

## WAYS TO EFFECTIVELY USE LABOR RESOURCES

Abdugoipova Muxlisakhon Alisher daughter- Andijan Machine-Building Institute  
Student of Economics  
Prepared under the scientific supervision of G.A.Sattikulova.

**Abstract:** 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, economically active population, labor migration, human resources.

Economic reforms carried out in Uzbekistan the formation of market relations is radically changing the development and position of sectors of the country's economy. The presence of enterprises with different properties, volumes and activities is the reason for the formation of new economic, and legal relations. This situation also has its impact on human relations, while their view of property, the result obtained and its effectiveness is radically changing. These processes depend on the employment of the population and the achievement of socio-economic progress through it, first of all, on the effective use of available labor resources.

Based on the experience gained in the years of independence and an in-depth scientific analysis of socio-economic ravines of recent years, it is possible to research its objective laws, draw specific conclusions from them, and establish practical measures. However, the effective use of steadily developing labor resources literally implies the territorial distribution of labor resources based on specific principles, the understanding of the laws and laws of society with nature, a deep analysis of these processes, the development of scientific developments and their application to practice. It should be noted that the purpose and essence of the decree of the president of the Republic of Uzbekistan "on the strategy of action for the further development of the Republic of Uzbekistan" is also to ensure the development of the national economy through the effective and rational use of labor resources of our country, ultimately to further improve the lifestyle of the population.

This strategy is of practical importance as it covers all aspects of socio-economic life within five priority areas and is aimed at "accelerating socio-economic development, increasing the standard of living and income of the people, ensuring the comprehensive and effective use of the natural, mineral and raw materials, industrial, agricultural, tourism and labor potential of each region."

The effective use of labor resources in our country is an urgent task of today, which entails the need to conduct scientific and practical research in this regard. Scientific sources contain various scientific interpretations and views on labor resources and their rational formation and effective use.

Labor resources are important in the conditions of modernization and radical renewal of the economy of today's country, its importance in social and economic development is evident at the micro-, meso - and macro - levels.

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. As you know, labor resources are the main factor in production, and all the resources that generate it are directly controlled through this factor. The role of labor resources in the economy of Regions and regions indicates its importance at the meso level. In which area of the country labor resources are highly represented, production, industry, socio-economic infrastructure and communication develop there.

The importance of labor resources at the macro level is justified by its place in the gross economy of the country and its recognition as the main wealth. It is through labor that material and intangible assets are

created in the country. And the subject of this Labor is directly a person, that is, labor resources. Hence, the importance of labor resources at all levels determines both the scientific and economic relevance of its research.

At this point, we will analyze the theoretical views of economic scientists on labor resources and their formation. It is known that in our country The Economist scientist Q.X.Abdurakhmonov extensively substantiated the theoretical aspects of labor resources, their formation and peculiarities, their rational and effective use. In particular, in his opinion, labor resources are an able-bodied part of the population of the country, capable of producing (serving) material goods with their own mental-physiological and mental qualities. They include not only economically active populations, but at the same time able-bodied individuals who are not currently employed and are looking for work, including those who are training separated from production. Therefore, labor resources cover individuals who are employed in the economy, who can work even if they are not busy.

It should be recognized that labor resources differ among themselves depending on their characteristics. Important signs of this include:

First, labor resources are made up of people of a certain age. They differ in qualifications, mental potential, experience, level of knowledge. This difference affects their production (performance, Service) potential;

Secondly, labor resources not only create material goods, but also consume them. The level of consumption depends on the effect of its labor. Because the more efficiently it works, the more it will charge and will also be able to consume a lot, respectively.

Thirdly, they are also distinguished in terms of the material and spiritual needs of people. Because the level of consumption also varies due to the different sex, age, health, marital status, level of education and other social, mental-physiological qualities of labor resources.

Fourth, the possibilities of creativity and needs of labor resources are endless. Therefore, in order to use them effectively, it is necessary to operate using various incentives. This, in turn, is an extremely complex process. To fully understand this, an analysis of these processes is required.

Fifth, due to the mutual differentiation of labor resources, each individual should be approached in an individual way. In this, it is important to try to satisfy the demands of each of them as a person in order to effectively use their labor, taking into account the fact that their important needs do not come true. In other words, it is necessary to ensure that the successful development of the economy achieves the harmony of human and economic interests in all processes carried out in order to ensure the effective functioning of a complex economic mechanism.

To implement the above features and tasks, the idea of humanizing the economy is being put forward all over the world. In the essence and content of this idea, the main emphasis is placed on a person.

After all, both the developer of society and the obstacle to its development are people. These are things that are done so that people can meet their needs.

At this point, a person influences nature to satisfy his life needs, organizes the production process and, as a result, creates and consumes material, spiritual and other flirtations of various forms. All flirting is carried out at the expense of spending, using a certain type and a certain amount of resources. Nothing can be produced without natural resources. The science of economics theory considers all the necessary resources used in the production process as factors of production. In general, these include factors of land, labor, capital, entrepreneurial activity. Also, in modern approaches, information is also considered as a factor in production.

Among all the types of production factors mentioned above, Labor resources occupy 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 generation, exchange and use of Labor. In Particular, N.A.Volgin, Yu.G.Odegov and some other Economist scientists indicate that in the field of labor resources it is necessary not only to exchange Labor (Labor received-sold), but also to create labor potential (education and professional training), as well as to include the fronts of Labor use (personal management in production).

However, it is possible to see the processes of the formation and effective use of labor resources as the main component of the management of labor resources.

The concept of "the formation of labor resources", which has long been decided on in economic literature and statistical practice, is used as a kind of narrow professional term. "The formation of labor resources" is understood as the constant renewal of labor resources.

To determine how labor resources are formed, we must first consider labor resources according to three large age groups – working people, people younger than working age and older than working age, and secondly, factors affecting the population of each group, its change, and thirdly, labor resources and general and specific aspects of the population in natural and mechanical change.

The term "labor resources" has been widely used in a management environment in a centralized way in the context of a planned economy. The term has been applied as a convenient support for the management and efficient use of human resources. Under labor law, the study of a citizen of an individual working-age country separated from Labor and production under conditions enshrined by law, persons who had long periods of inoperative work with excuses were legally persecuted and could be punished by deprivation of Liberty.

The working – age population-the organization of labor resources, it is expressed in strict statistical accounting and reporting, along with its natural, material and financial resources. Because labor resources were one of the important elements of managing and planning the economy in a centralized way.

In the years of independence, along with developed countries, the Republic of Uzbekistan switched to the population classification system recommended by the International Labor Organization (ILO), according to which, in the systematic distribution of the population, the country's labor resources began to be divided into two groups, namely, economically active and economically inactive.

The economically active population is mainly involved in the production, performance and service of products. The economically inactive population is mainly consumer. So in satisfying the needs of all members of society, only the active part of the labor resources also serves. Thanks to this, the effective use of labor resources is important, from the enterprise to the state scale.

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

First, in connection with the transition of Uzbekistan from the economy of the Administrative-Command Period to a free economy based on market relations, the method of free selection from forced labor was switched.

Secondly, the use of the term labor resource in an earlier interpretation of its content did not coincide with the requirements of the Times. Because it is not a logical way to keep a person occupied and include them in labor resources, based on Labor involvement, only on the way of coercion.

Thirdly, labor resources are part of the population of the country and include only the working part, capable of producing material goods or providing services with its cognitive and intellectual level, experience and mental qualities.

Thus, "labor resources", in its content, are wider than the concept of "economically active population". In addition to the economically active population, labor resources again include both students of working age, as well as Housewives of this age and all the rest of the country, that is, residents who are not employed in the country's economy for certain reasons, even if they are not unemployed.

We see that the terms "labor resource" and "economically active population" are distinct. The concept of "economically active population" is narrower in its content than the concept of "labor resources". In the category of labor resources, in addition to the unemployed, all other citizens of a country of a certain age who are not employed in the country's economy for certain reasons are included.

Currently, the processes of international integration are developing rapidly. Such a process assumes a comparison of indicators that are used internationally. This, in turn, makes it necessary to bring them to the same size. Considering such cases, we also think that it is worthwhile to apply the concept of "economically active population". Because this indicator also corresponds to world-class statistical indicators.

#### **Analysis and results**

Consistent reforms in the economy of our country are also spurring the development of the employment and labor market. According to the analysis, the number of labor resources for the Republic in 2022 was 18,673 thousand people, an increase of 6,204 thousand people or 49.8% compared to 2010. In the structure of labor resources, the economically active population was 14,357,000 people (76.9% of the total labor resources), and this figure increased by 5,339,000 people or 59.2% compared to 2000. Including, the number of employed residents in the Republic increased by 50.5% or 4,537,000 people in 2017 compared to 2000 and is 13,520,000. It can be seen that over the years being analyzed, the economically active and busy population has grown dramatically.

Dynamics of growth of indicators of employment in Uzbekistan and change of the main indicators of the main labor market of the employment and labor market in Uzbekistan

Source: calculated by the author based on data from the State Statistical Committee of the Republic of Uzbekistan.

According to the distribution of labor resources by the regions of our country, the highest share of total labor resources in the Republic falls on the regions of Samarkand (11.1 %) and Fergana (10.9%). Next are the regions of Kashkadarya (9.6 %), Andijan (9.2 %) and other regions. The lowest share of labor resources falls on the regions of Syrdarya (2.5 %) and Navoi (2.9%).

Zoning of labor resources in 2022

Source: calculated by the author based on data from the State Statistical Committee of the Republic of Uzbekistan.

According to analyzes in 2022, the main part of the working population of our republic is still operating in the field of rural, forest and fish farming. In recent years, the rapid implementation of the strategy of modernization, technical and technological equipment of enterprises of industrial sectors has been the cause of a significant increase in the number of working populations in industrial sectors. In particular, in 2022, 13.5% of the total working population of our republic is in the industrial sector. Next were trade (11.0 %), construction (9.5 %), education (8.2 %) and other sectors.

#### **Distribution of working population by type of economic activity in 2022, (share in total employment,%)**

The above analysis shows that positive changes in the development of the employment and labor market have been observed in our republic. But at the same time there are the main disadvantages and problems that await their solution. Including:

- unstable equilibrium state in the labor market;
- increase in unemployment in some regions of the Republic and sharp interregional changes;
- illegal labor migration and increase in the level of informal employment;
- superficial approaches to the employment of graduates of higher and secondary specialized, vocational educational institutions;
- the failure to create labor integration between local executive authorities, state and economic management bodies, educational institutions, citizens ' self-government bodies and the general public in places on issues of employment, etc.

Conclusions and suggestions

In the conditions of modernization of the country's economy and radical renewal of the economy, it is advisable to carry out the effective use of labor resources in the following areas:

- modernization of the labor market for the more efficient use of steadily growing labor resources;
- improvement of the country's labor market based on market principles, with special attention to the transition to a policy of effective employment and the organization of new jobs with high qualifications, high wages;
- creation of Labor integration between local executive authorities, public and economic authorities, educational institutions, self-government bodies of citizens and the general public;
- training of personnel in enterprises and organizations, improving their skills, improving their material and moral incentives on the basis of market principles, etc.

#### **REFERENCES**

1. Address of the President of the Republic of Uzbekistan Sh.M.Mirziyoyev to the Oliy Majlis of 5612

December 29, 2020 on the tasks for 2021.

2. Abdurahmonov Q.X. "Labor economy, theory and practice" T.: "FAN" Publishing House - 2019.
3. Nikolaeva I.P. "World Economy". Third edition. Publishing house "Unity", 2006
4. Iontsev V.A. International migration of the population: theory and history of study. - M., 2005.
5. Mamadalieva X.X., Gulmurodov K.A. "Evaluation of the level of external and internal migration of the population in the regions of the republic" Scientific electronic journal of logistics and economics No. 5 of 2021 No. 170 p.
6. Abdurahmonov Q.H., Holmo'minov Sh.R. "Mehnat iqtisodiyoti va sotsiologiyasi" Toshkent-2004 yil, 33-41 va 67-75 betlar.
7. 3.Dodoboev Yu.T., Xudoyberdiev A. "Mehnat iqtisodiyoti va sotsiologiyai". Farg'ona-2001, 45-64 betlar.
8. O'zbekiston Respublikasi Entsiklopediyasi Toshkent: "Sharq"-1997 yil, 328-329 betlar.
9. [www.uza.uz](http://www.uza.uz) - portal of the National News Agency of Uzbekistan.
10. [www.uza.uz](http://www.uza.uz) - portal of the National News Agency of Uzbekistan.
11. [www.stat.uz](http://www.stat.uz) - compiled by the author on the basis of data from the State Statistics Committee of the Republic of Uzbekistan