

FULL USE OF HUMAN RESOURCES IN THE LABOR MARKET AND INCREASE LABOR PRODUCTIVITY

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Annotation . *In world practice, the effective use of existing human resources is considered the most urgent and its importance is increasing day by day. This is due to the fact that the reformers have increased the summary of the advanced measures that are being carried out on the fact that the effective use of human resources in the country is the main tool for the current economic situation. Improvement of the system of evaluation of the efficiency of the use of human resources in the country is determined by increasing their competitiveness. In this regard, based on the global situation in the world economy, a fair and transparent assessment of employment of labor resources and assistance in ensuring employment in new jobs is considered an urgent task.*

Key words. *Man resources, labor resources, employment, people resources efficient use, incomplete employment, micro, meso , macro, mega level.*

Every political, economic and social process is related to demographic characteristics and has its impact on the life of society in all countries. After a certain period of time, the fluctuation of the birth rate is directly reflected in the formation of the education and health care system, employment in the labor market, and the state's spending on the social sphere. At present, specific demographic situations have arisen in Uzbekistan, which are manifested in the decrease in the population growth rate, the decrease in birth rates, the increase in the share of the elderly in the age structure of the population, and the decrease in the number of the population under working age, at the same time, the increase in the number of the middle-aged population and the increase in the process of urbanization. is happening

The population of economically developed countries is not only aging, but also has a declining trend.

According to the UN, " in 2050, 22% of the world's population will be pensioners. Two people celebrate their 60th birthday every second . According to UN forecasts, by the middle of our century, about 3.2 million people over 100 years old will live on earth . Today, their number exceeds 300,000. In 2050, the average age of the population will be 76 years, and in 2100, it will be 85 years. This is due to the improvement of the health

care system and economic prosperity. In developed countries, there is one pensioner for every working employee ¹.

Economic reforms of Uzbekistan face the issue of reducing the level of unemployment and poverty by properly supporting the employment of every citizen who is able to work. Of course, taking into account the negative impact of demographic pressure expected in the future on the national and regional labor market, many measures are being implemented within the framework of state programs in order to actively attract the existing economically active population, especially unemployed citizens, to gainful employment.

President Sh.Mirziyoev noted that it is possible to reduce the poverty level from 14% to 12% by the end of the year and lift about 200,000 families out of poverty. The head of state together with regional governors to the leaders of the employment complex It was noted that measures should be taken to attract 500,000 people to homesteading, "Homesteaders' School" will be established, where entrepreneurs and homesteaders will be provided with free consulting services, training and qualification improvement. By the end of the year, the list of 200,000 residents will be approved by the neighborhood, and training for high-income professions and entrepreneurship, and the need to expand the scope of training to high-income professions such as installation of alternative energy equipment, interior design, IT, e-commerce, service of electric cars, ²etc.

The current demographic development trends are creating the basis for accelerating the average age of the country's population. These trends can create promising problems not only for the social support system of the population and the financial situation of their pension provision, but also for the labor market.

According to the territorial composition of the population of the Republic of Uzbekistan, in 2011, the total population of the republic was 29,123,400 people, and in 2022, it was 36,024,900 people. In 2011, the urban population in the republic was 14897.4 thousand people, the rural population was 13575.5 thousand people, in 2022 the urban population was 18370.9 thousand people, and the rural population was 17654.0 thousand people. So, it can be seen that the number of urban and rural population is growing rapidly in the republic ³(Table 2.1).

¹Sh. Tolaganov. The world is faced with demographic problems (is it?) // [Source: https://azon.uz/content/views/dunyo-demografik-muammolar-bilan-tuqnash](https://azon.uz/content/views/dunyo-demografik-muammolar-bilan-tuqnash) (May 13, 2022)

²About 200,000 families can be lifted out of poverty by the end of the year // [Source:](https://www.gazeta.uz/uz/2023/08/03/poverty/)

<https://www.gazeta.uz/uz/2023/08/03/poverty/>

³ Uzbekistan Republic The official website of the State Statistics Committee under the President www.stat.uz

Territorial composition of the population of the Republic of Uzbekistan, 2011-2022 (number of urban and rural residents by region (per year; thousand people)

Administrative-territorial units	2011 year			2022 year		
	Total population	Including		Total population	Including	
		City dwellers	Villagers		City dwellers	Villagers
Republic of Uzbekistan	29123.4	14897.4	13575.5	36024.9	18370.9	17654.0
Republic of Karakalpakstan	1680.9	837.0	811.7	1976.2	967.3	1008.9
<i>Regions:</i>						
Andijan	2672.3	1420.1	1190.7	3322.7	1734,5	1588.2
Bukhara	1683.8	644.3	990.1	2009.7	740,5	1269.2
Jizzakh	1166.7	560.6	590	1475.5	692.0	783.5
Kashkadarya	2722.9	1181.2	1480.4	3482.3	1491,6	1990.7
Navoi	873.0	429.2	430.7	1055.5	517.1	538.4
Namangan	2379.5	1529.7	799.7	2997.5	1943,9	1053.6
Samarkand	3270.8	1202.6	1958.6	4118.2	1513,0	2605.2
Surkhandarya	2175.1	794.7	1307.1	2806.5	1016,8	1789.7
Syr Darya	727.2	300.7	1307.1	896.6	386,4	510.2
Tashkent	2644.4	1308.3	1292.7	2993.4	1499,5	1493.9
Ferghana	3229.2	1852.4	1272.1	3976.3	2264,1	1712.2
Khorezm	1601.1	540.1	1032	1958.1	647,8	1310.3
Tashkent.sh	2296.5	2296.5	-	2956.4	2,956.4	-

In 2022, Kashkadarya (1990.7 people), Surkhandarya (1789.7 thousand people), Fergana (1712.2 thousand people), Andijan (1588.2 thousand people) and Samarkand (2605.2 people)) is increasing at the expense of regions. If we explain the existing demographic capacity and demographic tendency of the nation with the superiority of child-rearing and religious values, the number of the population of the republic is increasing year by year.

According to the territorial composition of the population of the regions, Samarkand region is in first place in 2011 (3270.8 thousand people), in 2022 it will be (4118.2 thousand people), and the population of the region has increased more than 1.5 times. The city of Tashkent, the capital of the republic, is the leader in terms of population (2956.4 thousand people). Kashkadarya region ranks next to Samarkand region in terms of population (1990.7 thousand people) (2605.2 thousand people). But Kashkadarya

region cannot be a leader in terms of urban population. The number of rural population is much higher than the number of urban population. This, of course, has a negative impact on the urban level of the region.

Production, industry, socio-economic infrastructure and communication will develop in any region of the country with high labor resources. The importance of labor resources at the macro level is based on its role in the gross economy of the country and its recognition as the main asset.

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