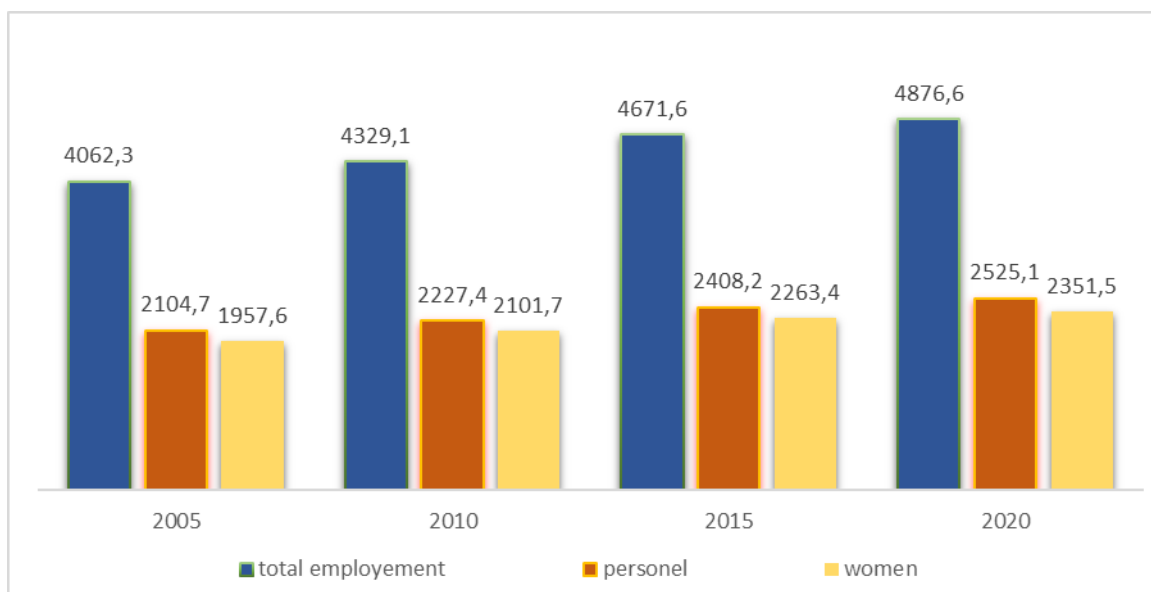


Image compiled by the author

According to the analysis of the data of Figure 1, an increase of more than 1,2 times was observed, both in terms of the number of economically active population and its distribution by gender. In essence, employment also expresses the results of the processes in the field of social welfare of the population. precisely in this sense, it can be noted that the regulation of employment policy is also important due to its demographic nature.

Figure 2.

Information on the number of employed population in the Republic of Azerbaijan during 2005-2020 and its composition by gender (by the end of the year, thousands of people) (Data of the State Statistics Committee of the Republic of Azerbaijan).



The scheme was designed by the author

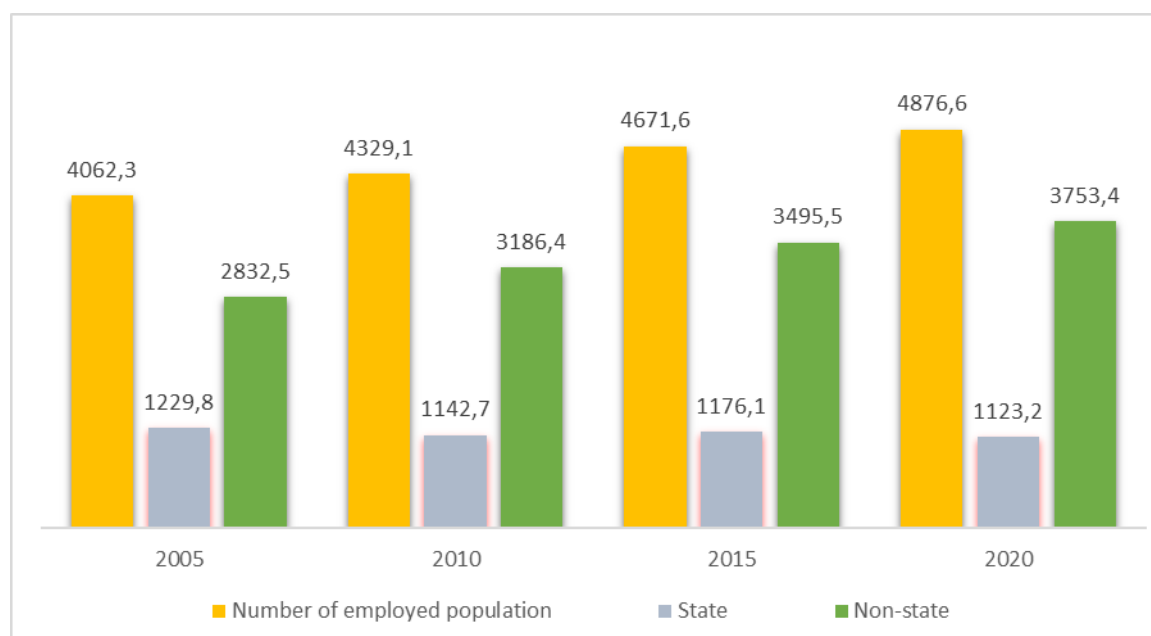


Analyses show that it has increased 1.2 times during the mentioned years. Accordingly, an increase of more than 1.2 times was observed in the gender distribution of the employed

Realization of long-term priorities for the national economy in the country, creation of new economic opportunities with all its aspects, strengthening of the reliability of private property, development prospects of the private sector, and at the same time, an activity characteristic of multi-type property relations also accelerated the processes of creating the environment. Organization of the field structure of the economy, consideration of this factor in regional economic development, determination of strategic Road Maps for the main sectors and National Priorities for socio-economic development, creation of necessary institutions of industrialization policy, especially The creation of Industrial Parks and Neighborhoods in the regions and other mechanisms have formed the increasing dynamics of indicators in this field. thus, the dynamics of growth in the number of the employed population and its distribution by types of ownership, being in state and non-state divisions, was also manifested.

Figure 3.

Distribution of the employed population in the Republic of Azerbaijan by types of ownership during 2005-2020 (thousands of people) (Data of the State Statistics Committee of the Republic of Azerbaijan).



The scheme was designed by the author

It is a fact that during 2005-2020, the weight of the private sector in the country's economy has increased (it is 89 percent in industry alone), and this, of course, was also observed in the distribution of employment indicators by types of ownership. The analysis of the data in Figure 3 shows that in accordance with the progress of the reforms carried out in the country's economy during the relevant periods, the volume of the population employed in the state sector decreased by 1.1 times, while the volume of the non-state sector increased by 1.4 times.



CONCLUSION AND SUGGESTIONS

As a result of our research on employment and unemployment, it is clear that the approach to both problems according to the current national economic priorities is becoming more concrete and systematic. In this meaning:

- the establishment of 7 Industrial Parks and 5 Industrial Districts in different regions of our country will have a driving effect on maintaining the minimum level of unemployment and, in parallel, the increasing dynamics of employment indicators;
- in particular, taking into account the economic prospects of the territories freed from occupation, practical results in the fields of unemployment and employment will be possible on the basis of scientifically based strategies;
- the implementation of State programs on regional development in five-year stages, creation of new production enterprises, protection of the minimum level of unemployment will create a basis for further increasing employment opportunities;
- ensuring the functioning of targeted regulatory mechanisms in the fields of unemployment and employment will lead to more effective and priority-oriented results;
- in the approach to the socio-economic nature of the concepts of unemployment and employment, more effective results will be achieved, which will be accompanied by dynamic growth in this area, etc.

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GENİŞLETİLMİŞ ÖZET

Makalede, istihdam ve işsizlik konularına yaklaşım alanındaki sorunlar incelenmektedir. Bu alanda bilimsel ve teorik gerekçeler ile ülke çapında deneysel sonuçlar sunulmuştur. Makale giriş, işsizliğin gerekçesi ve bilimsel doğası, istihdam konusuna bilimsel yaklaşım, istihdam alanında devlet düzenlemesi, sonuç ve önerilerden oluşmaktadır.

Giriş bölümünde, dünya ekonomisinin birbirini izleyen gelişme aşamalarında yeni zorlukların varlığının, tüm alanlarda olduğu gibi istihdam alanının da yeni yaklaşımlara dayalı olarak inşa edilmesini, düzenlenmesini ve yönlendirilmesini gerektirdiği gösterilmiştir. İstihdamın küreselleşen dünya ekonomisinin içinde bulunduğu aşamada önemi giderek artan bir konu olduğu ve burada ülke ekonomilerine yönelik alınan tedbirlerin büyük önem taşıdığı haklı bir gerçektir. Geline aşamada, istihdama ilişkin sorunların incelenmesi, bir takım konuların araştırılmasına paralel olarak devam etmektedir. Bunlar, aynı zamanda:

- işgücü kaynaklarının kullanımının doğası;
- eşit olmayan dağıtım koşullarında kaynakların amaçlı kullanımının sağlanması;
- ülkelerin ekonomik, coğrafi konumu ve koşulları;
- iç ve dış çevresel faktörlerin etki düzeyi;
- mevcut ulusal ve küresel ekonomik süreçlerin etki düzeylerinden oluştuğu şeklinde ifade edilebilir.

Burada aynı zamanda 2020 yılının başından bu yana dünyanın 210 ülkesini ve bölgesini etkisi altına alan COVID-19 Pandemisinin ülkelerin istihdam göstergelerinde de düşüşe neden olduğuna dikkat çekiliyor. Ülke ekonomilerinin yeni istihdam yaratma alanındaki projelerini ertelediği, mevcut istihdamın azaltılması gibi sorunların da günümüz gerçeği haline geldiği sonucuna varılmıştır. Doğal olarak ülkeler, özellikle istihdama yönelik üretim süreçlerinin, girişimci girişimlerin ve çalışma ortamının çok az etkiyle sürdürülebilirliğini göz önünde bulundurarak ulusal ekonomilerini Pandeminin etkilerinden koruma alanında önleyici tedbirler aldılar.

İşsizlik ve bilimsel doğasının gerekçesi adlı bölümde iktisat biliminde istihdam kavramı açıklanırken işsizlikle ilgili konulara da yer verildiği gösterilmektedir. İstihdam ve işsizlik kavramlarının kapsamlı bir açıklaması, yeni ekonomik araştırma materyallerinde ve ilgili düzenleyici araçlarda sunulmuştur. Bu açıklamalara gerekli bir sosyal faktör olarak dikkat çekilerek, ülkenin sosyo-ekonomik kalkınmasının stratejik özü ortaya konulmuştur. Pek çok iktisat literatüründe, çeşitli iktisatçılar işsizleri çalışmayanlar, iş arayanlar ve işe başlamaya hazır olanlar olarak tanımlamaktadır. İşsizliğin temel nedenlerinden biri olarak, çeşitli kriz ve ekonomik durgunluk dönemlerinde işletme ve firmaların tam kapasite ile çalışmaması veya tamamen kapanması ve yeni iş bulamamaları belirtilebilir. Esasen işsizlik tanımı, herhangi bir geliri, kârı veya kazancı olmayan kişileri kapsamaktadır. Öte yandan, bu sıralamada çeşitli mekanizmalarla iş arayan insanları ve bunun için bilgi medyasını, işverenleri ve benzeri hizmetleri kullanan kişileri görebiliriz. Çalışma yeteneklerini gerçekleştirmeye her zaman hazırdırlar ve bunun için esnek bir çalışma ortamı ararlar. Aynı zamanda işsizliğin emek kaynaklarının ve ekonomik potansiyelin kaybı olarak ifade edilebileceği gösterilmektedir. Bu anlamda işsizliğin, işgücü taşıyıcılarının işgücünü gerçekleştirememelerinin bir sonucu olarak da ortaya çıktığı ve sonuçta toplumsal bir sorun olarak kendini gösterdiği belirtilebilir.

İstihdam konusuna bilimsel yaklaşım başlıklı bölümde, modern zamanlarda istihdam kavramının gerekçelendirilmesinin çoğunlukla nitel ve nicel yönleri ifade edilerek gerçekleştirildiğine dikkat çekilmektedir. Kural olarak, istihdamın niteliksel yönü, emeğin kullanımının yararlılığının bir göstergesi olarak yansıtılırsa, niceliksel yönü esas olarak çalışan nüfus ile mevcut işler arasındaki oranı ifade eder. İstihdam kavramı, tüm yönleriyle, genel ekonomik faaliyetin bu tür kalite göstergelerinin bir sonucu olarak şekillenmektedir. İstihdam kavramını, hedef odaklı, üzerinde düşünülmüş, etkin sonuç odaklı, ülke mevzuatı ile düzenlenen süreçler oluşturmaktadır. Aynı zamanda istihdam, kalkınmanın eşlik ettiği ve üretkenliğe dayalı bir dizi sosyal ve ekonomik ilişkilerdir. İstihdam, bu anlamda, gerçekte iş gücü taşıyıcılarının işyerleri arasında bölünmesi ve bunların üretim araçlarıyla birleştirilmesiyle ilgili olan sosyo-ekonomik ilişkileri yansıtır. Buradan da anlaşılmaktadır ki istihdam, toplum üyelerinin ilgi ve çıkarlarını ifade eden süreçlerin bir tezahürüdür.

İstihdam alanında devlet düzenlemesi olarak adlandırılan bölümde, istihdamın ülkelerin ulusal ekonomilerinin sürekli öncelikleri arasında yer alan bir konu olduğu gösterilmektedir. Zaman zaman bu alana ilişkin yasal çerçevenin iyileştirilmesi, işgücü piyasasının değişen talepleri dikkate alınarak, uygulanan ekonomik reformların etkinliğinde işgücü kaynaklarının verimli kullanılması ve diğer faktörlerin dikkate alınması değerlendirilmektedir. İstihdam alanında önemini koruyan sorunlar olabilir. Aynı zamanda istihdam politikasının verimli bir şekilde düzenlenmesi ve yönetilmesinde ekonominin bölgesel ve ulusal faktörlerinin doğru koordinasyonunun sağlanması bu yönde önemli bir aşama olarak değerlendirilebilir. İstihdam alanında stratejiler, kavramlar, yasalar, Devlet programları, kararlar ve diğer mekanizmaların kullanıldığı kaydedildi. Bu düzenlemeler doğası gereği ülkenin makroekonomik hedeflerini daha erişilebilir kılmaya hizmet etmektedir. 2006-2015, 2007-2010, 2011-2015, 2019-2030, 2020-2025 yıllarını kapsayan istihdam alanında kabul edilen kanunların daha güvenilir bir istihdam politikası için geçerli olduğu görülmüştür. Bahsedilen yasal belgeler, Azerbaycan Cumhuriyeti'nde istihdam alanında çok gerekli devlet düzenlemesi araçları olarak kabul edilmektedir. Ülkenin sanayileşme ve sosyalleşme alanlarındaki düzenlemeleri, istihdam sağlamanın itici gücü olarak hareket etmektedir.

Sonuçlar ve öneriler bölümünde ise ülkemizin farklı bölgelerinde 7 adet Organize Sanayi Bölgesi ve 5 adet Sanayi Mahallesi kurulması, işgalden kurtarılan bölgelerin ekonomik beklentilerini dikkate alınması, beş yıllık aşamalarda bölgesel kalkınmaya ilişkin Devlet programlarının uygulanması, yeni üretim işletmelerinin oluşturulması aşamasında işsizliğin asgari düzeyde korunması, işsizlik ve istihdam alanlarında hedeflenen düzenleyici mekanizmaların işleyişinin sağlanması, istihdam sorununun ortadan kaldırılmasında belirleyici olacaktır. Aynı zamanda işsizlik ve istihdam kavramlarının sosyo-ekonomik doğasına yönelik yaklaşımın da daha etkin sonuçlara yol açacağı, bu alandaki dinamik büyümenin eşlik edeceği vb. burada gösterilmektedir.