

**WAYS OF USING LABOR RESOURCES IN THE TERRITORY  
OF THE REPUBLIC OF UZBEKISTAN**

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**Abstract:** This article provides information on the methods of using labor resources in the Republic of Uzbekistan, the rational use of labor resources and taking into account their specific aspects and specific conditions in ensuring their employment and continuously improving the skills of local personnel.

**Key words:** labor resources, employment, local personnel, productive force, economic status of the population, agricultural products, unemployed.

It is a priority to take into account the specific aspects and specific conditions of our country in ensuring the reasonable employment of labor resources and continuous improvement of local personnel qualifications.

The working part of the population as the main productive force has a strong influence on the formation and development of specialized agricultural sectors, at the same time, the demographic situation of the population in the region, the location of the population, the ratio of urban and rural populations, urban and rural settlements, the economic status of the population, labor traditions and skills taking into account, it is of great importance in determining and evaluating the efficiency of the workforce, and on the basis of the above issues, it will give positive results in improving the quality of the workforce and training personnel in the near and far future.

The different distribution of the population in the regions of the Republic of Uzbekistan, different stages and conditions of socio-economic and historical development, the specific location of agriculture and industries in the regions of the country, the level of employment of the population in agriculture, the efficiency of the workforce determine the level of specialist personnel and their qualifications.

As a result of the transformation of the Central Asian republics, including Uzbekistan, into the base of agricultural raw materials during the period of the former Union, a "single-master specialization" of product types occurred in agricultural sectors. As a result, employment and qualifications of the workforce were viewed in only one direction. For example, the Republic of Uzbekistan has been transformed into the base of cotton cultivation, i.e. cotton raw material, of the former Union. As a result, employment, skills, qualifications and specializations of the majority of the workforce in the country were directed in one direction. In addition, the processing of domestically grown products and the production of finished products were carried out

in other republics, which led to the slow development of industrial sectors processing agricultural products, sectors serving agriculture (chemical industry, mechanical engineering, material and technical needs, infrastructure system). As a result, the labor force in the country was deprived of high technology and advanced scientific and technical achievements. As can be seen from the above, the qualifications, quality, and specialization of the labor force in turn caused one-sidedness.

After the independence of our country, economic reforms are being implemented rapidly in all spheres of the national economy. In particular, one of the priority directions of economic reforms is the fundamental reform of agriculture. In the reform of agriculture, first of all, serious attention is paid to the level of employment, qualification and quality of labor force. As the first President I.A. Karimov said, "providing reasonable employment of labor resources and paying serious attention to their qualifications is one of the most urgent tasks of agricultural development".[1] In addition, making the future of the country great, raising the cultural, spiritual and intellectual aspects of our society in general largely depends on the quality of the labor force.

From this point of view, socio-economic and legal foundations were created by determining and evaluating the effectiveness of the workforce based on the regional characteristics of the republic in the implementation of the improvement of the quality of the workforce and are being gradually implemented on the basis of long-term plans. For example, we can cite the Law of the Republic of Uzbekistan "On Employment of the Population", the "Labor Code" of the Republic of Uzbekistan, the "National Program of Personnel Training" of the Republic of Uzbekistan and other laws and decisions. On the basis of the above laws and decisions, a program for determining the efficiency of the state's workforce and employment has been developed in the republic, and the problems of distribution of labor resources by industries and regions, improvement of qualifications, and delivery of specialists are being solved.

It is known that labor resources are the labor force available in the country or region. However, regardless of having all the labor resources, they do not get a job. Therefore, the total number of labor resources will be greater than the share of them working. Therefore, labor resources are divided into economically active and economically inactive resources.

Economically active population means working and unemployed (unemployed) people in the labor force. They are defined in the following way:

$$I_f = I_a + I$$

where,  $I_f$  - economically active population;

$I_a$  - employed labor resources;

$I$  - the number of unemployed.

Or:  $I_f = MR - E_1$

MR - labor resources;

E1 – employed labor resources.

Economically inactive population means people who are dependent on the state and some people and who do not work anywhere. They include: students, military personnel, people in correctional institutions, people in mental hospitals, pensioners, people living in nursing homes, teenagers living in boarding schools (D), unemployed housewives, those studying without a scholarship, children and the elderly without a pension (E).

The economically inactive population is determined in the following way:

$$\text{Inf}=\text{D} + \text{E}$$

Qualitative study of labor resources is very important in determining the laws of economic development. Because the higher the quality of labor resources, the higher the level of generosity of the country can be.

When studying the quality of labor resources, it is recommended to study them in the following groups:

- by forms of ownership;
- by sectors;
- on training;
- by social groups;
- by age and gender;
- according to information;
- on the scale of territories;
- by nationality and others.

The division of labor resources by forms of ownership reflects the ratio between their state and non-state sectors. In the non-state sector, it is possible to determine and analyze the extent to which enterprises are provided with labor force, showing the dynamics of the distribution of labor resources among private enterprises, rental enterprises, shareholding enterprises, and peasant farms. Determining the extent to which labor resources are distributed by forms of ownership, in which forms of ownership labor resources are concentrated, the level of their use, the state of the unemployed, the extent to which a full labor market is implemented in forms of ownership provides an opportunity to determine the state of future development of forms of ownership.

When studying labor resources by sectors and industries, it is possible to determine the direction in which they are developing depending on the share of the labor force in the industries. If the main part of the labor resources is employed in agriculture, and the value of gross agricultural products makes up most of the gross domestic product, then such a branch is an agrarian-industrial economy, if the value of industrial products prevails in the share of the gross domestic product, an industrial-

agrarian economy, if 75 percent of the labor force is Agrarian economy is considered to be an agrarian economy if more than 80% of the population is engaged in agriculture, and the value of the gross agricultural products is more than 80% of the GDP. The study of labor resources by industry provides an opportunity to determine the position of the industry or specific industries in the economy. Therefore, other groups of labor resources also provide an opportunity to solve problems directly related to this group and conduct relevant opinions. Labor resources are always on the move, changing and migrating. The movement of labor resources is a change in their number, composition, distribution and location over time.

The movement of labor resources occurs in the following cases:

- natural movement - moving from one age group to another. When a teenager turns 16 years old, he is required to join the ranks of workers, and when he gets older, he enters the retirement group. As a result, labor resources increase, decrease, their quality improves or decreases;

- changes occurring in the country, regions, districts, farms or outside them. Labor resources can move from one place to another under the influence of various reasons. This also affects the increase or decrease of the population in one area;

- change as a result of the influence of profession, trade, specialties (professional).

This creates the need to change the work of each person who is part of labor resources;

- social movement - occurs as a result of improving qualifications, raising the level of practical knowledge, increasing work experience, moving from one social group to another.

The problem of allocation of labor resources in the agrarian sector by regions and regions is also one of the urgent problems.

It is known that agricultural production requires the largest and largest amount of live labor. Due to the fact that the production process is seasonal, it creates the need to attract a large amount of labor resources in a short period of time. As mentioned above, population growth and location are different in all regions, districts and farms in Uzbekistan, and the level of supply of labor resources is also different.

Due to this arrangement of the working population in some regions, districts, and farms, the large number of the working population has the opportunity to ensure the economic growth of production at a high level as a result of quality performance of agricultural work in accordance with the requirements of agrotechnics. In regions and districts with low labor resources, due to lack of labor force, they cannot take care of agricultural crops in time. As a result, the productivity of agricultural crops is low and it causes them to perish due to not being able to harvest in time. As a result, this situation negatively affects the increase in production efficiency. All of them lead to the emergence of surplus labor force in some regions of the country, and the problems of labor shortage in other regions. In Uzbekistan, the problem of uniform distribution

of labor resources in the agricultural sector has been unresolved for many years. The country's transition to a market economy, long-term leasing of land, and the commodification of labor power will provide an opportunity to solve this problem.

In general, measures aimed at full and effective use of labor resources are being implemented consistently. Statistically, the average monthly level of unemployment for a given year is calculated by the following formula.

$$IS = \frac{UF}{LF} \times 100\%$$

Here, IS is the unemployment rate (norm), %

UF - average monthly number of unemployment

LF is the number of civilian labor force.

According to experts, the unemployment rate is less than 3%. But this indicator is based on the number of registered unemployed. If we take into account the underemployed, hidden unemployed, seasonal workers and similar characteristics, unemployment can be 8-9 percent.[3]

In general, no country makes full use of the available labor force, nor is it possible. If we refer to the opinions of foreign economists about the full use of the labor force, according to M. Keynes, the full use of the labor force does not mean 100 percent employment, because it can be understood only if the demand for labor is equal to the supply of labor in relation to this period. That is, there is a certain normative level of full utilization of the labor force, and if it exceeds that level, inflation will increase. According to M. Friedman, there is frictional and structural unemployment, there is no need to talk about 100% employment. They cause the natural rate of unemployment. If this level exceeds 7 percent, we are talking about underemployment, and this will even lead to economic losses. For example, let's say that if unemployment rises only 1 percent above the normal level, the gross national product will decrease by 2.5 percent. If unemployment is equal to 9 percent, that is, 2 percent more than the norm, then income will decrease by 5 percent.[2]

Therefore, unemployment is a process that prevails in any situation, and in no country has the state undertaken the obligation to provide full employment to the population. But every country makes reforms and spends its money on social protection of its population. It is true that the country strives to use its labor force fully and efficiently, because the more labor force it uses, the more income it will generate.

Conclusion:

In the conditions of market relations, the problems of employment of labor resources become acute. These problems are especially relevant in countries of transition economies, which are implementing structural changes that lead to the release of excess labor and an increase in the active job-seeking population. In the period of market reforms, there will be state intervention along with the market rules

of employment provision. In order to avoid social conflicts, the state implements measures to increase employment within the state sector and encourages the creation of new jobs in the non-state sector. Although there is a free distribution of labor resources between sectors during the transition period, the level of employment in different sectors, the level of income generation and the value of creating a workplace are definitely not the same. It naturally depends on the potential of the industries, their supply with market tools, and the general economic situation. It is natural that conditions are favorable for one network and unfavorable for another.

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