



WAYS OF EFFICIENT USE OF LABOR RESOURCES IN THE COUNTRY

Komilova Mukammal Shavkatovna

Samarkand State Institute of Architecture and Construction
teacher at the Department of Construction Economics and Management

Olimova Lola Erkinovna

Samarkand State Institute of Architecture and Construction
teacher at the Department of Construction Economics and Management

Article history:	Abstract:
Received: 10 th December 2021 Accepted: 11 th January 2022 Published: 24 th February 2022	The article analyzes the dynamics of labor resources and its composition, the efficient use of labor resources and employment in the economy, and provides feedback on how to use them effectively.
Keywords: Population, working age population, labor resources, economically active population, economically inactive population, employment, employment rate, unemployed, unemployment rate, jobs.	

The ongoing economic reforms between the regions of the country, the formation of market relations are radically changing the development and position of sectors of the economy. The existence of enterprises with different ownership, size and activity is leading to the formation of new economic and legal relations. This situation also affects the relationship between people, their attitude to property, the result obtained and its effectiveness is changing radically. These processes depend on the employment of the population and, through it, on the achievement of socio-economic development, first of all, on the efficient use of available labor resources.

Capacity building of enterprises in our country is one of the most important tasks today. Improving the quality of training and developing scientific potential is the main basis for building a "smart" city. The effectiveness of modern and innovative methods in the development of education and science will increase the level of international recognition, the effectiveness of the emergence of new talents, broaden the horizons of experts in architecture and construction, as well as activate copyright for competitive research. "[1]

Labor resources are the part of the population that can participate in the creation of material wealth due to the combination of physical abilities, special knowledge and experience.

While the number of labor resources is a quantitative expression, the level of knowledge, skills, professionalism and entrepreneurship of the working age creates its quality. Expenditures on education, training, health care, and strengthening it are an

investment in human capital and serve to re-create the labor force. Labor resources are distributed through the labor market. Employment of labor resources - the employment of people of working age, their participation in the creation of goods and services. Unemployed are those who cannot find a job while applying for a job in the labor force.

The structure of labor resources also includes the working age population (excluding labor, war, childhood disabilities and the disabled of working age, receiving old-age pensions on preferential terms), as well. elderly and young people engaged in the labor process. The decisive role in labor resources is played by the able-bodied population of working age.

The able-bodied population is basically a set of people of working-age (working age) who, according to psychophysical data, are able to participate in the labor process.

Efficient use of labor resources in our country is an urgent task today, which necessitates scientific and practical research in this area. Demographic changes in the Republic of Uzbekistan determine the trend of changes in the number and composition of the labor force. Consistent reforms in the economy of our country also contribute to the development of employment and the labor market. In addition, the ongoing global economic crisis, changes in the interstate division of labor, increasing interstate competition, and this situation in our country also leads to rapid changes in the intersectoral distribution of labor resources.



Structure of labour resource (thousand people)

Indicators:	2015	2016	2017	2018	2019	2020
Labor resources	18276,1	18488,9	18666,3	18829,6	18949,0	19158,2
relative to the permanent population, percent	58,4	58,1	57,6	57,1	56,4	56,0
including:						
able-bodied population of working age	18167,7	18371,7	18549,0	18712,1	18857,6	19075,7
relative to the permanent population, percent	58,0	57,7	57,3	56,8	56,2	55,7
in relation to labor resources, percent	99,4	99,4	99,4	99,4	99,5	99,6
workers younger than working age and older	108,4	117,2	117,3	117,5	91,4	82,5
relative to the permanent population, percent	0,4	0,4	0,3	0,3	0,3	0,2
in relation to labor resources, percent	0,6	0,6	0,6	0,6	0,5	0,4

Demographic changes in the Republic of Uzbekistan determine the trend of changes in the number and composition of the labor force. In 2015, the labor force amounted to 18276.1 thousand people, in 2020 it amounted to 19158.2 thousand people, which is an increase of 882.1 thousand people, and in comparison with the permanent population in 2015 it was 58.4%, in 2020 - 56, 0%, where we can see a decrease of 2.4%. The able-bodied population of working age in 2015 was 18,167.7 thousand people, in 2020 it was 19,075.7 thousand people, which is an increase of 908 thousand people, and in comparison with the permanent population in 2015 it was 58% to 55.7% in

2020. that is, it decreased by 2.3%, compared to 99.4% in 2015, compared to 99.4% in 2015, which is an increase of 0.2%. Its number of workers under the age of working age and older decreased by 25.9 percent by 2020 compared to 2015, and by 0.2% compared to the permanent population in 2020, down from 0.6% to 0.4% of their labor force.

In conclusion, we can say that the labor force in 2020 increased by 882.1 thousand people compared to 2015, decreased by 2.4% compared to the permanent population, and decreased by 0.2% compared to the labor force.

Distribution of labor resources by economically active and inactive population (thousand people)

Indicators:	2015	2016	2017	2018	2019	2020
Total labor resources	18276,1	18488,9	18666,3	18829,6	18949,0	19158,2
city	9768,4	9843,3	9949,5	10032,5	10052,7	10471,7
relative to the total, percent	53,4	53,2	53,3	53,3	53,1	54,7
village	8507,7	8645,6	8716,8	8797,1	8896,3	8686,5
relative to the total, percent	46,6	46,8	46,7	46,7	46,9	45,3
economically active population	13767,7	14022,4	14357,3	14641,7	14876,4	14797,4
city	7442,8	7565,5	7474,4	7682,0	7838,2	8189,8
relative to the total,	54,1	54,0	52,1	52,5	52,7	55,3



percent						
village	6324,9	6456,9	6882,9	6959,7	7038,2	6607,6
relative to the total, percent	45,9	46,0	47,9	47,5	47,3	44,7
economically inactive population	4508,4	4466,5	4309,0	4187,9	4072,6	4360,8
city	2325,6	2277,8	2475,1	2350,5	2214,5	2281,9
relative to the total percent	51,6	51,0	57,4	56,1	54,4	52,2
village	2182,8	2188,7	1833,9	1837,4	18,58	2078
relative to the total percent	48,4	49,0	42,6	43,9	45,6	47,7

It should be noted that in 2020, compared to 2015, the total labor force increased by 882.1 thousand people, including 702.6 thousand people in urban areas and 54.7% in rural areas and 17.3.8 thousand people in 45.3%. The number of economically active population in 2015 was 13767.7 thousand people, in 2020 it was 14797.4 thousand and increased by 1029.7 thousand people. In particular, the economically active population in urban areas

increased by 1.2%, while the economically active population in rural areas decreased by 1.2%. The economically inactive population in 2015 amounted to 4508.4 thousand people, in 2020 - 4360.8 thousand people, which is 147.9 thousand people, a decrease of 48.4% to 47.7%, ie a decrease of 0.7%. In summary, the number of economically active population in urban areas increased by 10.6% from the number of economically active population in rural areas.

Number of people employed by sectors of the economy

Networks	2015	2016	2017	2018	2019	2020
Total employment in the economy	13058,3	13298,4	13520,3	13273,1	13541,1	13236,4
percent	100	100	100	100	100	100
In networks including:						
agriculture, forestry and fisheries	3601,7	3646,7	3671,3	3537,2	3544,6	3499,2
percent	27,6	27,4	27,2	26,6	26,2	26,4
industry	1768,7	1802,4	1826,8	1802,9	1821,5	1809,5
percent	13,5	13,5	13,5	13,5	13,5	13,6
construction	1222,2	1263,6	1290,0	1205,5	1324,6	1305,6
percent	9,4	9,5	9,5	9,1	9,8	9,8
Trade	1413,8	1452,4	1480,2	1401,8	1436,4	1405,4
percent	10,8	10,9	11,0	10,6	10,6	10,6
Transportation and storage	614,7	638,2	654,9	645,2	646,1	610,1
percent	4,7	4,8	4,8	4,9	4,8	4,6
education	1105,3	1105,6	1106,6	1111,7	1134,4	1158,2
percent	8,5	8,3	8,2	8,4	8,4	8,7
health, physical education and social security	601,5	601,6	602,6	604,0	616,7	669,5
percent	4,6	4,5	4,5	4,5	4,6	5,1
Other activities	2730,4	2787,9	2887,9	2964,8	3016,8	2778,6
percent	20,9	21,1	21,3	22,4	22,1	21,2



The number of people employed in the economy in 2015 amounted to 13058.3 thousand people in 2020 amounted to 13236.4 thousand people, an increase of 178.1 thousand people, including in agriculture, forestry and fisheries in 2015 3601.7 thousand people in 2020 3499.2 thousand people it decreased by 102.5 thousand people, in industry 1768.7 thousand people in 2015, in 2020 1809.5 thousand people, which increased by 40.8 thousand people, in construction 1222.2 thousand people in 2015, 1305 in 2020 , Increased by 83.4 people to 6 thousand people, in trade in 2015 amounted to 1413.8 thousand people, in

2020 to 1405.4 thousand people, which decreased by 8.4 thousand people.

In transportation and storage it decreased by 4.6 thousand people, in education - by 52.9 thousand people, in health, physical culture and social security - by 68 thousand people. In other activities increased by 48.2 thousand people.

In summary, the number of people employed in the economy of the republic increased by 1.4%, of which the largest increase was in the construction sector - 0.4%.

The share of women and men in the total number of items by type of economic activity

	Indicators:	2018		2019		2020	
		эркак	аёл	эркак	аёл	эркак	аёл
	total	7751,5	5521,6	7935,1	5606,0	7756,5	5479,9
	percent	58,4	41,6	58,6	41,4	58,6	41,4
	In networks including:						
1	agriculture, forestry and fisheries	2005,6	1531,6	2013,3	1531,3	2015,5	1483,7
	percent	56,7	43,3	56,8	43,2	57,6	42,4
2	industry	1043,9	759	1020	801,5	1027,8	781,7
	percent	57,9	42,1	56	44,0	56,8	43,2
3	construction	1135.6	69,9	1242,5	82,1	1223,3	82,3
	percent	94,2	5,8	93,8	6,2	93,7	6,3
4	trade	693,9	707,9	696,5	739,9	706,9	698,5
	percent	49,5	50,5	48,5	51,5	50,3	49,7
5	Transportation and storage	590,4	54,8	599,6	46,5	566,5	44
	Percent	91,5	8,5	92,8	7,2	92,8	7,2
6	education	361,3	750,4	275,7	858,7	290,7	867,5
	percent	32,5	67,5	24,3	75,7	25,1	74,9
7	health, physical education and social security	121,4	482,6	143	473,7	158,7	510,8
	percent	20,1	79,9	23,2	76,8	23,7	76,3
8	Other activities	1525,9	935,2	1663,3	834,2	1498,7	778,9
	percent	62	38,0	66,6	33,4	65,8	34,2

If we analyze the share of women and men in the total number of items for three years 2018-2020 by type of economic activity, by type of economic activity in 2018 7751.5 thousand men and 5521.6 thousand women in 2020 men 7756.5 thousand men 5479 , 9 thousand people, ie men increased by 5 thousand people, women decreased by 41.7 thousand people. Including agriculture, forestry and fisheries in 2018 increased by 2005.6 thousand men and 1531.6 thousand women in

2020, men 2015.5 thousand and women 1483.7 thousand, which is 9.9 thousand people, and women 47.9 thousand. decreased per capita. In the industrial sector in 2018, 1043.9 thousand men and 759 thousand women, in 2020 men 1027.8 thousand and women 781.7 thousand, men decreased by 16.1 thousand and women increased by 22.7 thousand. In the construction sector, in 2018, men increased by 1,535.6 thousand and women by 69.9 thousand. In



2020, men increased by 1,223.3 thousand and women by 82.3 thousand, ie 312.3 thousand men and 12.4 thousand women. In the trade sector, compared to 2018, by 2020, men increased by 13 thousand people, while women decreased by 9.4 thousand people. In the field of transportation and storage, the number of men decreased by 23.9 thousand and women by 10.8 thousand. In the field of education, compared to 2018, by 2020 the number of men decreased by 70.6 thousand and the number of women increased by 117.1 thousand. In the field of health, physical education and social security, compared to 2018, by 2020 the number of men increased by 37.3 thousand, women by 28.2 thousand. In terms of other activities, compared to 2018, by 2020 the number of men increased by 37.3 thousand, women - by 28.2 thousand.

The predominant growth in the number of labor resources over the steady population growth patterns has also had a significant impact on their employment trends in the national economy, necessitating the creation of new jobs and their rational and efficient employment across sectors and regions of the economy. To ensure the efficient use of labor resources, it is advisable to do the following:

- to continue the establishment of private enterprises on the basis of privatization and denationalization of property, including the efficient use of economic resources, including labor resources;
- development of small business and private entrepreneurship, further strengthening of support for the creation of new jobs in them;
- increase the number of high-tech and profitable jobs due to the restructuring of our economy, the liquidation of unprofitable enterprises, the achievements of scientific and technological progress and the introduction of intensive technologies;
- processing, storage and sale of agricultural products and the provision of agricultural services and the creation of jobs for personal labor;
- development of non-traditional forms of employment, expansion and reconstruction of existing enterprises for the temporarily unemployed in the agricultural sector and the creation of new jobs - direct investment;
- increase the economic interest of enterprises in creating new jobs, budget payments and staff

reduction of social insurance contributions for temporary and partial employment, simplification of the recruitment process, to cover, at least in part, the costs associated with the organization of non-traditional forms of employment at the expense of the Employment Promotion Fund.

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