

Ways to Increase Labor Power in Uzbekistan

Komilova Mukammal Shavkatovna

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

Annotation: The article develops scientifically based proposals and recommendations for the formation of terms of labor resources and labor potential, their classification by economists, increasing labor potential.

Keywords: Labor resources, efficient use of labor resources labor potential, economically active population, economically inactive population, demographic changes, planned economy, employment, and labor market.

The stability of the economy of our country and its regions is inextricably linked with the social, economic, and political development of the labor potential. As the President of the Republic of Uzbekistan Sh.M.Mirziyoev noted, "... creating conditions for full implementation of labor and entrepreneurial activity of the able-bodied population, improving the quality of labor, expanding the system of vocational training, retraining and advanced training of persons in need of employment" should. Improving the quality of training and developing scientific potential is the main foundation of "smart" urban development. 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 worldview of experts in architecture and construction, as well as activate copyright for competitive research.[1]

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.

Labor resources are the able-bodied part of the population. They include not only the economically active population but also other able-bodied people, categories of able-bodied people, as well as those who are currently unemployed and not looking for work, those who are studying in isolation from production.

The economically active population (labor force) - the part of the population that covers the supply of labor for the production of goods and services. The economically active population represents the sum of all the employed and unemployed.

The economically inactive population is the part of the population that is not part of the labor force. The economically inactive population consists of the following categories:

- ✓ pupils and students who are studying separately from production and do not have a job or income; the third group disabled people who do not work;
- ✓ housewives and unemployed women engaged in child care;
- ✓ unemployed persons earning income from movable and immovable property;

✓ persons who are not voluntarily employed.

Scientific sources contain various scientific interpretations and views on labor resources and their rational formation and effective use.

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).[2]

According to HP Abulkasimov, the labor force consists of the working-age population, as well as adolescents and retired adults employed in the economy. [3]

Labor efficiency in the production process largely determines the volume of production, the level and quality of the cost of production, the resulting financial result, and, ultimately, the economic potential of the business entity, so the analysis of labor resources plays an important role in enterprise success.

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. According to the analysis, in 2020 the number of labor resources in the country amounted to 19,158.2 thousand people, an increase over 2015 by 882.1 thousand people. In the structure of labor resources, the number of the economically active population in 2020 amounted to 14797.4 thousand people, which is 1029.7 thousand more than in 2015. Accordingly, the share of other economically inactive populations in the economy in 2020 amounted to 4360.8 thousand people, which is 147.6 thousand less than in 2015. In particular, the statistics of the labor market in the country in January-September 2021, the average number of labor resources - 19 322.80 thousand people - 34 709.60 thousand. (Table 1), (Table 2).

(Table 1). **Workforce structure (thousand people)**

	2015	2016	2017	2018	2019	2020
Labor resources	1609,6	1617,7	1623,9	1627,2	1607,3	1614,9
percent of the permanent population	58,0	57,5	57,1	56,5	55,0	54,7
including:						
able-bodied population of working age	1598,7	1605,4	1610,5	1613,7	1597,2	1604,6
percent of the permanent population	57,6	57,1	56,6	56,0	54,7	54,4
as a percentage of labor resources	99,3	99,2	99,2	99,2	99,4	99,4
workers younger than working age and older	10,9	12,3	13,4	13,5	10,1	10,3
percent of the permanent population	0,4	0,4	0,5	0,5	0,3	0,3
as a percentage of labor resources	0,7	0,8	0,8	0,8	0,6	0,6

(Table 2). **Distribution of labor resources by economically active and inactive population (thousand people)**

	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 percent	54,1	54,0	52,1	52,5	52,7	55,3
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

The successful development of enterprises, their competitiveness, the production of quality products is determined primarily by the human resources of the enterprise. In modern conditions, the most important resources of the organization are labor resources. However, the term labor resources refer to the able-bodied part of the country's population capable of producing material goods or services. A broader and more modern concept of 'labor potential' is often used to analyze the efficiency of the use of labor resources in an enterprise.

The concepts of "labor potential" and "human potential" are almost the same. The social aspect of labor resources is expressed in a phenomenon such as human potential, the economic manifestation of which is human potential.

Admittedly, they define labor potential as a generalizing feature of labor resources, others - as living labor resources and reserves, that is, they associate labor resources with the means of production, as well as the organization of personal and material elements of productive forces.

Labor potential represents the whole set of labor opportunities of an individual, of different groups of workers, and society as a whole.

Labor potential is a resource category that reflects the resources, means, and labor resources that can be used to achieve a specific goal of an individual, society, or state in a particular area of socio-

economic activity. In addition, labor potential is a combination of physical and creative abilities, knowledge, skills, experience, spiritual and moral values, cultural attitudes and traditions.

Factors determining labor potential include:

- ✓ the quality of human resources (level of health, education, skills);
- ✓ The level of material and technical development of production (equipment of the labor process);
- ✓ Sensitivity to elements of scientific and technological development.

In the economic literature published in the context of a planned economy, the concepts of labor used such concepts as labor resource, labor itself, labor productivity, labor efficiency.

Some economists define labor potential as a generalizing feature of labor resources, others as living labor resources and reserves, i.e., the full potential of the working capacity that the able-bodied population has under a particular social system. Many authors associate the concept of labor potential with labor resources because they represent labor potential. At the same time, several researchers interpret this category more broadly, that is, they link labor resources with the means of production, as well as with the organization of the personal and material elements of the productive forces.

Kibanov A.Ya. [4], Pankratov A.S. [5], Genkin B.M. [6], Adamchuk V.V. [7], Bukhalkov M.I. [8], Tsvetkova II. [9] A., as well as leading scientists of the republic Abduganiev G. V. [10], Yakshiboeva G.V. [11] and others have researched labor potential.

Approaches to highlighting the concept of work potential

Authors	Description	Source
Kibanov A.Y	Labor potential is a set of physical and mental qualities that determine its ability and limits to participate in labor activities, the ability to achieve certain results in certain conditions, as well as the improvement of the labor process.	Управление персоналом организации: учебник/под ред. А.Я. Кибанова.- 4-е изд., доп.и перераб – М.: ИНФРА-М, 2010 -695 с.
Pankratov A.S.	Labor potential is an economic category that represents the system of economic relations, the basis of which is property relations. It is the personal property of an individual that becomes the economic basis of the system of relations of labor potential. The objects of these relationships are the various human forces that constitute the labor potential that sustains the labor process. These components are inseparable from their carrier, the individual himself, the worker. The source of the labor potential movement is the forces derived from this work, for which the primary basis is the natural forces of man. The subject of labor potential is the people who can	Management of labor capacity reproduction

	work and the forces that are exercised in labor.	
Genkin B.M.	Work potential is a set of characteristics of employees that determine the psycho-physiological opportunities to participate in socially useful activities, the possibility of normal social relations, the ability to create new ideas, methods, images, ideas, the rationality of actions, the availability of necessary knowledge and skills perform certain tasks and types of work, etc.	Генкин Б.М. Экономика и социология труда: учебник для вузов / Б.М. Генкин.-8-е изд. доп. и перераб. – М.: ИНФРА-М-2010.-695с.
Adamchuk V.V.	Labor potential is the marginal value of possible participation in production, taking into account the psychophysiological characteristics of workers, their level of professional knowledge and accumulated experience.	Адамчук В.В. Экономика и социология труда: учебник для вузов. В.В. Адамчук, О.В. Ромашов, М.Е. Сорокина. - М.: ЮНИТИ.-2009.-407 с.
Bukhalkov M.I.	Labor potential is the current and future employment opportunities of an enterprise, characterized by the number of labor resources, the level of professionalism and education of employees and other quality indicators.	Бухалков М.И. Планирование на предприятия: учебник/ Бухалков М.И. -3-е изд., испр.- М: ИНФРА-М, 2009.-416с.
Tsvetkova I.I.	Labor potential is a set of labor opportunities formed under certain production relations and conditions of reproduction, which can be effectively used in production activities, taking into account the adherence to modern technologies.	Цветкова И.И. Основные принципы развития трудового потенциала региона
A. Abduganiev	Labor potential includes all citizens who can participate in production with a physical opportunity, an educated profession, a qualification.	А. Абдуғаниев, З. Толаметова. Ўзбекистоннинг меҳнат салоҳияти Тошкент “МЕҲНАТ”-1998, 10б.
G.V. Yakshiboeva	Labor potential is a qualitative and quantitative expression of the ability of a worker, labor community and able-bodied population to fully, in the presence of a region or country for physical, intellectual and spiritual-creative work (labor activity) "free opportunity to realize this ability.	Меҳнат салоҳияти: ишлаш самарадорлиги: Муаллифнинг автореферати. дис. ... Санд. тенглама фанлар.

Based on the above, based on the results of theoretical research of foreign and domestic scientists, we came to the following conclusion to illustrate the essence of labor potential: labor potential

described by. It is formed under the influence of the prevailing socio-economic and socio-political relations in each period. It follows that in the process of improving the whole system of social relations, the development of the labor potential of society is ensured. A generalizing indicator of the process of formation and development of the individual in labor activity is labor potential. In the dynamic conditions of the modern economy, the development of labor potential requires a sufficiently new approach to socio-economic change.

That is, labor potential is characterized not only by the degree of readiness of the employee to perform any labor functions at present but also by his ability to perform these functions for a long time, taking into account his age, education, practical experience, business qualities and so on.

The realization of labor potential, the assessment of the effectiveness of its use is of paramount importance.

Comprehensive development, rational distribution and full use of labor potential are some of the important conditions for the rapid economic and social development of the country, strengthening competitiveness and innovative sensitivity of the domestic economy. Identifies and analyzes the objective factors that increase the efficiency of the use of labor potential, which include:

- ✓ development of market relations;
- ✓ increase wages by skills and labor contributions;
- ✓ full employment and elimination of unemployment;
- ✓ increase of labor capital, active introduction of the latest technologies and innovations;
- ✓ professional development of employees, growth of professionalism;
- ✓ continuous improvement of production and labor organization;
- ✓ adherence to labor and production discipline.

Thus, despite the sufficiently extensive scientific research in the field of labor potential and its interrelationship with other concepts, the theory of labor potential is still incomplete and requires further development.

References:

1. Ўзбекистон Республикаси Президентининг 2020 йил 27 ноябрдаги “Ўзбекистон Республикаси қурилиш тармоғини модернизация қилиш, жадал ва инновацион ривожлантиришнинг 2021 — 2025 йилларга мўлжалланган стратегиясини тасдиқлаш тўғрисида”ги ПФ-6119-сонли Фармони. www.lex.uz.
2. Н.А.Волгин, Ю.Г.Одегов. Экономика труда: (социально-трудовые отношения). Учебник/Под ред.проф. Н.А.Волгин,проф. Ю.Г.Одегов.
3. Абулқосимов х.п., Ашурова м.х. Мехнат ресурслари ва улардан унумли фойдаланиш йўллари.
4. Кибанов А.Я. Управление персоналом организации: учебник/под ред. А.Я. Кибанова.- 4-е изд., доп.и перераб – М.: ИНФРА-М, 2010 -695 с.
5. Панкратов А.С. Мехнат салоҳиятини такрор ишлаб чиқаришни бошқариш / А.С. Панкратов. М .: Москва давлат университети нашриёти, 1988. - С. 69;
6. Генкин Б.М. Экономика и социология труда: учебник для вузов / Б.М. Генкин.-8-е изд.доп.и перераб. – М.:ИНФРА-М-2010.-695с

7. Адамчук В.В. Экономика и социология труда: учебник для вузов. В.В. Адамчук, О.В.Ромашов, М.Е.Сорокина. -М.ЮНИТИ.-2009.-407 с.
8. Бухалков М.И. Планирование на предприятия: учебник/ Бухалков М.И. -3-е изд.,испр.- М: ИНФРА-М, 2009.-416с.
9. Цветкова И.И . Основные принципы развития трудового потенциала региона
10. Абдуғаниев Г.В., З. Толаметова. Ўзбекистоннинг меҳнат салоҳияти Тошкент “МЕҲНАТ”-1998, 106.
11. Яқшибоева Г.В. Меҳнат салоҳияти: ишлаш самарадорлиги: Муаллифнинг автореферати. дис. ... Санд. тенглама фанлар