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FORMATION AND USE OF LABOR RESOURCES

Annotation: The article describes feedback on the growth of Labor resources of Uzbekistan and its structural changes, ways to make good use of them.

Key words: labor resources; economically active population; use; efficiency of Labor expenditure; working-age population; employers.

Labor resources are said to be a set of able-bodied people who participate in social production with their mental and physical labor. From this definition it follows that the resources of Labor encompass to themselves both those who are engaged in labor in the economy and those who can work, even if they are not engaged in labor. According to the decided statistical practice, labor resources will consist of working-age citizens of working age and people of working age and middle age working in the economy of the country. Often the younger ones are called working teenagers, the older ones are working pensioners. Currently, the lower limit of "working age" is 16 years, the upper limit is 59 years for men and 54 years for women. "Preferential pensioners" who work in their previous professions or in other jobs continue to work, which is why they remain in the structure of labor resources. And working pensioners are excluded from the composition of labor resources. A certain proportion of people of working age are those who have not worked or who have stopped working because they are in poor health. In this regard, we are talking about disabled people of groups I and II, the state provides them with pensions. These men are not included in labor resources. However, some of the disabled of Group I and II (if favorable conditions are created in production) can work. Therefore, under the age of retirement age established by the state, who can work at working age, citizens

enter labor resources (except for those who do not work from the disabled of Group I and II).

In developed countries, the concept of "economically active population" is decided. They include the working population and the unemployed who are looking for work. The concept of a "civilly economically active population" is also prevalent, which does not include military personnel. Thus, labor resources, in their 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, for some reason, are not employed in the country's economy, even if they are not unemployed. The formation of labor resources is understood as the constant renewal of labor resources. It seems that "reproduction" would have been more accurate than "formation", but it is not correct to abandon both the terms that have become commonplace and those that are becoming more stable. To determine how labor resources are formed, first it is necessary to consider labor resources according to three large age groups-working people, people older than working age; Second, factors affecting the population of each group, its Change; Third, labor resources and general and specific aspects of the population in natural and mechanical change in change.

Usability refers to two directions that define labor resources, one of the resources of the economy. This is, firstly, the distribution of labor resources, and secondly, the efficiency of using their labor in the national economy and economy. The division of labor resources is understood as the parts of resources that work and do not work in the national economy. The working population, in turn, is considered by the distribution of certain sectors, by occupational groups, including mental and physical labor, by the mode of Labor, by the socio-economic sphere. One of the international aspects of employment is their distribution "by types of economic activity" as follows:

-hired employees (head of the enterprise or employment contract with some individual citizens);

-employers (includes employees who work independently and constantly hire one or more individuals to work);

-individuals working at their own expense (citizens who do not hire hired employees on a permanent basis);

-members of production cooperatives (includes members of their families in business, this business is headed by one of the relatives who works in the same household).

There are other types of division of labor resources. These are the distribution by gender, age, level of education, health. We must again clarify the definition of “efficiency of Labor expenditure”. Efficiency in any type of activity is ultimately measured by the time spent on the production of a unit of products or services. The difference between regions in the efficiency of Labor expenditure is that in different regions the level of technology, the level of Organization of Labor will differ. For a variety of reasons, including reasons with ethnic and historical characteristics, staff qualifications may differ from each other.

The importance of analyzing the supply of labor resources of the enterprise.

It is of great importance for the adequate supply of enterprises with the necessary labor resources, their rational use, a high level of labor productivity, an increase in the volume of products and an increase in production efficiency. In particular, the volume and timely execution of all work, the efficiency of the use of equipment, machines, mechanisms and, as a result of this, the volume of production of products, its cost and a number of other economic indicators depend on the availability of labor resources of enterprises and their effective use.

The main tasks of the analysis are:

-to study and evaluate the availability of labor resources in the enterprise and its structural units, as well as in categories and professions;

-to identify and study indicators of personnel indiscretion;

-to identify reserves of labor resources, to use them more fully and efficiently.

It is necessary to analyze the qualitative composition of labor resources by qualification. The priority increase in the number of labor resources in relation to the images of constant population growth also seriously affected the trends in their employment in the national economy, creating the need to create new jobs and keep them reasonably and efficiently occupied by sectors and regions of the economy. To ensure the efficient use of labor resources, it is advisable to carry out the following:

- to continue to establish economic resources based on the privatization and nationalization of property, including private enterprises that use labor resources by factor;

- to develop small businesses and private entrepreneurship, to further strengthen support for the creation of new jobs in them;

-increase in high - tech and profitable jobs mainly due to structural transformation of our economy, liquidation of enterprises that are working at a loss, achievements of scientific and technological development and the introduction of intensive technologies;

- processing, storage and sale of agricultural products and the provision of agroservice services and the creation of workplaces for personal labor activity;

-direct investments in order to develop non – traditional forms of employment, to expand and re - repair existing enterprises for persons temporarily absent from work in the agrarian sector, and to create new jobs;

- to direct the development of workplaces suitable for women with many children, working-age pensioners, disabled people, adolescents and others by promoting the development of work;

- to increase the economic interest of enterprises in the creation of new jobs, reduce social insurance contributions for budget payments and temporary and partial employment of employees, facilitate the process of their recruitment, partially cover their expenses associated with the organization of unconventional forms of employment at the expense of the Employment Assistance Fund.

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