

REPUBLIC OF AZERBAIJAN

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ABSTRACT

of the dissertation for the degree of Doctor of Philosophy

**IMPROVMENT OF THE EMPLOYMENT OPPORTUNITIES
FOR SOCIALLY SENSITIVE POPULATION GROUPS
(IN THE EXAMPLE OF INTERNALLY DISPLACED
PERSONS)**

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INTRODUCTION

Timeliness and development degree of the topic. Possibility to live a decent life and availability of job opportunities for everyone are one of the human values in the modern world. Especially, keeping the employment opportunities for socially sensitive population group front and centre should be one of the important constitutive elements of social policy of states. The problem of IDP is quite fateful issue for our country also.

As a result of the incidents in Daghligh Garabagh and in the territories around it, more than a million people were forced to leave their homes. This can be perceived as great human tragedy of the forced migration process on the territory of the former USSR. That's quite right, during the period of discussion of this dissertation a historic event took place for the people of Azerbaijan, and the 44 days war started on September 27, 2020 ended in Great Garabagh victory. The occupier Armenia was forced to sign the surrender agreement, and the hated enemy fell to his knees. The unification of the Azerbaijani people and the Supreme Commander-in-Chief, our brave army into the one fist resulted with decapitation of cunning and treacherous enemy, our lands were liberated from occupation.

The remarkable thing is that also in the 'Strategic Roadmap on the national economic perspective of the Republic of Azerbaijan' approved by the Decree of the President of the country dated after December 6, 2016 human capital development is assessed as a potential and priority direction of development, and the strategic goals related to this were identified¹. At present, the process of achieving these goals entered an intensive phase. Identification of complex measures covering the social and economic problems of IDPs, development of optimal solution ways, finding alternative means are important conditions.

Formation of theoretical approaches to these problems in the context of modern challenges, integration of IDPs into society and their more active entry into the labor market, development and implementation of methodological and practical mechanisms and tools to solve the

¹ Strategic Roadmap on the national economic perspective of the Republic of Azerbaijan. / – approved by the Decree of the President of the country dated after December 6, 2016.

problem is required. At the same time, it is important to do some solid work on the economical and organizational, financial and legal aspects of the problems, to take them into account in the processes of practical activity. Conducting sociological surveys across the IDPs in fundamental researches in these fields is of great importance. The results of the surveys, together with the data of official statistics bodies, allow us to determine more accurately the social demographic characteristics, level of education, occupational characteristics, labor potential and employment opportunities of IDPs.

All these mentioned above conditioned the timeliness of the chosen topic, identified the statement of the problem of insufficient development in economic research, the goals and objectives were determined.

The labor market which is an important component of a market economy, the scientific and theoretical foundations of employment and unemployment have always been in the focus of attention of both classical and modern economists. The labour problems, theoretical issues of employment and unemployment find place in the scientific works of Azerbaijani scientists, such as academician Samedzadeh Z.A., Muradov Sh.M., Guliyev T.A., Alirzayev A.G., Shekeraliyev A.Sh., Rahmanov F.P., Isgenderov R.K., Aliyev Sh.T., Azizova G.A. and the others. Issues related to the legal status and social protection of refugees and internally displaced persons in Azerbaijan were researched in the scientific works of Mammadova M.H., Guliyeva N.G. and Mehdiyev T.R. Including the representatives of classical economics school, the world economists scientists Smith A., Ricardo D., Keynes J., Rostow W., Solow R., Samuelson P., Nordhaus W., Schultz Th., Mankiw N., and the others developed the theories on labor problems, and further the development was continued by neoclassicists and monetarists. Formation of labour resources in modern times, their quality, solution of unemployment problems of vulnerable population and their involvement into the labour activity is researched by Russian scientists Bulanov V.S., Genkin B.M., Yefimova M.R., Bichkova S.G., Joqin B.G., Maslova T.F., Shapovalov V.K., Kablov A.N., Kashepov A.A., Kibanov A.Y., Kurakov L.P., Mazin A.P., Morozov V.A., Narognova A.Y., Novikova S.S., Parov R.Kh., Prokusheva N.V., Rofe

F.I., Rudenko G.G., Murtozayev B.Ch., Sharkova A.V., Shukina N.P., and Georgian scientist Kokoya I.J. and etc.

However, the researches of these authors were conducted mainly in the early stages of the reforms, and a number of important aspects of the employment problems of IDPs from socially vulnerable groups were not touch on in these researches. The complexity of the problem studied in the dissertation, the existence of controversial issues, the necessity of their objective scientific analysis affirms the importance of conducting more fundamental research on the employment of IDPs, which is relevant for Azerbaijan.

The object of the research is IDPs in Republic of Azerbaijan.

The subject of the reserach is the employment issue of the IDPs.

The goals and tasks of the research is development of scientifically substantiated proposals and recommendations on improvement of the employment opportunities of IDPS on the basis of research of theoretical and methodological foundations of the social and economical aspects of IDPs as a socially vulnerable group in the Republic of Azerbaijan in modern conditions.

To achieve the goal of the research the solution of the following issues is set as a task:

- research of IDP employment as a social economic process and formation of the author's position;
- identification of criteria and factors inducing the access of IDPs to the labor market;
- justification of improvement of employment opportunities of IDPs to be an important tool in restoring their social status and investigation of the employment ways;
- Systematic research of the legislative basis of activities related to maintenance of social protection and employment of IDPs in Azerbaijan;
- analysis of social demographic characteristics of IDPs and current employment situation on the basis of official statistics;
- research of the activities of relevant government agencies on improvement of the employment opportunities of IDPs and ensure their employment;
- research of the social status and employment potential of IDPs on the

- basis of a sociological survey;
- formation of practical views on employment opportunities of IDPs taking into account the new realities in the liberated territories;
 - development of scientifically substantiated proposals relating to improvement of employment opportunities for IDPs in Azerbaijan in the face of modern challenges.

Research methods. The theoretical and methodological basis of the research is the scientific research work of foreign and Azerbaijani scientists in the field of research on social protection and employment of IDPs, scientific theoretical approaches to the restoration of the social status of IDPs as a socially vulnerable population group, their economic activity, employment and employment opportunities, constitution of Republic of Azerbaijan, decrees of the president of Republic of Azerbaijan, laws of Republic of Azerbaijan, state programmes, decisions, rules and prescriptions.

For solution of theoretical and practical issues highlighted in the dissertation the scientific research methods were also used: abstract logical method and systematic purpose analysis methods, table and graphical description of statistical indicators. During the research the general scientific principles and analysis methods, as well as systematic, structural and functional, and comparative analysis methods were used. The research is based on economic statistical and comparative analysis, generalization methods. Sociological survey was used as a method of empirical research in the dissertation.

The main points of the defense. The main points of the thesis defended in the research work are the following:

- it is necessary to form a modern scientific practical view toward improvement of employment opportunities for socially vulnerable groups such as people forcibly displaced as a result of the military aggression of Armenia and the occupation of our lands, and increasing the efficiency of existing mechanisms in this area in the post-independence period;
- by restoring the social status of IDPs, they need to be provided with decent jobs in order to integrate them more actively into society and the labor market, and to form employment opportunities in the

- specialties and occupations they have mastered and gained experience;
- there is a serious need to update the regulatory and legal framework on the social protection of IDPs in our country and their employment, to raise them to the level of international norms and to eliminate existing gaps;
 - the current social demographic and employment situation of IDPs requires special research based on the existing empirical base and analytical analysis, information, as well as social economic research;
 - the adequacy of the state bodies activities on solution of the employment problems of IDPs should be investigated and assessed using modern technologies and approaches;
 - identification and realization of the required potential opportunities in order to more intensive solution of unemployment problems of IDPs on the basis of objective realities and the results of fundamental scientific research, remains as a topical issue;
 - under the new conditions such as realities arising from the Karabakh victory, and in the process of social economic rehabilitation and revival of the liberated territories, the scientific research and substantiation will be very useful and effective for modeling of the employment opportunities of IDPs and identifying the priority directions on them;
 - in the context of modern challenges identification of adequate solutions to the problems of improving the employment opportunities of IDPs, development of appropriate mechanisms and proposals remains a necessity and etc.

Scientific innovation of the research work. The main scientific innovation of the dissertation consists of means to improve employment opportunities for IDPs in Republic of Azerbaijan for the first time and identification of perspective directions in this field. Other scientific innovations include:

- for restoration of social status of IDPs and transfer capability to a more influential segment of the labor market, improvement of their employment opportunities was scientifically substantiated as a main tool;
- factors and methodological features that significantly affect the labor market at the macro level were identified;

- the block schematic diagram of the state regulation methods of employment in the countries worldwide was developed on the basis of principles and mechanisms of a market economy;
- normative and legal documents regulating social protection and employment of IDPs in Azerbaijan were systematized, assessed in terms of compliance with international standards, and the gaps in these documents were identified;
- social demographic characteristics of IDPs and current employment situation were assessed on the basis of official statistics and sociological research;
- the activities of government agencies on improvement of the employment opportunities and employment of IDPs were researched;
- the effectiveness of the program of provision of the optimal employment for IDPs seeking jobs in a particular profession is justified by using special service technology online on the basis of a simplex-method model;
- real situation of IDP unemployment, future education and work plans, existing and potential opportunities for employment was identified on the basis of author's research;
- during the independent employment of IDPs the cases of discrimination against them by employers and principles of employment optimization were substantiated;
- strategic directions on improvement of the employment opportunities of IDPs were determined;
- a substantiated block schematic diagram of the ways to improve the employment opportunities of IDPs was developed under conditions of new challenges and realities taking into account the liberated territories.

Theoretical and practical significance of the research.

Theoretical significance of the research consists of the further development of theoretical and methodological ideas on formation of the state policy of employment provision for IDPs, and its realization at the present stage.

As to the practical significance of the research work, specific methodological and practical recommendations processed on the basis of important provisions and results of the work has practical significance in terms of use in the process of improving the employment

opportunities of IDPs.

The results of the research can be used in improvement of legal and normative documents for development the employment opportunities of IDPs, in the development of territorial employment programs by specialists of state administration bodies working with socially vulnerable groups of the population and with other aims.

Practical approval and implementation. The results of the research work were reported and discussed at international and national scientific conferences, as well as at International scientific practical conference 'Actual Issues of Labor, Employment and Social Protection' (Baku, 2017), at the International scientific practical conference 'Development of the Social Protection System in Azerbaijan: Yesterday, Today and Tomorrow' (Baku, 2019), at the Scientific Research and Training Centers of Labor and Social Problems. The main content of the dissertation. The main content of the dissertation is reflected in 10 scientific works of the applicant, including 2 of which published abroad, and 7 articles (one abroad) and 3 theses (one abroad).

The materials of the dissertation can be used in the teaching of such subjects as 'Azerbaijan economics', 'Organization of social work', 'Organization and management of the social sphere', and etc. at high schools. These materials can also be used as training materials on the organization of social work with vulnerable groups in scientific research institutes.

Name of the organization where the dissertation work was performed. The dissertation work was performed in the Scientific Research and Training Centre on Labor and Social Issues at the Ministry of Labor and Social Protection of Population of the Republic of Azerbaijan.

The total volume of the dissertation with mentioning the volume of the separate structural units. Introduction (17108 symbols), Chapter I (71961 symbols), Chapter II (81130 symbols), Chapter III (64742 symbols), Conclusion (23171 symbols), the total volume is 258111 symbols.

The structure of the dissertation

Introduction.

Chapter I. Theoretical and methodological bases of research of the employment process of socially vulnerable groups of population.

1.1. Employment of socially vulnerable groups of population as a social and economic process: theoretical view.

1.2. Criteria and methodological features determining the access of IDPs to the labor market.

1.3. Improving the employment opportunities of IDPs as a key tool for restoring their social status.

Chapter II. Research of the employment status and opportunities of IDPs in Azerbaijan.

2.1. Legal aspects of improvement of the living conditions and employment increase of IDPs in Azerbaijan.

2.2. Analysis of social demographic characteristics and employment situation of IDPs.

2.3. The role of government agencies in improvement of the employment opportunities and employment of IDPs.

Chapter III. Directions of improvement of the employment opportunities of IDPs in Azerbaijan.

3.1. Issues of strengthening of the social status of IDPs in Azerbaijan (on the basis of sociological survey).

3.2. Ways to improve the employment opportunities of IDPs under conditions of new challenges and realities.

Conclusion.

References.

Appendix.

MAIN CONTENT OF THE RESEARCH

1. Research of theoretical and methodological bases of employment process of IDPs.

The theoretical views on the characterization of employment of socially vulnerable groups as a social economic process and criteria and methodological features determining the access of IDPs to the labor market were reviewed as the main research areas.

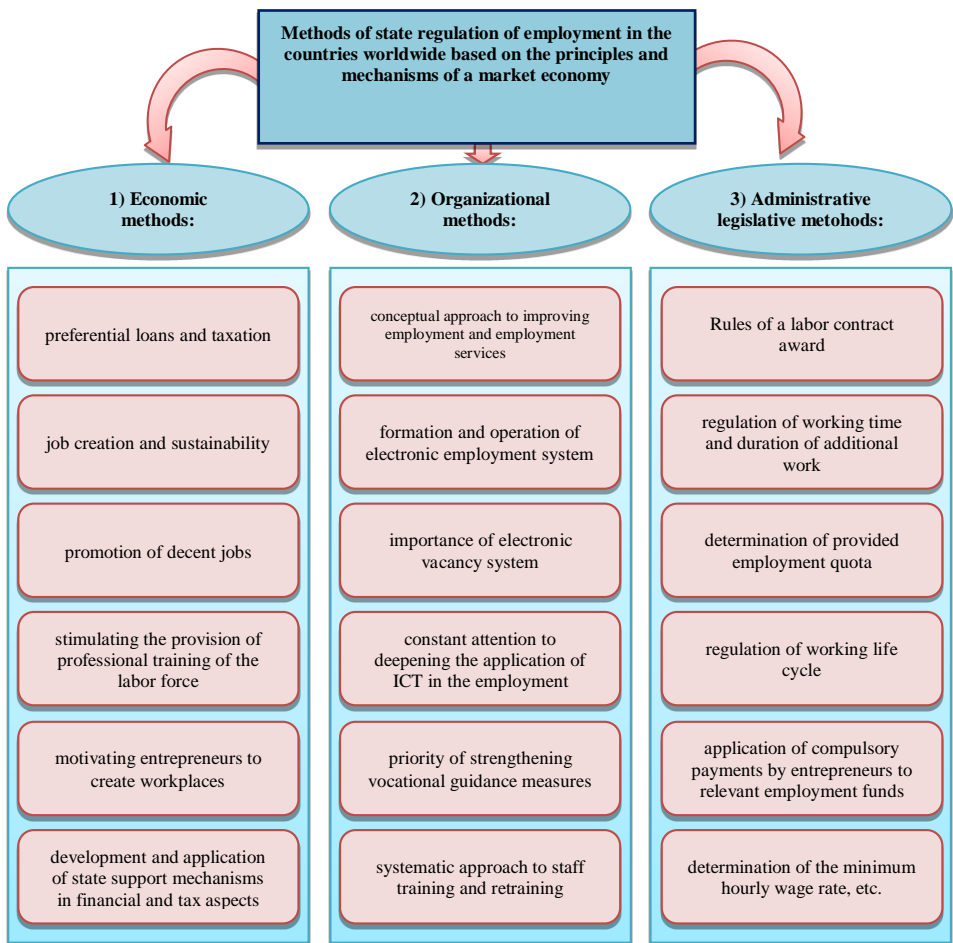
The main scientific thesis: *it is necessary to form a modern scientific practical view toward improvement of employment opportunities for socially vulnerable groups such as people forcibly displaced as a result of the military aggression of Armenia and the occupation of our lands, and increasing the efficiency of existing mechanisms in this area in the post-independence period.*

Labor and problems related to it, approaches are not a new topic, finding decent work and earning money at all stages of civilization was one of the most suggestive issues for people. In the opinion of professor Guliyev T.A.: *'Although at first glance 'labor' is a limited category, the important economic events, processes and categories are relative'*². Unfortunately, in the first years of the restoration of our independence occupation of 20% of our lands by hated Armenian occupiers resulted in loss of permanent jobs and homes of hundreds of thousands of our able-bodied people, and this tragedy lasted for nearly 30 years.

In the context of the mentioned above, it is quite difficult to look at the issues and problems of the structure of the work, especially after the Great Garabagh Victory we believe that it is an important and honorable task to create better conditions for our IDPs.

State regulation of employment in the countries worldwide on the basis of the principles and mechanisms of a market economy contains three group of methods, and they are reflected in Picture 1.

² Guliyev T.A. Human resources management / Guliyev T.A. Naghil evi, – 2013. – 828 p. - p. 65.



Picture 1. Block schematic diagram of methods of state regulation of employment in countries worldwide based on the principles and mechanisms of a market economy
(prepared by the author)

Also one of the main features of the labor market is that it is not possible to fully guarantee stable employment here. In the labor market, a person's ability to work on a contract basis, along with other factors of production, is placed at the disposal of the entrepreneur for a certain period of time. The activity of the labor market, as in other types of markets, is carried out under the influence of economic laws,

including the law of supply and demand³. Demographic factors determining the number of labor resources, level of economic activity of various demographic and ethnic groups included in the labor force, migration of able-bodied population, mobility in changing the type of employment, and such factors as working capacity of the population, profession and specialty, level of income, level of economic development of the country influences the increase of the labor force supply⁴.

2. The role of social status in increasing the employment opportunities of IDPs

The main scientific thesis of this issue: *by restoring the social status of IDPs, they need to be provided with decent jobs in order to integrate them more actively into society and the labor market, and to form employment opportunities in the specialties and occupations they have mastered and gained experience.*

In modern times, the proper implementation of labor law and the protection of related criteria, laws and international requirements are important conditions. One of the basic rights of every human regardless of race, nationality, sex, social origin, political and religious views, level of education, is a right to work. Creating conditions for the realization of this right is one of the main functions of the state. For this, it is necessary to implement an active employment policy, which is an important part of social policy.

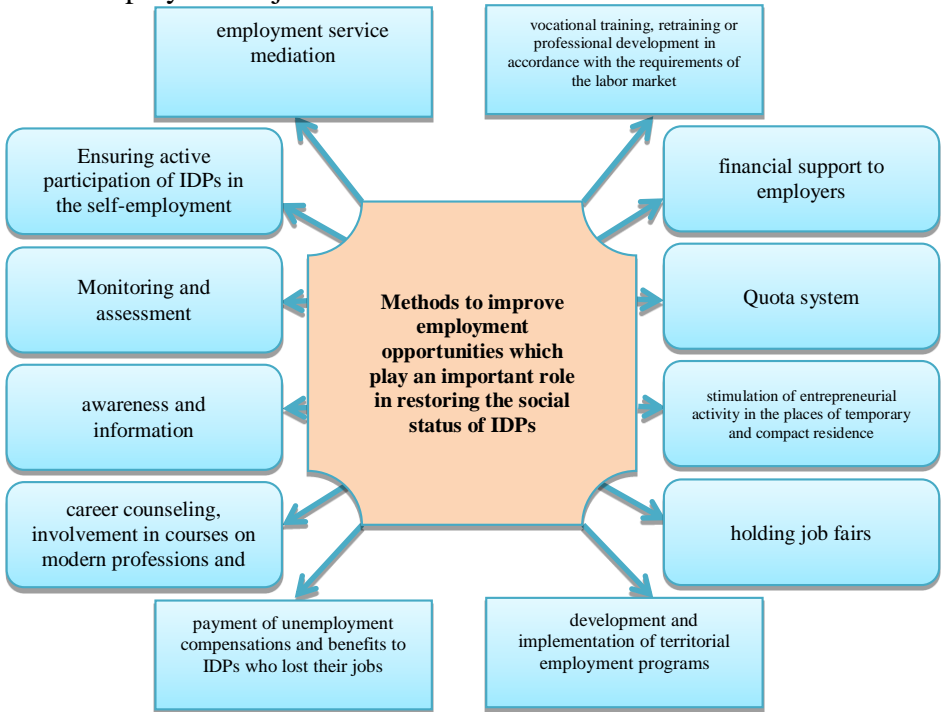
The use of a group of methods to improve the employment opportunities, which play an important role in restoring the social status of IDPs, is more widespread (see: Picture 2).

In many countries, including Azerbaijan, the applied quota system constrain the employers to employ the IDPs as well as the other vulnerable groups with special needs for social protection and difficulty in employment. Employers who do not hold on to quota are

³ Mankiw N.G. Principles of economics. 2nd edition - / translation from Russian. Baku: 'University of Economics' publication, 2009. – p. 79.

⁴ Zoroastrova I.V., Yeremina A.V. Problem of a successful entering the labor market: expectations and decisions of high school students. // Economic systems management: scientific e-journal, – 2014. No16. – p. 132.

penalized, and these penalties are directed to the vocational training of the unemployed and job seekers.



Picture 2. Methods to improve employment opportunities which play an important role in restoring the social status of IDPs (prepared by the author on the basis of practical materials).

3. Problems related to the legal aspects of increasing the employment opportunities of IDPs

The main scientific thesis of this issue: *there is a serious need to update the regulatory and legal framework on the social protection of IDPs in our country and their employment, to raise them to the level of international norms and to eliminate existing gaps.* The remarkable thing is that the Constitution of the Republic of Azerbaijan establishes the right to choose their place of residence and be engaged in employment to IDPs as well as to every citizens of the country. Thus, according to the Constitution, anyone legally living on territory of Republic of Azerbaijan has a right to move freely, to choose a place of residence, everyone has the right to freely choose the type of activity,

profession, occupation and place of work based on his ability to work⁵. Labor Code of the Republic of Azerbaijan strictly prohibits any discrimination between employees, determination of privileges and privileges on the basis of those factors directly or indirectly, as well as restriction of their rights for the reason of such factors as citizenship, nationality, place of residence, sex, age, marital status and others in labor relations. At the same time, the establishment of benefits, privileges and additional guarantees for persons in need of social protection in labor relations is not considered discriminatory⁶. The Employment Law of the Republic of Azerbaijan determines legal, economic and organizational bases of the state policy in the field of employment, as well as state guarantees in the field of labor and social protection of the unemployed. Considering the different categories of citizens with special needs for social protection and difficulties in employment in the law, as well as the situation in the local labor market for IDPs, the quota is set with the condition not to exceed %5 of the average number of employees in enterprises⁷.

The research shows that, there are some gaps in implementation of the 'Rule for applying quotas for citizens with special needs for social protection and difficulties in employment' which is of great importance for employment of socially vulnerable groups, including IDPs: 1) the mechanism of employment incentive in implementation of quotas provided by law and creation of new work places with the purpose of employment of persons with special needs for social protection, including IDPs, is weak; 2) the application of the types of administrative liability provided in the legislation to the enterprises and organizations, which does not provide a quota for the employment of IDPs or refusing to hire them is unsatisfactory.

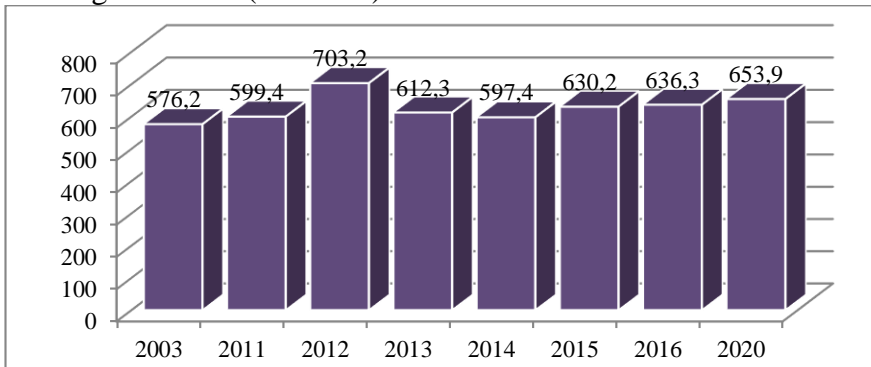
⁵ Constitution of Republic of Azerbaijan. / – Accepted on November 12, 1995. – Baku (par. 28 and par. 35).

⁶ Labour Code of the Republic of Azerbaijan. / – February 1, 1999, Approved by the Law of Republic of Azerbaijan (par. 16) about approvement of Labour Code of the Republic of Azerbaijan No. 618-IQ, its entry into force and related legal regulation issues.

⁷ The Law of Republic of Azerbaijan on Employment. / – Baku, July 2, 2001, No. 170-IIQ (par. 9; 17).

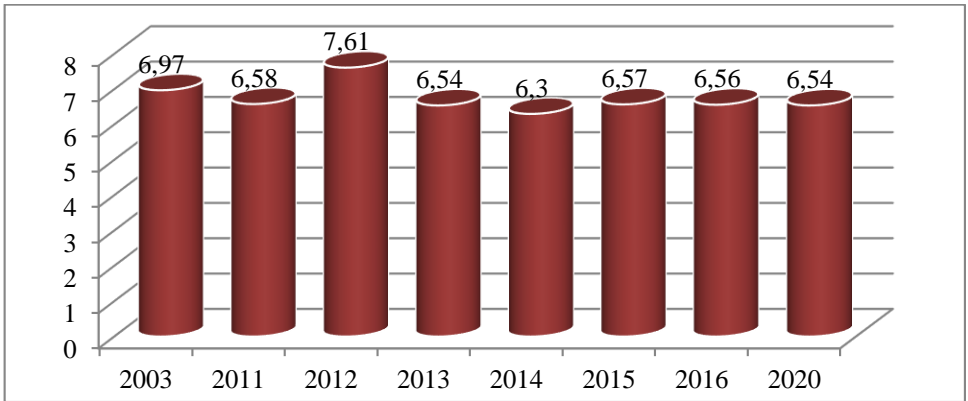
4. Analysis of the employment situation and opportunities for IDPs in the social and demographic context

The reviewed scientific thesis: *the current social demographic and employment situation of IDPs requires special research based on the existing empirical base and analytical analysis, information, as well as social economic research.* There are continuously implemented measures in the direction of bringing of the labor market to the level of modern requirements by its development in Republic of Azerbaijan, elimination of unemployment among the various socially vulnerable groups, including among IDPs and strengthening of their social protection. As a result of the military aggression of Armenia against the Republic of Azerbaijan, ensuring of social protection to the people displaced from their native lands is in the spotlight of the state especially. In 2020 the number of IDPs in Republic of Azerbaijan was composed 653921 people in comparison with 2003 (77721 people), that means it increased at %13.5. Quantitive dynamics of IDPs is given in the figure before (Picture 3).



Picture 3. Quantitive dynamics of IDPs (for the beginning of the year, thousand of people).
Source: Prepared by the author on the basis of the data of State Committee for Refugees and Internally Displaced Persons - URL: www.qachqinkom.gov.az/az/news/485.html.

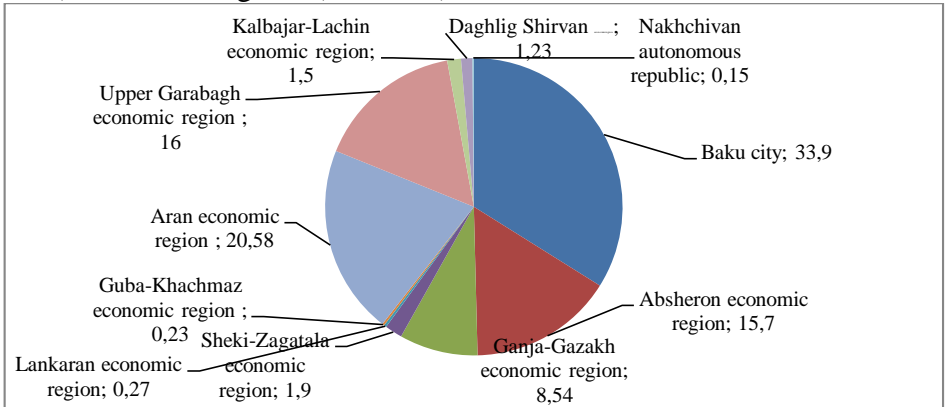
The calculations show that the share of IDPs in the total population of the country is about %7, and it seems fair to say that this figure remained stable over the years, and in 2020 composed %6,54. And this shows that despite the deprivations and difficulties, the natural increase of IDPs did not differ from the natural increase of the total population (Picture 4).



Picture 4. The share of IDPs in the total population number, in %

Source: Prepared by the author on the basis of the data of State Committee for Refugees and Internally Displaced Persons - [URL: www.qachqinkom.gov.az/az/news/485.html](http://www.qachqinkom.gov.az/az/news/485.html).

On the basis of data of 2020, the regions they are settled most of all at are Baku city (% 33,9), Aran (% 20,58) and Upper Garabagh (% 16) economic regions, the regions they are settled least of all are Nakhchivan AR (% 0,15), Lenkaran (% 0,27) and Guba-Khachmaz (% 0,23) economic regions (Picture 5).



Picture 5. Temporary settlement of IDPs in cities and regions of the Republic (Source: Prepared by the author on the basis of the data of State Committee for Refugees and Internally Displaced Persons - [URL: www.qachqinkom.gov.az/az/news/485.html](http://www.qachqinkom.gov.az/az/news/485.html)).

5. Main aspects of the state policy in improvement of the employment opportunities for IDPs

The reviewed scientific thesis: *the adequacy of the state bodies activities on solution of the employment problems of IDPs should be*

investigated and assessed using modern technologies and approaches. Social protection of socially vulnerable population groups, including IDPs, is always in the focus of the Azerbaijani state. Social protection of IDPs contains such measures as provision with temporary living space, social and medical security, transport and housing and communal services and other benefits, improvement of employment opportunities and employment. In 2010-2019 56 thousand IDPs applied to the city and regional Employment Centers of the Ministry of Labor and Social Protection of Population, and covered by various employment measures (table 1).

Table 1
IDPs employed and given the status of unemployed by the employment services in Azerbaijan, 2010-2019 (people)

Indicators	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	Total
Provided with permanent job	1625	1797	1325	2244	1787	1726	2778	2235	2686	5334	23537
Provided with seasonal job	4458	2532	1858	4404	-	-	-	-	-	-	13252
Unemployed status issued	104	352	570	570	403	383	1003	1186	182	-	4753
Unemployment benefit set	123	430	605	615	513	422	1091	1418	219	-	5436
Unemployment insurance payment set	-	-	-	-	-	-	-	-	-	238	238
Sent for vocational training	363	478	385	455	369	310	317	304	215	233	3429
Involved in social work	312	140	139	185	298	203	114	128	56	3784	5359
Total	6985	5729	4882	8473	3370	3044	5303	5271	3358	9589	56004

Source: prepared by the author.

As it can be seen from Table 1 in that period 36789 people (% 65.7) applied to the Employment Centers were provided with the permanent and seasonal jobs, 3429 people (%6.1) were sent to vocational training, 2382 people (% 7,3) were issued the unemployed status, 4753 people (% 8,5) were involved in public affairs. The highest results in the field of employment were achieved in 2013. Thus, that same year 6648 people (% 78,5) were provided with permanent and seasonal jobs.

As it can be seen from Table 2, 1614 households in Upper Garabagh economic region and 661 households in Kelbejer-Lachin

economic region, and 145.5 and 58.8 thousand families accordingly were involved in self-employment program.

Table 2

Rating of the number of participants in the self-employment program by city and region (at the beginning of 2020)

	Population	Number of families (thousand)	Job seekers	Among them: Stated unemployed	Number of households to be involved
Upper Garabagh Economic Region	630794	145,5	15390	1705	1614
Jabrail region	80800	17,3	2565	304	301
Fuzuli region	133800	28,78	3270	29	324
Aghdam region	204000	44,7	4707	667	430
Tertter region	104700	24,5	2935	532	291
Khojali region	28800	8,1	516	93	102
Shusha region	34594	8,9	495	46	46
Khojavend region	44100	13,2	902	34	120
Kelbejer-Lachn Economic Region	256671	58,8	6303	1422	661
Kelbejer region	93100	21,9	2615	875	223
Lachin region	78565	18,1	2392	202	253
Gubadli region	41600	9,1	607	279	110
Zengilan region	43406	9,7	689	66	75

Source: The tabel is prepared by the author on the basis of data of State Statistics Committee and the Ministry of Labor and Social Protection of Population.

Alongside with this, there is a need to further expand activities in this area and implement more effective measures based on new technologies.

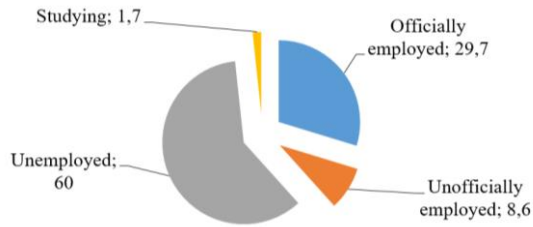
6. Analysis of social status of IDPs in Azerbaijan on the basis of a sociological survey.

Main thesis: *identification and realization of the required potential opportunities in order to more intensive solution of unemployment problems of IDPs on the basis of objective realities and the results of fundamental scientific research, remains as a topical issue.* In order to improve the employment opportunities for IDPs and to provide the effective employment, exploring of potential opportunities for increasing the effectiveness of the taken measures and optimal planning of the future works, for determining their social status and employment is of great importance. Official statistics do not provide a complete picture of these issues. Thus, there is a need to conduct sociological surveys among IDPs in order to obtain alternative information.

The dissertation reveals the results of such kind of survey, which the author is also participated in. The survey was conducted among 580 IDPs in the regions where they temporary settled most of all, such as Baku and Sumgait cities, Upper Garabakh and Aran economic regions (Aghdam, Aghjebedi, Berde, Terter, Yevlakh regions and Mingechevir town). The purpose of the survey was to study the social status and employment opportunities of IDPs. For this purpose, a questionnaire designed to conduct the survey included questions covering both areas. The results of the survey were analyzed by mathematical and statistical methods using the SPSS-22 software package. Investigation of the social status of the research object covers the social demographic characteristics, labor activity and social economic status.

Restrictions imposed by forced migration affect the access of IDPs to education. But inspite of this, a large part of them (%20) have higher educational attainment, (%22) secondary specialized education and (%13) primary specialized education. Analysis of professional composition of the respondents shows that among the different specialities of people to be trained in (84 specialities were mentioned in total) such professions as education (% 13,4), economics and accounting (% 9,8), technical service, including such professions as a driver, locksmith, car maintenance and etc. (% 12,9) predominate. A certain number of respondents are the people mastered professions and specialties in agriculture (% 5,2), health (% 4,7), culture and art (% 4,5), household service (% 4,1), information technologies (% 3,6), construction (% 1,2) and other specialities. The astonishing fact is that one third of them (% 33.3) do not have any profession, and unsatisfactory living conditions of IDPs for many years can be shown as the main reason of this.

Special emphasis in research was places on the issue of studying the current employment and unemployment situation of IDPs. The analysis shows that the majority of IDPs are unemployed (60.0%) (Picture 6).



Picture 6. Rating of IDPs in accordance with current employment activity, in % (prepared by the author).

Analysis of the relation of employment of IDPs to the level of their education shows that, the highest level of employment belongs to high educated ones (% 70,4). It is worth to be noted that, all who have higher educational attainment work officially. Those with the lowest employment levels have general and complete secondary education - % 20.0 and %25 accordingly. Among the unemployed senior secondary education and secondary vocational education prevails according to their education level (% 43,1 and % 22,4 accordingly).

Most of the unemployed (% 40.5) do not have any profession or speciality. At the same time, there are respondents who cannot find a job because their specialties in technical service (% 14,7), education (% 9,8), economics and accounting (% 7,2) and other specialties (% 59,5% of the unemployed) do not meet the requirements of the modern labor market. Among the unemployed there are also those who have two specialties. As additional specialties there also can be mentioned such specialties as driver, computer operator, locksmith, tractor driver. Only %36.7 of the respondents stated that they have opportunities for development at their workplaces, and most of them (% 95.0) are public sector employees. More than a half of respondents (% 57.7) stated that they are afraid of loosing their jobs. The majority of IDPs prefer to work in a paid job rather than receive a pension or benefits (% 73,3).

Therefore the sociological survey conducted among the IDPs made possible to determine their social status.

7. Identification of ways to improve the employment opportunities for IDPs

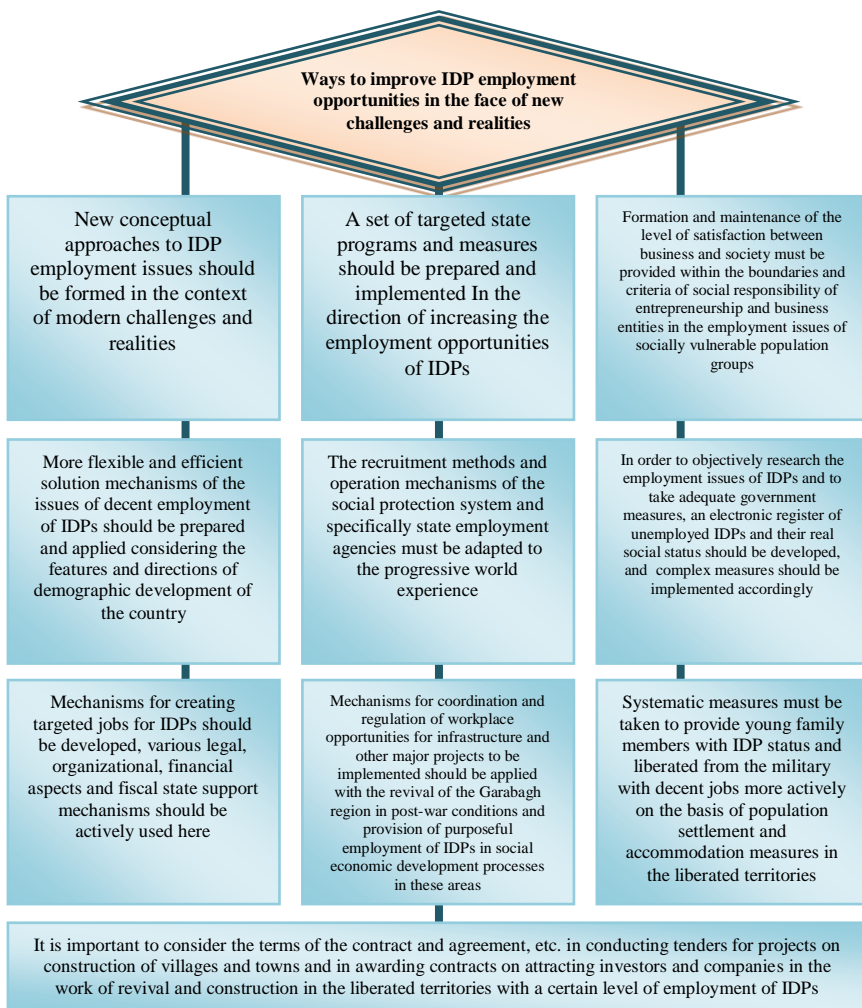
The main thesis is: *1) under the new conditions such as realities arising from the Karabakh victory, and in the process of social economic rehabilitation and revival of the liberated territories, the scientific research and substantiation will be very usefull and effective for modeling*

of the employment opportunities of IDPs and identifying the priority directions on them; 2) in the context of modern challenges identification of adequate solutions to the problems of improving the employment opportunities of IDPs, development of appropriate mechanisms and proposals remains a necessity and etc.

The research shows that, the majority of IDPs are not inclined to learn a new profession or to improve their skills. Thus, % 46.2 of them stated that they do not want to learn a new profession or to improve their skills, and only a small number (% 1.6) of them state that they hesitate to make a decision. Only % 31,7 of the responders stated their will to learn a new profession or to improve their skills. % 20.5 did not comment on this.

The comparative analysis shows that, IDPs are not well informed about the demand for various professions in the labor market. Most of those who want to learn a new profession or to improve their skills (% 65.2) noted that this have to be implemented by education and schools and courses (% 24,5). There are those who would like to learn a new profession or to improve their skills at their workplaces (% 6,5) and personally (% 3,8). For those who would like to learn a new profession or to improve their skills by passing different courses it will be advisable to involve them in vocational training in vocational courses organized at Baku and Goychay regionall Vocational Training Centers operating under the State Employment Agency, as well as educational institutions and organizations operating on the basis of the Ministry of Education. It is important to note that at present, the State Employment Agency organizes course on 85 different professions and specialties. In 2019 employemet fairs were organized in more than 57 cities, and 19056 vacancies at 1816 organizations were suggested at these events. As the result 3950 unemployed were referred to the workplaces for employment, 306 unemployed were sent to vocational training courses, and 311 unemployed were involved in paid public works. The events under the motto 'The first step in a career' were organized in 14 higher education institutions of the republic with the aim of effective integration of graduates and students in Baku, Ganja, Sumgayit and Lenkaran to the labor market.

In general, we developed a block schematic diagram of ways to improve the employment opportunities of IDPs in the face of new challenges and realities as shown in Figure 7, and we consider that it is important to implement them.



Picture 7. Block schematic diagram of the ways to improve the employment opportunities for IDPs in the context of new challenges and realities (prepared by the author)

‘Conclusion’ of dissertation covers suggestions and recommendations of scientific and practical significance arising from the nature of the research:

1. Mass forced migration and unsolved problems is a factor strongly influencing the social economic policy of the Azerbaijani state. Like all people aslo the IDPs, who is a group of population forced to leave their permanent place of residence for reasons beyond their

control, possess the right to take an active part in the life of the society the members of which they are, as well as the right of employment.

2. There are some gaps in the implementation of the 'Rule for applying quotas for citizens with special needs for social protection and difficulties in employment' which plays an important role in recruitment of socially vulnerable population groups, including IDPs, and their elimination must be ensured.

3. Unfortunately, official statistics are not sufficient to determine the social demographic composition of the IDP population and employment opportunities. Sociological surveys were conducted to receive more detailed information in this area and a group of results was obtained: 1) although the majority of IDPs want to work, they are not active in looking for work. Thus, % 31.3 of the respondent seek for employment actively, mainly applied to several addresses for employment, only % 13,9 of them were employed; 2) Most IDPs consider employment to be the key to improving their social economic situation.

4. Many aspects of the legislation, in particular, provisions relating to gaps should be improved for the social economic integration of IDPs into society and for elimination of problems in the field of employment.

5. Business incubator projects should be implemented with the aim of teaching entrepreneurship skills to young people, thereby encouraging them to create their own jobs and implementation of successful ideas in the field of entrepreneurship in the large residential areas inhabited by IDPs and in the liberated territories.

6. After the Garabagh victory the targets of Employment Strategy available till 2030 should be reviewed and improved on the basis of strategic approaches and priority tasks related to revival of the region and ensuring the 'Great Return'.

7. Taking into account the targets for national priorities available till 2030, new approaches should be provided to address the employment problems of IDPs and appropriate mechanisms should be developed and implemented.

8. Creation of a single electronic database of unemployed IDPs, their classification, modeling in accordance with the requirements of the labor market, development of special software related to their

employment is expedient.

9. It is important to organize targeted courses and trainings for increasing the intellectual level of unemployed IDPs, mastering technological approaches and knowledge, for them being prepared for high-tech jobs, taking into account the priority of the application of 'smart village', 'smart city' and other high technologies.

10. The targeted government programs directed to make possible for unemployed IDPs to set up their own businesses in large return processes, including various action programs and grants within the framework of public-private partnership, should be developed and implemented.

There is a serious need in creation of a special headquarters for complex and coordinated solution of the issues of employment in state structures and organizations, which are formed and starts operation in projects conducted in this region, infrastructure and service network the IDPs from the Garabagh region and 7 surrounding liberated districts by State Employment Agency on the basis of one of the suitable city and regional employment centers in the Garabagh region under the motto 'The revival of Garabagh is both honor and decent workplace for us', in the very least there is a need to send one of the heads of this Agency and a group of staff to this headquarters in Garabagh, to regulate this issue for the country from there, to take operative coordinating measures and etc.

The main content of the dissertation work is published in the following scientific works:

1. The main directions of the state policy on solving the employment problems of IDPs. Collection of scientific works "Labor and social problems". Scientific Research and Training Centre on Labor and Social Issues, Baku, 2014, No 1 (14), p. 142-147.
2. Participation of the state and international organizations in increasing the employment of IDPs // Labor and social problems. Collection of scientific works, – 2016. No 1 (17), – p. 137-143.
3. Legal aspects of ensuring social protection and employment of forced migrants in Azerbaijan // Scientific reporter of the national University of economics of Odessa. - Science: economics, political science, history. - 2017. No 1-2 (243-244), – p.114-132.

4. The role of state authorities in improvement of the employment opportunities for IDPs in Azerbaijan. / Materials of 'Topical issues of labor, employment and social protection' International scientific practical Conference, dedicated to twentieth anniversary of Scientific Research and Training Centre on Labor and Social Issues, Baku, 2017, p. 131-135.
5. The employment of IDPs as the main means of restoring of their social status. // 'Cooperation' scientific practical journal. Baku:– 2017. – No 3 (46), – p. 258-264.
6. Analysis of the ways to improve the employment opportunities for IDPs in Azerbaijan. Collection of scientific works "Labor and social problems". Scientific Research and Training Centre on Labor and Social Issues, Baku, 2017, No 2 (20), p. 6-16 (Guliyeva N.G. – with co-author).
7. Improvement of employment opportunities and employment of IDPs in Azerbaijan / Science and Practice: new Discoveries: Proceedings of articles the international scientific conference. Czech Republic, Karlovy Vary - Russia, Moscow, November 29-30, 2017 .–p. 190-197.
8. Analysis of social demographic context and employment of IDPs in Azerbaijan. News of Azerbaijan National Scientists Academy, Economy series journal. Baku, 2018, No 2, p. 24-32.
9. Theoretical aspects of improvement of the employment opportunities for IDPs as socially vulnerable population group. Collection of scientific works "Labor and social problems". Scientific Research and Training Centre on Labor and Social Issues, Baku, 2018, No 1 (21), p. 172-179.
10. The role of active employment measures in improving the employment opportunities of IDPs in Azerbaijan. / Materials of 'Development of the social protection system in Azerbaijan: yesterday, today and tomorrow' International scientific practical Conference, dedicated to dedicated to 100th anniversary of the Ministry of Labor and Social Protection of Population of the Republic of Azerbaijan, 'İdealprint' LLC, Baku, 2019, p.238-243.



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