

**ISSUES OF RATIONAL USE OF LABOR RESOURCES IN INCREASING  
EMPLOYMENT**

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**Abstract:** analyzes the issues of rational use of labor resources in increasing population employment from a scientific, theoretical and practical perspective. It highlights the mechanisms for developing the labor market, creating jobs, increasing human capital, and effectively managing labor resources in the digital economy. Based on the results of the research, practical proposals and recommendations aimed at increasing population employment have been developed.

**Keywords:** employment, labor resources, labor market, jobs, human capital, economic activity, digital economy, socio-economic development.

**Abstract:** V state provedyon nauchno-teoreticheskii i prakticheskii analiz voprosov rationalnogo ispolzovaniya trudovykh resursov v povyshenii zanyatosti naseleniya. Osveshcheny mekhanizmy razvitiya rynka truda, sozdaniya rabochikh mest, povysheniya humancheskogo kapitala i effektivnogo upravleniya trudovymi resursami v usloviyakh tsifrovoy ekonomiki. Na osnove izletovaniya issledovaniya razrabotany prakticheskie rekomendatsii po vysheniyu urovnya zanyatosti naseleniya.

**Key words:** zanyatost naseleniya, trudovye resursy, rynek truda, rabochie mesta, human capital, economic activity, digital economy, social-economic development.

**Abstract:** This article provides a scientific, theoretical, and practical analysis of rational use of labor resources in increasing population employment. The study highlights mechanisms for labor market development, job creation, human capital enhancement, and efficient labor resource management in the context of the digital economy. The role of state policy in employment promotion, utilization of regional labor potential, and the importance of modern labor relations are substantiated. Based on the research findings, practical recommendations aimed at increasing employment levels are proposed.

**Keywords:** population employment, labor resources, labor market, job creation, human capital, economic activity, digital economy, socio-economic development.

**ENTRANCE**

and the formation of market relations being implemented in Uzbekistan are fundamentally changing the directions and positions of the country's economic sectors. The emergence of enterprises with different forms of ownership, size and types of activity is creating new economic and legal relations. This, in turn, is also affecting the relations between members of society, dramatically changing people's attitudes towards property, labor results and efficiency. These processes require, first of all, the rational and effective use of existing labor resources in achieving socio-economic development by providing the population with employment. Through a deep scientific analysis of the experience gained during the period of independence and the socio-economic changes of recent years, it is possible to identify objective laws in this area, draw

reasonable conclusions and determine practical measures. Sustainable economic development depends on the correct distribution of labor resources across regions, the identification of patterns between society and nature, a comprehensive analysis of these processes, and the implementation of scientific developments in practice. From this perspective, the effective use of labor resources is one of the important factors in the development of the country. Today, the effective use of labor resources in our country is one of the urgent tasks, requiring scientific and practical research in this area.

### **SUBJECT OID REFERENCES ANALYSIS**

increasing employment and the effective use of labor resources have been widely studied by many domestic and foreign scientists as one of the important factors of economic development. In economic theory, the issue of rational use of labor resources has been covered in the works of representatives of the classical and neoclassical schools through the balance of the labor market, supply and demand for labor. In particular, it has been scientifically substantiated that the macroeconomic mechanisms of employment are inextricably linked to the growth of incomes of the population, investment activity and production volumes. Foreign studies, in particular, in reports of the International Labor Organization, indicate the regulation of the labor market, the development of a vocational retraining system, and ensuring the employment of youth and women as priority areas. These sources emphasize the importance of increasing labor productivity through investments in human capital. World Bank analyses also reveal the link between economic growth and employment, and note that creating new jobs in the digital economy, strengthening the role of the private sector, and supporting small businesses are key factors in the effective use of labor resources.

### **Research methodology**

In this study, a comprehensive methodological approach was used to scientifically analyze the issues of rational use of labor resources in the process of increasing population employment. The research methodology was formed based on general scientific and special economic analysis methods. The information base of the study was formed by official statistical data, state reports, sectoral analytical materials, scientific articles, and theoretical views of economists. Also, the reforms being implemented in the labor market and The content of regulatory and legal documents was analyzed. Within the framework of the methodological approach, the main factors influencing the increase in employment were identified, and scientifically based proposals and recommendations were developed to improve mechanisms for the effective use of labor resources.

### **Analysis and results**

In the process of gradual transition to a market economy, one of the most important socio-economic tasks for Uzbekistan is to form a labor market and provide the population with decent jobs. The country has high demographic growth, of the youth big share, economic modernization processes. The labor market requires a review of supply and demand. Also, in the new economic environment, strengthening the institutional framework for social protection of the unemployed, where professional retraining, targeted benefits, active labor market policies, and employment promotion are urgent issues.

The President of the Republic of Uzbekistan, dated 28.01.2022, "2022-2026 Decree No. PF-60 "On the Development Strategy of the New Uzbekistan for the years 2020-2026" VI. Chapter "Approach to universal problems based on national interests" Goal 85: The goal is to create new

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jobs in the country, increase population incomes, and thereby reduce poverty by at least 2 times by the end of 2026. It is planned to implement the following:

-poverty reduction state programs working exit and implementation;

2.5 million citizens working informally legalize their employment, enabling them to fully benefit from social guarantees and benefits;

-women between unemployment level 2 even reduce, 700 out of a thousand Provide vocational training for more unemployed women at state expense. Employed Implement comprehensive measures to attract women who are not in the labor market to entrepreneurship and self-employment;

-establish a mechanism for conducting social work at the local level (based on the "mahallabay" principle) in the provision of state social assistance and services .

-creating a unified electronic registration system for poor families, women and youth across regions, cities and districts, eliminating the risk of poverty resurgence. Developing handicraft activities.

-covering at least 85 percent of all needy people who meet the criteria for social benefits with social assistance programs;

direct state social assistance to families and segments of the population in need of social protection , as well as to citizens who find themselves in temporarily difficult circumstances .

Approximately 60 percent of Uzbekistan's population is young people. This means that 600-700 thousand new workers enter the labor market every year. Population growth creates constant pressure on the labor market, which means that the pace of new job creation needs to be consistent with the demographic load .

As of January 1, 2025, the employment rate in Uzbekistan is increasing year by year across the republic, but in some regions it can be seen that this indicator has decreased (Table 1).

1-

table

In Uzbekistan employment level indicators (2020-2024 (yyyy))

Classifier	2020 y.	2021 y.	2022 y.	2023 y.	2024 y.	2024 in 2020 compared to the year	
						+, -	%
Uzbekistan Republic	66.0	67.0	67.2	67.9	68.3	2.3	1.03
Republic of Karakalpakstan	62.0	61.1	61.6	62.9	64.3	2.3	1.03
Andijan province	66.5	68.2	69.5	70.6	70.2	3.7	1.05
Bukhara region	68.3	67.2	67.2	68.7	67.7	- 0.6	0.99
Jizzakh province	66.2	67.5	66.2	66.3	66.0	- 0.2	0.9
Kashkadarya province	60.9	62.2	61.9	61.9	65.0	4.1	1.06
Navoi region	66.8	68.3	67.7	69.8	70.5	3.7	1.05
Namangan province	65.0	65.5	64.8	65.9	66.8	1.8	1.02
Samarkand province	63.2	63.7	64.7	65.0	64.8	1.6	1.02
Surkhandarya province	63.9	64.5	64.2	63.8	63.7	- 0.2	0.99
Syrdarya region	64.8	64.5	64.0	63.8	65.3	0.5	1.00
Tashkent province	68.2	72.4	71.0	72.2	72.3	4.1	1.06
Fergana province	65.1	66.2	67.1	68.4	68.0	2.9	1.04
Khorezm region	63.7	64.0	64.7	66.9	66.2	2.5	1.03
Tashkent city	81.7	81.3	82.5	82.3	82.3	0.6	1.00

Including Table 1 from the data apparently It is clear that Kashkadarya , Tashkent , Andijan in the regions employment level increased If so , Bukhara , Jizzakh , Surkhandarya in the regions decreased . This above showing passed negative factors effect that he showed confession to grow possible .

to ensure employment . In particular:

-support for small businesses and entrepreneurship (soft loans, subsidies, tax breaks, the "Every Family is an Entrepreneur" program). These programs are helping to create thousands of new jobs:

-improve the activities of employment centers. Employment and labor relations centers perform the following tasks: - job placement, - vocational training, - retraining, - involvement in public works;

-development of the digital economy. New jobs in the IT sector are becoming an effective factor in reducing the problem of youth unemployment ;

- increasing employment in rural areas: - agroclusters, - modernization of agriculture, - development of crafts and family entrepreneurship.

### Conclusion

The results of the analysis show that the effective use of labor resources contributes not only to economic growth, but also to increasing incomes, reducing poverty, and strengthening social stability . At the same time, factors such as demographic growth, regional disparities , and labor migration require an integrated approach to employment policy.

Currently, although existing scientific works have widely covered general employment issues , the territorial and sectoral characteristics of the rational use of labor resources, as well as the impact of new forms of work in the digital economy, have not been studied in sufficient depth. Therefore, in the future, it is appropriate to develop practical mechanisms in this area, improve employment strategies across regions, and pay special attention to the issues of training personnel in accordance with the requirements of the modern labor market.

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