



LABOR SUPPLY AND EMPLOYMENT ISSUES

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Abstract

One of the main problems in the republic today is the problem of employment of qualified labor resources. In studying this problem, it is of course important to study the labor market.

Keywords: Labor resources, labor market, employment, demography, supply and demand, labor force.

Introduction

Studying and analyzing employment problems, structural changes and specific processes in this area allows for a comprehensive and realistic assessment of the situation in the labor market. After all, the employment sector is the main sector of the labor market in terms of its weight, and it also reflects socio-economic relations related to the use of labor resources.

In turn, such a scientific and methodological approach to studying the labor market provides an opportunity to gain a complete understanding of all processes in the labor market, as well as an idea of the level of balance between labor supply and demand.

Currently, in order to implement this task in the republic, practical conversations and discussions were held with broad segments of the population, representatives of the public and business circles, heads of state bodies and specialists, as well as current legislation, information and analytical materials, reports, recommendations and comments of national and international organizations were studied, and the experience of developed foreign countries was analyzed. " Consistently increase employment and real incomes of the population. Improving the social protection and healthcare system of the population, increasing the socio-political activity of women. One of the urgent tasks of today is to develop measures to support and encourage labor and entrepreneurial initiatives of citizens in Uzbekistan, provide social guarantees in the field of employment and protect the population from unemployment.

The effective use of the human factor is directly dependent on the labor relations and employment policies implemented in the country.





Therefore, in conclusion to the above points, it can be said that employment and the labor market are mutually reinforcing elements of a single macroeconomic system.

The main components of the labor market are labor supply, labor demand, and labor price (wage level). In the scientific literature and in academic circles, the essence of these concepts is interpreted differently. For example, some experts interpret the ratio between supply and demand in the labor market only as the total number of vacancies and the unemployed, that is, in a narrow sense.

We agree with experts who interpret labor supply and demand broadly. That is, at the national or country level, labor supply is the total number of employed and unemployed people in the economy (economically active population by international standards). Labor demand is the sum of employed and unemployed (vacant) jobs in the economy.

In our opinion, this approach to describing the elements that make up the labor market expands the possibilities for a comprehensive study of the labor market and prediction of the processes taking place in it.

Now, if we talk about the labor market that is being formed and developed in our republic, its specific features are determined by the economic and socio-demographic characteristics of Uzbekistan. In other words, the formation of the labor market is influenced by socio-economic, demographic and territorial factors. The most important of these are demographic factors, that is, the labor market is largely influenced by demographic processes.

The sphere of labor includes, along with the labor market, the use of labor resources directly in social production.

The issues of labor, which have occupied the attention of thinkers, economists, and researchers and ultimately largely determined the pace of development of society, are multifaceted, studied and defined by them.

According to A. Marshall's definition: "labor is any mental or physical effort exerted in whole or in part for the purpose of achieving some result, not counting the satisfaction directly derived from the work itself." From the definition given by A. Marshall, it can be concluded that a person can achieve any result by expending his mental and physical effort.

Russian economist B.M. Genkin proposes to define labor as follows: "Labor is the process of transforming natural resources into material, intellectual and spiritual goods, which a person carries out and manages either under compulsion or due to internal motivation, or both." B.M.Genkin keltirgan ta'rif bo'yicha mehnat biror natijaga erishish uchun amalga oshiriladi, deb hisoblash mumkin.



According to the definition of B.M. Genkin: "labor power is understood as a person's ability to work, that is, as a set of physical and intellectual data that can be used in production."

S.A. Kartashov, Yu.G. Odegov's opinion is as follows: "labor force" is the potential ability to work.

Only the most developed and richest countries have been able to stop the rapid growth of the number of unemployed through budgetary transfers. At the same time, the period of social distancing has helped to revise labor standards in many sectors, changing employment conditions and the requirements that employers place on employees..

Developing countries are striving to attract more people to productive employment at a high and consistent level, while at the same time maintaining their economic and social equilibrium. In this way, they want to increase the country's income by expanding employment and, at the same time, achieve a more equitable redistribution of income and welfare.

The worsening labour market position of low-skilled workers poses a challenge to economic efficiency and social equality. Four aspects are examined: unemployment among the low-skilled; the prevalence of low wages among women; the persistence of low wages; and the correlation between low wages and household poverty. The Social Europe concludes that labour market institutions, while less effective in protecting women than men, are effective in reducing the situation of vulnerable groups. Education and training make an important contribution; reducing the deflationary bias in European macroeconomic policies should urgently benefit low-wage earners. The dimensions and important features of the employment problem in developing countries are revealed by estimates and projections of the economically active population¹ in the main regions of the world (Table 1). First, in 1970 two-thirds of the total economically active population lived in developing countries, and one-third in developed countries. Shunday qilib, rivojlanayotgan mamlakatlarda zarur bo'lgan ish imkoniyatlari rivojlangan mamlakatlardagidan ikki baravar ko'p edi.

Second, the projected growth in the labor force of developing countries in absolute terms during the 1970s is surprisingly large. 169 million people constitute more than half of the total labor force of developed countries in 1970 and are five times the expected growth in them. Such an absolute increase implies that as many additional jobs will need to be created by the end of the decade. This large absolute increase is due partly to the larger base and partly to the faster growth rate, with the projected growth rate of the economically active population in developing countries in the 1970s



(26 percent per decade) being more than double that for developed countries (10.2 percent).

A third notable feature is the acceleration in the growth rate of the labor force in developing countries over the period under review; the annual growth rate is projected to increase from 1.6 percent in the 1950s to 2.3 percent in the 1970s. This contrasts with the experience of developed countries, where it is expected to decline from 1.1 percent in the 1960s to 1 percent in the 1970s..

One important component of social inclusion is to promote well-being by promoting employment and participation in working life. However, the ways in which employment contributes to well-being are complex. This study explores how poor health can be a barrier to finding good quality work and how good quality work is an important condition for positive health outcomes..

In our opinion, summarizing the above definitions, we will define “labor force”. Labor force, as an economic category, is understood as the practical application of the sum of the physical and mental abilities of the economically active population.

If in the labor market, not human abilities, but labor are sold and bought, this can be imagined as follows:

1. In the labor market, the process of buying and selling future labor takes place, and the buyer and seller of labor reach an agreement on this.
2. When an employer purchases labor, he becomes the owner of the results of this labor, since the value of labor is only in its results. The employee receives a price for his labor - wages, the amount of which depends on the situation in the labor market, which is determined by the ratio of labor demand and labor supply; on the prevailing model of wage rate formation in it; and on a number of other factors that reflect the characteristics of particular national and regional labor markets.
3. The employer, having become the owner of the results of labor, not only owns and uses them, but also disposes of them.
4. When labor is sold in a competitive market, there is an equivalent exchange, because wages are payment for the use of labor, that is, for labor. In such a market, the added value of a good or service is formed by four factors of production: its labor, the remaining parts of which are payments for the use of land, and the payments for entrepreneurship.

Employment of labor resources has been one of the most pressing problems in Uzbekistan for several years due to certain objective and subjective reasons. The specific demographic situation in the republic, namely the rapid growth of the population, is one of the objective reasons, while the creation of new jobs is one of the





subjective reasons. The aggravation of employment problems cannot but affect the incomes of the population.

In Uzbekistan, as the most important direction for further improving employment and increasing the well-being of the population, large-scale work is being carried out to support and encourage the development of small business and private entrepreneurship, service and home-based industries, and to further develop production and social infrastructure.

Despite the fact that Andijan region occupies a unique place in the country in socio-economic terms, the region is not without problems that need to be addressed, and these problems, as mentioned above, are mainly reflected in social areas that directly affect the living conditions of the population.

It is known that the future economic development of the country depends on the healthy, strong and educated young generation of the present. Because our youth are the creative force of tomorrow, active members of the civil society that will be built. Andijan region has a high level of oversupply of the macroeconomics with labor resources, which leads to a mismatch between jobs and the labor force.

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