



Labor Economy and Its Organization

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Abstract: The position of regulation of social-labor relations in the article shows the urgency of forming an economic system of skilled labor in modern conditions. This need is necessary for a large part of the world community, including Uzbekistan. In Uzbekistan, mainly in the CIS countries, migration has become a natural phenomenon for the labor market. We can observe opposite trends in the manifestation of migration processes and social-labor relations in the national labor market.

Keywords: Socio-labor relations; Labor market; Labor force; Subjects; Objects; Authorities; Regulation of migration; Economic system.

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Introduction:

The transition of Uzbekistan's economy to market relations changes the theoretical and practical ideas about labor and requires the development of completely new foundations for the development of society. The concept of labor is an important economic category, and it is a multifaceted concept that requires regular research and definition. The reforms implemented in Uzbekistan have led to fundamental changes in the content and character of labor relations. In the state system of the Soviet era, there was essentially a single owner and employer, and the employee was not considered a hired worker according to the classical laws of political economy. After the independence of our country, the implemented economic reforms created a variety of forms of property, labor became hired, and labor power became a commodity.

In the conditions of economic liberalization, it is necessary to change the theoretical and practical concepts of labor and to develop completely new foundations for the development of society. Labor is an important economic category, and it is a multifaceted concept that requires systematic research and definition. Therefore, all economic and social problems of society can be approached from the point of view of the concept of labor. Labor economy, which is a goal-oriented, conscious activity of a person to create material and spiritual wealth, is considered an object of study. Labor is also an object of study in many other fields, including labor physiology and psychology, labor statistics, labor hygiene, labor law, and a number of similar fields. Labor economy deals with laws in the field of labor relations, including specific forms of manifestation of the essence of labor, such as a number of problems related to employment, organization of labor, payment for it, its effectiveness, sociology of labor learns

Labor economics as an economic and social field explains the processes of mutual compatibility and adaptation in society. Knowledge of the basics of labor economics allows a specialist to approach the study of events in an abstracted and reasonable manner, explain their driving forces and evaluate their importance. In the study of labor economics, great attention is paid to socio-economic, social relations, which are decided under the influence of various factors - technical, organizational, social or other factors that take place in the labor process. Such an approach makes it possible to exclude random things, to focus on objective and typical things, to express the correct worldview in the field of labor relations in economic and social terms for a deeper study of the science.

Both theoretical and practical issues in the field of labor and labor relations are included in the content of labor economics, and their results are considered from the point of view of economic and social evaluation. Any theory has explanatory and predictive power. However, practice has no independent value without a theoretical context. That's why studying course issues allows students to use their personal knowledge more deeply in concrete activity conditions. The course focuses on the factors and conditions of labor organization and its implementation at the enterprise level, the existence of the labor market, employment, wages and state policy in its organization, the increase of material and moral values of labor designed to satisfy the needs of people. It takes into account the study of basic categories and concepts, such as the role, as well as the economic and social analysis of Labor Economics and Sociology indicators. The purpose of this is to identify, plan and forecast the principles of their change.

Labor economy - a set of specific characteristics of production relations that represent the efficiency of labor organization and use of labor in society; a science that studies the social organization of labor and the system of payment for labor. The subject of labor economics is socio-economic relations determined under the influence of technical, organizational, personnel or other factors. Labor economics as a science studies laws in the field of labor relations, issues such as employment, labor productivity, payment for labor, its efficiency, organization and standardization of labor.

Organization of labor activities, formation of labor resources and their use, formation and development of the labor market, employment and unemployment of the population, standard of living and income of the population, organization of wages of employees, social protection of the population in the conditions of the market economy, labor productivity, labor indicators Analysis is the content of Labor economy. Labor economics uses statistical and mathematical methods in its research. The science of labor economics belongs to the group of relatively new sciences. This science is a branch of economic theory, and it was formed as a separate science in the 70s of the last century.

In Uzbekistan, the study of labor economy problems has its own history. In 1962, a specialization training specialists in labor economics was opened at the Tashkent Institute of National Economy (now Tashkent University of Economics). In the development of the science of labor economics in Uzbekistan, FA Acad. RA Ubaidulyaayeva, professors KX Abdurahmonov, D. Rahimova, A. Sotvoldiyev, H. Karaboyeva, S. Jumayeva, Sh.R. Kholmo'minov, A. Sh. Scientific researches of Nazarov, HM Hakimov, Z. Khudoiberdiyev, L. Allakhverdiyeva, L. Maksakova are important¹.

Organization of labor economy - procedure and principles of organization of work process elements in the enterprise based on theory and practice. The economic task of labor organization is

¹ Artikova D (2005) Formirovaniye zanyatosti v Respublike Uzbekistan. Tashkent: FAN.

the rational use of human and material resources in the national economy, increasing product production and its quality; sanitary-hygiene and psycho-physiological tasks of protecting the health of workers, ensuring compliance of working conditions with established standards and norms; social tasks include the development of the content of work, its creativity, the spiritual maturity of people, and the organization of their social protection; organizational tasks include ensuring compliance with ergonomic requirements in the organization of each workplace.

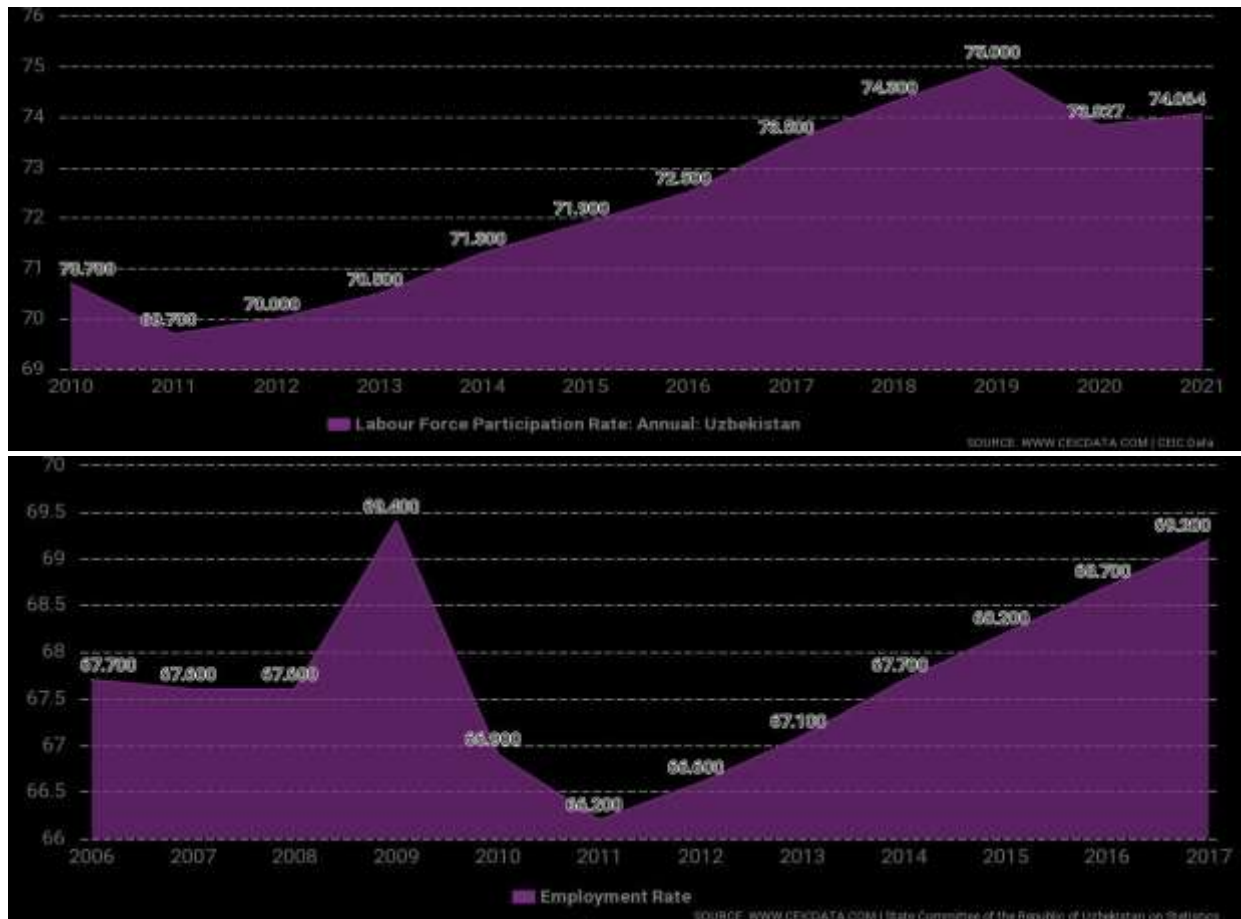
Initially, the American engineer and scientist F. Taylor (1856-1915) gave a practical basis to the problem of "scientific management" of labor and the main rules and principles of his concept were called "Factory Management" (1919) and "Fundamentals of Scientific Management of the Enterprise" (1911). described in his works. Later, American FK Gilbert (1868-1924), H. Emerson (1853-1931), Henry Ford (1863-1947) also contributed to the solution of this problem.

Organization of work— is divided into the organization of labor relations and the organization of material elements of labor. Each of these levels is associated with concepts such as division of labor and corresponding labor cooperation. Labor organization in market economy conditions. is implemented on the basis of the following principles: personal development (ensuring the development of individual quality indicators in each person); safety (employee is sure of safety in his workplace, which guarantees his health, income, employment); ad o lat (representation of the interests of each worker in the enterprise's labor results). Work, initially, requires organization according to human capabilities and professional training, depending on the structure, content, size and intensity of work, the level of use of working time and the complexity of equipment. Organization of working conditions is related to activities such as rest and work regime, improvement of production culture. Organization of work. in the system, issues such as selection of personnel based on professional requirements, consideration of personal qualities, training, placement of personnel, improvement of qualifications are solved. It is especially important to provide socio-economic incentives of work, participation of employees in team management; workplace equipment - special attention is paid to the optimal placement of all basic and auxiliary technology equipment, devices, tools, work furniture and special devices.

Discipline is an important aspect of labor organization. The union of people's work, actions and aspirations to achieve the set goal, coming to and leaving the workplace on time, as well as observing the specified technology, ensuring the quality of products, work regime in production, striving to increase labor productivity are part of the requirements of the institution. Labor organization unites hundreds and thousands of employees into a single team working according to a common plan and striving for a common goal. Application of the most advanced methods of labor organization and proper organization of labor is one of the main factors of overcoming the competition in the conditions of the market economy, it opens the way to increase the efficiency of production in enterprises.

In this both pictures we can see Uzbekistan Labour Force Participation Rate and Uzbekistan Employment Rate at the Economic Indicators².

² <https://www.ceicdata.com/en/indicator/uzbekistan/labour-force-participation-rate>



According to the observation of the Cabinet of Ministries of the Republic of Uzbekistan in 2013 the population of the country was 30,5 million people, of whom 51.1 percent lived in urban areas and 48.9 in rural areas. In addition, population growth in 2013 grew to 60, 8 percent than in 2008 and rural population dropped to 16, 3 percent. In this period, urban population grew for 35, 3 to 51, 1 percent and rural population dropped from 64, 7 percent to 48, 9 percent. It clear that urban population is growing and it because of governmental act “About development of administrative and territorial places of population”, which was adopted in 13th of March 2009.

Summary demographic development of the country is shown in the fertility decline. This affects the level indicator of youth. In 1991, the composition of the young population under age of 16 fell from 42.9 percent to 30.2 percent. The average age of youth is 25.5 years, including in rural areas 24.1 years, in urban areas 27.9 years. According to world demographic indicators, Uzbekistan can be added to the list of countries with population of which the majority is younger generation. As it can be seen, the major part of the population of able-bodied people and compelling cost in coming years will join the labor force two fifths of the population, which is currently up to 16 years and it will keep a sharp labor market situation.

Demographic weight on 1,000 people, from 1035 to 1991, decreased by 652 people in 2010, and in 2013 decreased to 620 people. It should be emphasized that the demographic load acts only when the population fully secured with work. If the demographic load includes the number of unemployed, the figures may increase. Intensive generation rate changed in 2000 was 5.6, 5.3 in 2005, 4.2 in 2010, 2,9 in 2013. There is an equality between people who new to labor market and people, who leaves labor market. In 2025, under employment age people will drop to 5, 8 percent, workforce will rise to 2, 2 percent and over workforce age people will also rise to 3, 8 percent. In 2013 the number of people busy with work amounted to 12.2 million. In 1991 this number was 7.9 million, in

2000 was 9 million, and in 2005 was 10.2 million, and in 2010 was 11.6 million or 54.7 percent more than in 1991.

During the Independence years, development of labor resources increased by 62.7 percent and significantly increased the level of employment. In 2006-2010, the level of employment and the level of labor force reached the same level. This is due to the strong policy of our country in the field of employment. If you show the level of development dynamics in economic sectors, over the past 7 years, employment rate rose by 2.7 percent. 1.7 percent of them work in the real sector, 4.1 percent of the population work in the field of transport, communications and construction. 5.4 percent of the employed population working in municipal and general nutrition and 2.8 percent work in the social sphere.

Modernization and economic development, as well as paying special attention to the development of technology are positive impact in the development of the real sector practice. Practice proves us in the example of developed countries that for the development of employment in the service sector, we need to develop infrastructure and enterprises within the real sector. In the real sector, the share of employed people across the country composes 40.7 percent. It is 2 times more than in the social sector, and 3 times more than in the transport and construction sectors.

During the transition period, along with the labor economy, the development of the labor market and demographic changes, as well as the following conclusions are made from a scientific point of view:

- a) strengthening the power of demography and increasing the employment of the population will help improve the socio-economic status of the population. land;
- b) Population growth on a territorial basis. In all areas, the birth rate is decreasing on its own, and this has a positive effect on the younger population;
- c) According to statistical data, the level of employment is gradually increasing, and favorable conditions in the labor market are also increasing. The increase of the active working population has a positive effect on the social conditions of the population. We must pay attention to ensuring the employment of young people in the territory of our republic, to the effective use of labor resources. It also requires paying attention to the development of the economic sector;
- d) If we analyze employment by sectors, in 2008, during the global crisis, there was a decrease in industry, supply and trade on our planet, and in 2009, according to the national program of the government and sectors, in 2009, the employment of the population in our country In 2009, there was a significant decrease in providing employment to the population, providing employment to the population, and providing employment to the population, as well as providing employment to the population. many jobs were created and this had a positive effect on the employment of the population, which helped to get rid of unemployment in the country during the world crisis, and also many new jobs were created due to the economic policy, the crisis due to which immigration decreased dramatically.
- e) The analysis of trainings held in colleges showed that it is necessary to pay special attention to the directions of local production and infrastructure development in the general training of students, and to train personnel in the fields in colleges. Modernization and privatization of industry requires the training of new personnel in certain sectors, and this has a positive effect on the labor market.

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