

ALTERNATIVE SCENARIOS FOR THE USE OF LABOR RESOURCES

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Annotation: This article includes the analysis of the optimal scenarios of the use of labor resources and thereby showing the most important aspects of the use of labor resources. In this regard, we will consider alternative approaches to the use of existing labor resources in our country on the example of Navoi region. The analysis of the article includes statistical analysis, synthesis analysis and demographic statistics.

Keywords: Navoi region, labor resources, economic analysis, modern approaches, gross regional product, socio-economic and demographic factors, synthesis-analysis, statistical analysis, synthesis analysis and demographic statistics.

Introduction: We analyze alternative scenarios of labor resources management in three directions:

- Optimistic scenario of use of labor resources;
- Pessimistic scenario of use of labor resources;
- A realistic scenario of the use of labor resources.

An optimistic scenario of the use of labor resources. According to the content of the optimistic scenario, in the near future (1-3 years) the employment of labor resources with the ability and desire to work will be provided. In the medium and long term (3-5 and more than 5 years), the trending concept of "employment" replaces the concept of "efficiency".

According to the optimistic scenario, the following problems will be solved in the near future:

- The number of jobs created will be in accordance with the number of labor resources who want to work;
- The requirements of the new jobs being created are compatible with the offers of labor resources both economically and socially;
- Interest in working in the private sector increases year by year;
- and others.

In order to achieve the results in the optimistic scenario, we believe that it is necessary to ensure the following at the macro and regional level:

- Constantly studying the interests and wishes of the young generation entering the labor market and coordinating them with the trends of the labor market development;
- Offering modern and new types of services, taking into account the internal characteristics of the regions (if possible, export-oriented);
- In order to ensure the specialization of labor resources, to ensure the training of large production enterprises for themselves, the organization of higher education institutions under the enterprises;
- and others.

Optimistic scenario in Navoi region has higher chances of realization compared to other regions:

- The size of the region (110.8 thousand square kilometers);
- Low population (around 1.1 million);
- Richness of natural resources of the regional territory;
- The main specialization is directed to industrial sectors;
- and others.

We believe that the following scientific proposals and practical recommendations are important for achieving the above-mentioned results in Navoi region:

- Establishment of private specialized higher education institutions under the enterprise to train personnel for enterprises with large production capacity in the regional industrial network;
- Establishment of enterprises engaged in the export of services on the basis of programming (IT) and accounting-auditing, due to the high level of specialization in specific sciences (especially mathematics) in the region;
- Development and establishment of a personnel supply system for all geological research institutions, taking into account the region's wealth of natural resources;
- and others

Results and Discussion: A pessimistic scenario of the use of labor resources. According to the content of the pessimistic scenario, in the near future (1-3 years), there will be economic and social problems in ensuring the employment of labor resources who have the ability and desire to work. In the medium and long term (3-5 and more than 5 years), the trend of "employment" cannot be replaced by the concept of "efficiency" because it has not been resolved.

Due to the fact that the population of the region is significantly less than the economic potential of the region, the possibility of the pessimistic scenario in the Navoi region is very low. A pessimistic scenario may occur due to:

- As a result of the deterioration of the situation in the world market, the income of large export-oriented industrial enterprises will decrease due to the reduction of opportunities to increase the salary of workers or create new jobs;
- Deliberate "turning off" of the economy as a result of the introduction of quarantine;
- and others

A realistic scenario of the use of labor resources. A realistic scenario means that the current trend in the region will continue at the same speed and trend. As a result of the realistic trend, the issue of efficient use of labor resources does not come to the fore in the Navoi region, but due to the fact that it is a region with high economic potential, the quality indicators of the market retain their superiority over other regions. Effective use of labor resources in Navoi region can be achieved only through the development of digital services. Because the fate of the region that relies on the possibility of natural resources is not based on the "human factor", but on the lifespan of natural resources. No matter how large the volume of natural resources is, they are still limited. Without creating a system that provides digital services, the content of the realistic scenario will simply develop as "chasing numbers".

As the second direction, it is possible to effectively use the labor resources through the effective use of the tourist potential of the Navoi region. Tourist opportunities of Navoi region include:

- Endless desert areas;
- Availability of oases;
- Natural springs located in Kyzylkum desert;
- Lakes covered with salt that cure many skin diseases;
- Large production facilities and mines;
- Areas with stone sculptures formed by meteorites;
- Natural gorges;

These opportunities will become an interesting tourist destination for people living in densely populated, small, mainly forest and mountainous areas abroad.

Analysis of legal and current reform scenarios. Based on the trend in the labor market, in the process of researching the category "Effective use of labor resources", when we analyzed the documents related to the labor legislation of the Republic of Uzbekistan, employees of the enterprise

were divided into several categories according to the system of descriptions and indicators of the content of work. It became known that they were *linga* and that they were given separate definitions. According to it, in state enterprises, institutions and organizations established by the decisions of the President of the Republic of Uzbekistan and the Cabinet of Ministers, according to the "Classification of the main positions of employees and workers' professions" approved by the decision of the Cabinet of Ministers of the Republic of Uzbekistan No.795, economic management in its bodies, as well as the descriptions and indicators of the work content of employees of organizations with a state share of more than 50 percent in the charter capital.

Currently, Uzbekistan has all the conditions for optimizing the personnel management system based on the experience of developed countries. At the same time, all the enterprises of the country, without resorting to this experience, are habitually using outdated methods of personnel management, characteristic of the concept of labor management in the old administrative-command economy.

Taking this into account, it is necessary for Uzbek enterprises to make a comparative and critical study of certain international experiences in the field of personnel management systems gathered in highly developed countries, and to use them effectively in management practice. Studying modern forms and methods of personnel management and using them in practice gives national enterprises the opportunity to achieve high economic results.

Leaders know well that the quality of subordinates' work determines the success of the enterprise. Collective management is a leadership style in which workers actively participate in solving production issues.

In this concept, a number of management methods of our time are recognized. These include quality circles, work crews, process control groups, quality improvement groups, focus groups, and semi-autonomous teams. Despite the fact that the concept is effective, in some enterprises it fails due to the fault of the management.

When collective management is followed, the leader coordinates the activities of the groups. This allows the group to make decisions about troubleshooting. As a result, the team members approach the issue of ensuring the quality of the enterprise's activities with high responsibility.

Without management skills, it is impossible to revive the activities of team members. Also, since such a goal cannot be achieved by coercive methods, the active work of the team does not happen by itself. The effectiveness of collective management is achieved by following the following principles:

- Distribution of powers and responsibilities by leaders to team members.
- Leaders' trust in subordinates.
- Prevention of problems should become the main goal.
- It is impossible to achieve high quality indicators without mutual cooperation of leaders and ordinary workers.
- Management should support the decentralization of management, but should retain responsibility for the decisions made by the team.
- Leaders should know that every employee has useful ideas and that the optimal solution to a problem can be determined by combining different ideas.
- Management is required to implement practical proposals of workers and employees.
- Management should educate workers and employees in the spirit of loyalty to the organization, and create the necessary conditions for this.
- The management should recognize the services of the team.
- The trade union must participate in the development of the collective management system.
- Leaders should imagine the creation of a collective management system as a long-term process and understand that making drastic revolutionary changes in a short time will not lead to positive results.

Advantages for the organization. Effective use of collective management gives the company the following advantages:

- Product quality and production efficiency will increase.
- Active work of employees is achieved.
- The transmission period of direct and reverse communication is shortened.
- The mood of the workers will improve.
- Reasonable solutions to problems that have not been solved in previous periods are determined.
- Informal leaders in divisions and division leaders have similar goals. As a result, employees are given the opportunity to solve problems in the organization.

In 2021, employment services were provided to 879,500 unemployed persons by district (city) employment assistance centers of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan. For this, 504.2 billion soums were allocated from the Employment Assistance and Public Works Funds.

About the services provided in January-December 2020 and 2021 to help the citizens who are unemployed, temporarily unemployed and unable to go to work in foreign countries

Employment. In 2021, 281,300 unemployed people will be recruited to available jobs. It is planned to help with the settlement, and in practice, 393,800 unemployed people (140% of the annual plan, 44.8% of the total number of those provided services) are unemployed by the district (city) centers of population employment assistance, as well as returning from abroad new citizens were helped to find jobs in available vacancies (108.5% compared to 2020, 362.9 thousand).

203,600 persons (51.7%) are women, 160,800 persons (40.8%) are young people.

Also, in 2021, 77,300 needy people were helped to find jobs in the jobs reserved for people who need social protection and who have difficulty finding work.

Unified national labor system. In 2021, 592,600 employing ministries, organizations and enterprises in the republic entered information about 5.1 million employees into the "YAMMT" IDAK and formed an electronic database.

Through this system, information on 267,600 vacancies, including 90,200 in state organizations and 177,400 in private entities, was determined.

Information about these vacancies is being published on the sites ish.mehnat.uz and ish2.mehnat.uz.

Also, 2,358 job fairs were held across the Republic in 2021 in order to employ people in vacant jobs.

73,146 enterprises and organizations with 567,200 vacancies participated in these fairs.

At the fairs, 52,926 citizens were given employment permits, including 24,511 women, 22,840 youth, 1,729 labor migrants, and 216 persons released from prisons.

During the fair, 9,402 unemployed people were sent to vocational training courses, 8,440 people were involved in paid community work, and 118,262 people were given advice on labor legislation.

Organization of paid public works. In 2021, it is planned to allocate 250 billion soums from the Public Works Fund to attract 112,300 unemployed people to paid public works.

In 2021, 234,200 unemployed people were involved in paid public works and 240.2 billion soums were paid for their wages. In particular, according to directions:

190,700 unemployed people for the improvement of district (city) settlements, neighborhoods and other areas (greening, cleaning, whitewashing, cleaning of cultural objects, shrines, etc.);

14,300 people work in seasonal agriculture, 1,900 people work in construction and repair work;

6,200 people to work as technical experts in cattle breeding centers;

1,521 people were involved in patronage services, including the care of the disabled, the elderly, the sick, and others.

9.2 thousand people are addressed to each of the citizens' gatherings of all neighborhoods in the republic who are unemployed, temporarily lost their jobs and unable to go abroad to work, as well as those included in the "Iron Register", "Women's Register", and "Youth Register" for the purpose of demonstration, 1 unemployed youth was accepted as a "Community Assistant", and 1,600 auxiliary workers were introduced to the Youth Union;

5.1 thousand citizens were involved in public works through the orders given by industrial and service organizations.

3.7 thousand citizens were involved in public works organized in other directions.

Increase the employment of the population by providing subsidies. 83.1 billion soums of subsidies were allocated to 37.3 thousand unemployed persons included in the "iron register", "women's register" and "youth register". Including:

2,279.4 million soums to 5,534 citizens for state registration as an entrepreneur, training for entrepreneurship and insurance policy;

1,645.4 million soums for 559 people to purchase equipment and tools for business activities, 468.0 million soums for 688 people to cover membership fees for the "Hunarmand" association;

3,230.4 million soums for the purpose of improving the qualifications of the employees to the enterprises that accepted 1,715 employees on the basis of referrals from the labor authorities in order to support enterprises and business entities;

626.3 million soums to employers who hired 334 people in need of social protection and who have difficulty finding work over the quota, 226.0 million soums to adapt jobs and conditions to 21 persons with disabilities;

52.7 billion soums to 18,608 families for the purchase of greenhouses, seeds and seedlings for planting, and irrigation equipment for personal and field plots;

228 of them, 122 tailoring, 34 fruit and vegetable farming, 20 poultry farming, 15 rabbit farming, 17 handicrafts, 9 beekeeping, 5 fishing, 6 other cooperatives were established.

9,876 unemployed people were attached to cooperatives and 21.8 billion soums of subsidy funds were transferred to them as a share of membership in the charter fund of cooperatives.

Vocational and entrepreneurial skills training. In 2021, it is planned to train 75,700 unemployed citizens in 40 professions that are in high demand in the labor market.

Conclusions:Based on referrals from labor authorities, 115,400 people (152.3% compared to the annual forecast, of which 62,800 are young people, 78,900 women) unemployed citizens will join professions and entrepreneurship in 2021. skills training. was involved. 2.2 times more than in 2020 (52,200 people).

49,000 unemployed citizens are enrolled in educational centers under the control of the Ministry, 42,500 in educational centers owned by other government agencies, 13,000 in non-governmental educational centers, and 10,900 in national crafts. done.

93.8 billion soums were spent on scholarships and educational expenses from the Employment Support Fund.

85,500 people involved in vocational training have completed the training courses, of which 51,400 people have received employment assistance, 31,000 people are in the process of employment.

Currently, 17,800 unemployed persons are continuing their studies in educational institutions of the ministry system and partner educational institutions.

Also, a memorandum was signed with Xalq Bank and "Tadbirkor Ayl" business women's association to support the employment of 10,000 unemployed women included in the "Women's Book" by training them in entrepreneurship and providing them with microcredits. Based on the signed memorandum, 4,800 women were involved in entrepreneurship courses in the regions.

Social support for the unemployed. In order to provide financial support to unemployed citizens, 87.1 billion soums of unemployment benefits have been assigned and are being paid to 98,800 unemployed people at the expense of the loan funds allocated on the basis of the World Bank project. (22.3 billion soums for 89.6 thousand people increased by 1.1 times compared to 2020).

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