



ANALYSIS OF OPPORTUNITIES AND THE CURRENT STATUS OF INCREASING THE EFFICIENCY OF THE USE OF LABOR RESOURCES IN THE REPUBLIC OF UZBEKISTAN

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Article history:	Abstract:
Received: March 1 st 2022 Accepted: April 1 st 2022 Published: May 8 th 2022	In this article, labor resources, their formation and economic role are theoretically investigated. And also, the difference between labor resources, based on their specific features, is justified. The current state of the use of labor resources in Uzbekistan is analyzed and economically justified proposals and recommendations are developed for their effective use in the future.
Keywords: Labor Resources, Labor Market, Employment, Economic Active Population, Labor Migration, Human Resources	

INTRODUCTION

The development of the country's economy, as well as the improvement of the material well-being of workers, is directly related to the ongoing reforms not only in the economic sphere, but in many respects in the social sphere.

At present, the experience of developed countries shows how true the thesis is that development depends in many respects on the efficient use of human resources. Indicators related to the human factor, such as the morale of people in the field of labor, their knowledge and scientific potential, abilities, economic activity, etc., are among the factors that ensure economic development, prosperity and national security.

On the basis of the experience gained during the years of independence and an in-depth scientific analysis of the socio-economic processes of recent years, it is possible to study its objective laws, draw clear conclusions and determine practical measures. However, the effective use of sustainable labor resources implies a territorial distribution of labor resources based on specific principles, an understanding of the laws and regulations of nature and society, an in-depth analysis of these processes, the development of scientific developments and their application in practice.

It should be noted that the purpose of the Decree of the President of the Republic of Uzbekistan "On the Strategy for further development of the Republic of Uzbekistan" is to ensure the development of the national economy through the efficient and rational use of labor resources, and ultimately improve living standards. The strategy covers all aspects of socio-economic life in five priority areas and is aimed at

"accelerating socio-economic development, increasing living standards and incomes, comprehensive and effective natural, mineral, industrial, agricultural, tourism and labor potential of each region." is of practical importance.

Efficient use of labor resources in our country is an urgent task today, which necessitates scientific and practical research in this area. Scientific sources contain various scientific interpretations and views on labor resources and their rational formation and effective use.

LITERATURE REVIEW

The situation in the labor market of the country, the peculiarities of regional demographic processes, the quality and skills of the workforce have been studied by foreign and domestic economists. In particular, Roshchin A.Yu., Rofe A.I., Ermolaeva S.G., Emtsova R.G., Voskopovich N.A. Demographic processes Maksakova L.P., Abdurahmonov Q.H., Kholmuminov Sh.R., Aliev B., Bazarov T. The main factors determining the formation of the labor market are the rapid growth of the population, the high proportion of young people in it and the fact that the majority of the population lives in rural areas. Consequently, the impact of key demographic factors also determines the growth rates of the able-bodied population. The high level of natural population growth, especially in rural areas, and the consequent rapid growth of labor resources and the imbalance between the number of labor resources and the number of jobs, ie the pace of job creation for the growing labor force, are exacerbating the situation in the rural labor market. occurs as. It is the indicators related to the human factor, such as the spirituality of people in the field of



labor, their knowledge and scientific potential, abilities, economic activity, etc., that emerge as factors in ensuring economic development, prosperity and national security.

The importance of labor resources at the micro level is determined by their role in the activities of the enterprise (organization) and their participation in production. It is known that labor resources are the main factor of production, and all the resources that create it are directly controlled by this factor. The role of labor resources in the economy of regions and territories shows its importance at the meso level. In any region of the country where labor resources are high, production, industry, socio-economic infrastructure and communications will develop.

Admittedly, labor resources vary depending on their characteristics. Important signs of this are:

First, the labor force consists of people of a certain age. They differ in their qualifications, mental capacity, experience, level of knowledge. This difference affects their production (work, service) potential;

Second, labor resources not only create material goods but also consume them. The level of consumption depends on the efficiency of his labor. Because the more efficiently he works, the more he gets paid and the more he is able to consume accordingly.

Third, people also differ in terms of their material and spiritual needs. This is because the level of consumption of labor resources also varies due to differences in gender, age, health, marital status, level of education and other social, psycho-physiological qualities.

Fourth, the creative opportunities and needs of the workforce are limitless. Therefore, in order to use them effectively, it is necessary to act using various incentives. This, in turn, is a very complex process. An analysis of these processes is required to fully understand this.

Fifth, because of the diversity of labor resources, each individual must be approached individually. At the same time, it is important to try to meet the needs of each person as an individual in order to effectively use their labor, taking into account that people's basic needs are not met. In other words, the successful development of the economy must ensure the harmony of human and economic interests in all processes carried out to ensure the effective functioning of a complex economic mechanism.

In order to implement the above features and tasks, the idea of humanizing the economy is being promoted all over the world. The essence and content of this idea focuses on man. After all, it is people who both develop a society and hinder its development. These are things that people do to meet their needs. At this point, man influences nature to meet his vital needs,

organizes the process of production, and as a result creates and consumes various forms of material, spiritual, and other pleasures. All flirting is done at the expense of spending a certain type and a certain amount of resources. Without natural resources, nothing can ever be produced. The science of economic theory considers all the necessary resources used in the production process as factors of production. In general, these include land, labor, capital, and business factors. In modern approaches, information is also considered as a factor of production.

Among all the types of factors of production mentioned above, labor resources have a special place. There are also views on labor resources in a broad sense: as a system of social relations, social norms and institutions that ensure the creation, exchange and use of labor. In particular, N.A. Volgin, Yu.G. Odegov and some other economists in the field of labor resources not only the exchange of labor (labor purchase), but also the creation of labor potential (education and training), as well as the use of labor (personnel management in production). However, the processes of formation and efficient use of labor resources can be seen as a key component of human resource management.

The concept of "labor resource formation" has long been established in the economic literature and statistical practice and is used as a specific narrow professional term. "Formation of labor resources" means the constant renewal of labor resources.

To determine how labor resources are formed, we first classify labor resources into three major age groups - able-bodied people, younger than able-bodied people and older able-bodied people, secondly, the factors influencing the population of each group, its change, and thirdly, labor resources. and we must consider the general and specific aspects of the natural and mechanical change of the population.

The term "labor resources" is widely used in a planned economy in a centralized management environment. The term has been used as a convenient tool for managing and using human resources effectively. Under labor law, every able-bodied citizen of the country could be legally prosecuted and imprisoned if he or she did not work for a long period of time without good reason, provided that the study was separated from work and production.

The able-bodied population is the organization of labor resources, which, along with natural, material and financial resources, is expressed in strict statistical accounting and reporting. Because labor resources were one of the important elements of centralized management and planning of the economy.



Along with developed countries, the Republic of Uzbekistan during the years of independence has moved to the classification system of the population recommended by the International Labor Organization, according to which the country's labor resources are divided into two groups: economically active and economically inactive.

The economically active population is mainly involved in the production of goods, works and services. The economically inactive population is mainly a consumer. This means that only the active part of the labor force serves the needs of all members of society. As a result, the efficient use of labor resources is important, from the enterprise to the state level.

Changes in the content of labor resources can be seen in the following cases.

First, in connection with the transition of Uzbekistan from a command-and-control economy to a free economy based on market relations, the method of free choice from forced labor was introduced.

Second, the use of the term labor resource in the previous interpretation did not meet the requirements of the time. This is because it is not logically correct to employ a person on the basis of involuntary labor only and to include them in the labor force.

Third, labor resources are part of the country's population and include only those who are able to produce material goods or provide services with their knowledge and intellectual level, experience and mental qualities.

Thus, "labor resources" is broader in its content than the concept of "economically active population". In addition to the economically active population, the labor force also includes students of working age, as well as housewives of the same age and the rest of the country's population, ie those who are not unemployed, but for some reason are not employed in the economy.

As we can see, the terms "labor resources" and "economically active population" are different. The concept of "economically active population" is

narrower in its meaning than the concept of "labor resources". In addition to the unemployed, the category of labor resources includes all other citizens of the country of a certain age who are not employed in the economy of the country for certain reasons.

At present, international integration processes are developing rapidly. Such a process requires a comparison of the indicators used internationally. This, in turn, necessitates bringing them to the same size. Given these circumstances, we think it is appropriate to use the concept of "economically active population". Because this figure also corresponds to the global statistics.

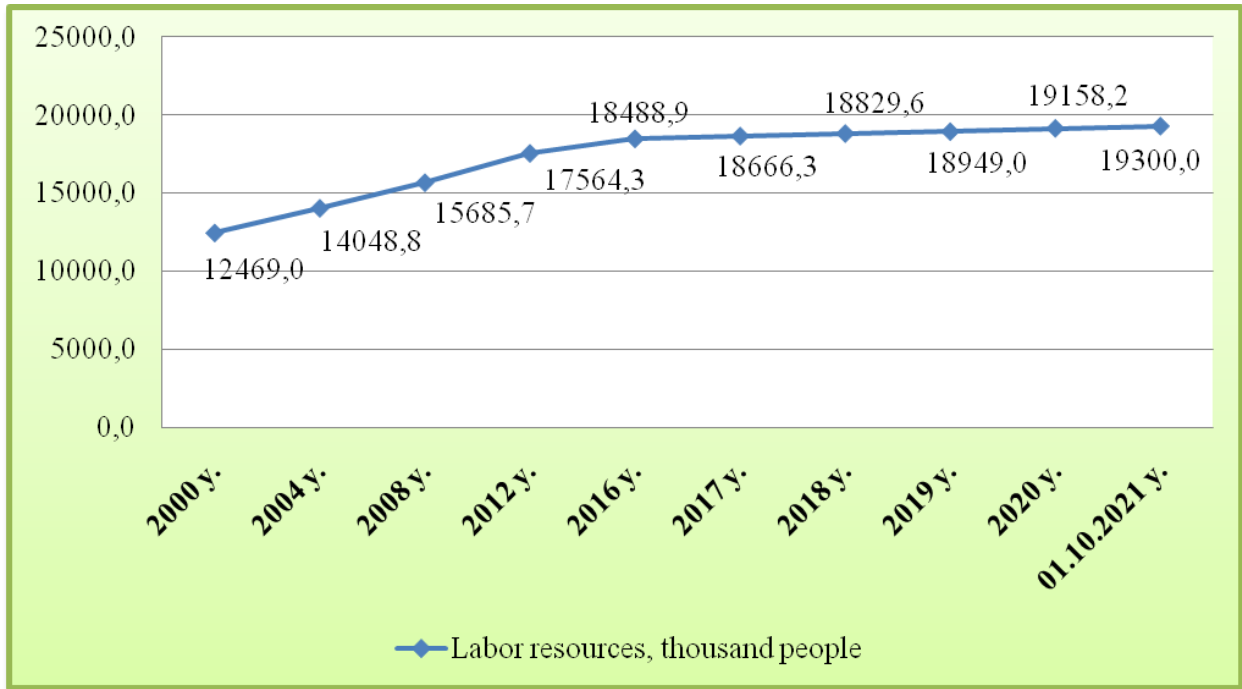
ANALYSIS AND RESULTS

Passive measures of employment policy (payment of unemployment benefits) are expanding the range of active measures aimed at promoting employment. In particular, all necessary measures are being taken to ensure employment and income for young people, women, people with disabilities and low-income families through microcredits, greenhouses, seeds, seedlings, poultry, vocational training, including entrepreneurship. being increased.

As of October 1, 2021, the labor force in Uzbekistan amounted to 19,3 million. people (Figure 1), the total number of employed was 13,6 million. people, including 6,1 million in the official sector of the economy. people (40,7%), in the informal sector of the economy 5,9 mln. people (39,6%), the economically inactive population is 4,3 million. 1,6 million people went abroad to work. people and persons in need of employment 1,4 mln. people (9,4%).

Given that 90% of all jobs in the country are created in the private sector, it is important to create a favorable business environment in the country, accelerate the privatization of state-owned enterprises, protect private property, eliminate bureaucracy and corruption and achieve economic development only through entrepreneurship

Figure 1. Dynamics of labor resources of the Republic of Uzbekistan, thousand people



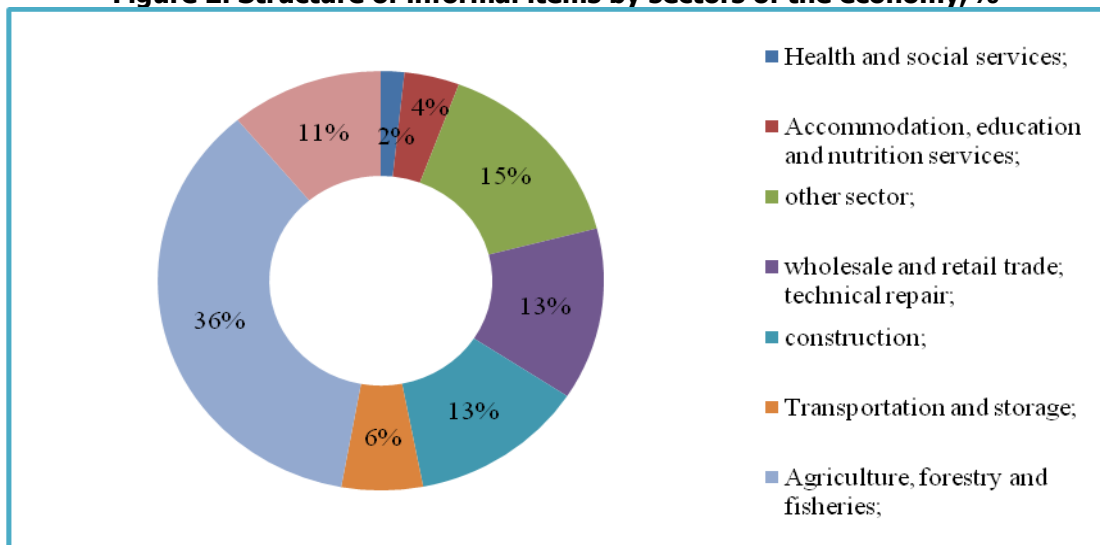
Source: Data of the State Statistics Committee of the Republic of Uzbekistan.

The high level of informal employment naturally falls on the agricultural sector of the economy, which requires extensive work on the registration of those employed in this sector and the transfer of surplus labor to other sectors (Figure 2).

68 types of activities (works, services) have been approved for self-employed people, and work is

underway to expand them. As a result, as of July 1, 2021, 852.4 thousand citizens were registered as self-employed (of which 310.1 thousand were boys and girls under the age of 30) and by the end of the year their number reached 1 million. people are expected to increase.

Figure 2. Structure of informal items by sectors of the economy, %



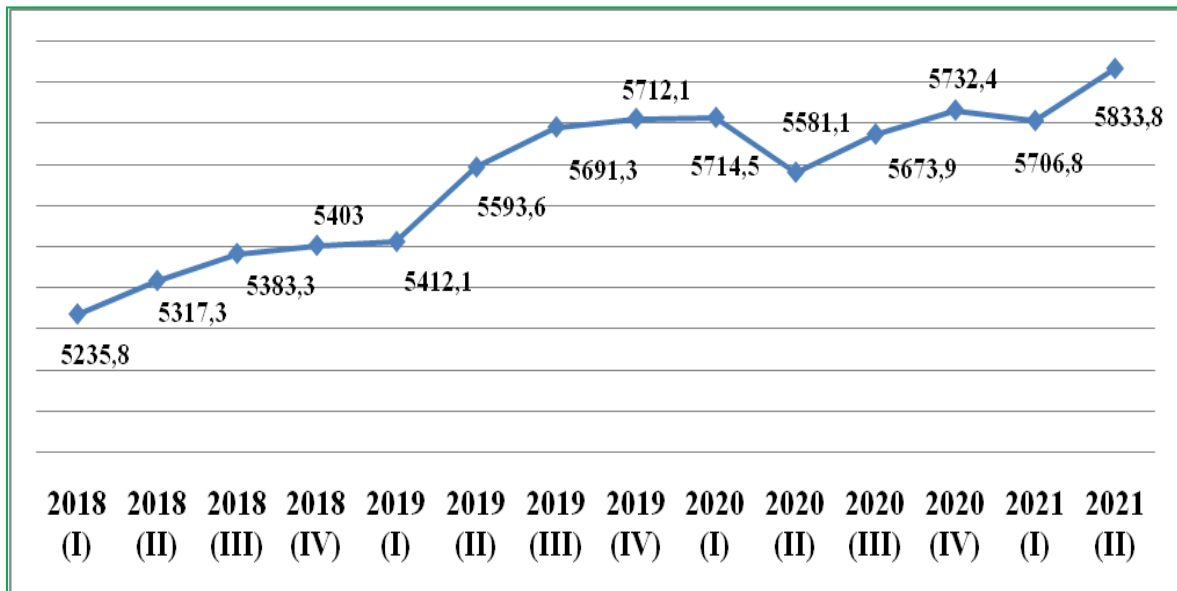
Source: Data from the Labor Market Research Institute



In order to legalize informal employment, in particular, for the registration of self-employed persons and the calculation of their length of service, social taxes in the amount of 1 times the minimum wage (270 thousand soums) were established. Most importantly, the fact that their income from employment is not included in the total income of individuals is a great advantage, which ensures that formal employment is preferable to informal.

In recent years, as a result of measures aimed at reducing informal employment, its share has been declining (Figure 3). In our country, self-employment should be developed as a priority in the management of labor resources and employment, and its potential has not yet been fully used. Ensuring inclusion in the labor market, involving all segments of the population in employment, including the employment of young people, women and people with disabilities, is an important part of employment policy.

Figure 3. Dynamics of change in the number of jobs in the official sector of the economy, thousand people

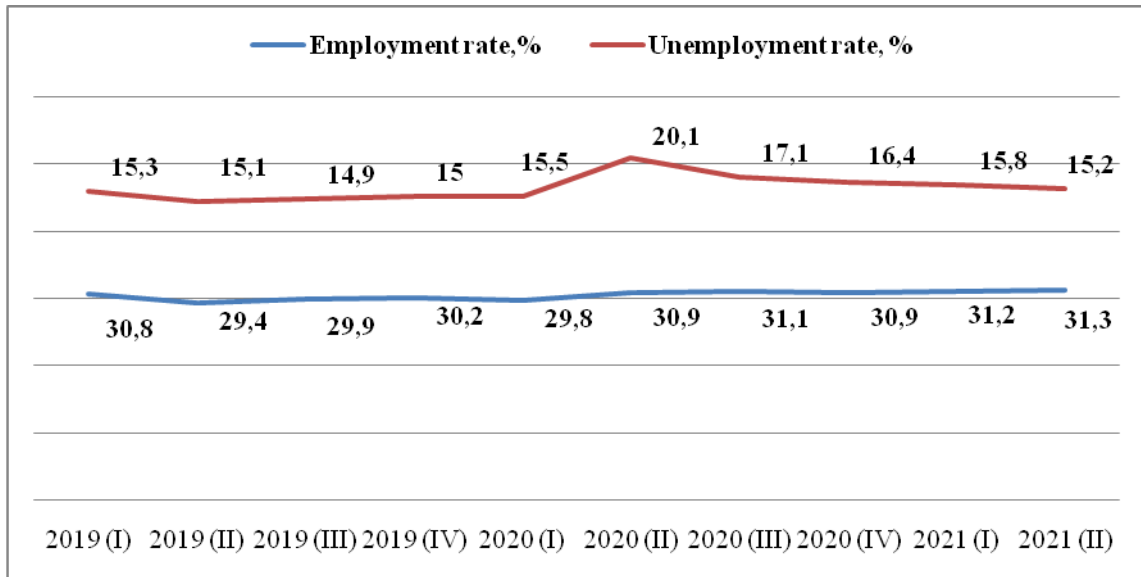


Source: Data from the Labor Market Research Institute

As a result of the adoption of special programs and measures for them, the active involvement of these groups in labor activities is being achieved. In the 1st half of 2021, the share of youth in total employment

was 31.3%, and the share of unemployment was 15.2%, which is 1.55 times higher than the average unemployment rate. (Figure 4).

Figure 4. Dynamics of youth employment and unemployment



Source: Data from the Labor Market Research Institute

In 2021, sectoral and regional councils for the development of professional skills and knowledge were established to ensure the development and updating of the labor market, professional standards, industry skills and qualification requirements, and the international recognition of the national system of skills and knowledge assessment.

On the formation of a three-stage system of vocational training and retraining:

- 1) territorial mono-centers "Welcome to work" serving the unemployed population;
- 2) district and city vocational training centers under the Ministry of Employment and Labor Relations in all regions of the country;
- 3) Vocational training facilities for the population of the mahalla have been established.

CONCLUSIONS AND RECOMMENDATIONS

In the context of modernization of the country's economy and radical renewal of the economy, it is expedient to implement the effective use of labor resources in the following areas:

- ❖ modernization of the labor market for more efficient use of sustainable growing labor resources;
- ❖ Improving the country's labor market based on market principles, with special emphasis on the transition to a policy of effective employment and the creation of new jobs with high qualifications and high wages;

- ❖ creation of labor integration between local executive bodies, state and economic administration bodies, educational institutions, citizens' self-government bodies and the general public;
- ❖ training, advanced training of personnel in enterprises and organizations, improvement of their material and moral incentives on the basis of market principles, etc.

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