

Uroqov Mamurali Odil oglu.

National University of Uzbekistan, "Regional Economy" department, doctoral candidate.

THE CONCEPT OF LABOR RESOURCES AS A SOCIO-ECONOMIC CATEGORY AND ITS SCIENTIFIC THEORETICAL DEVELOPMENT

Annotation: This article presents the opinions of economists about the socio-economic content of labor resources. The development trends of the scientific-theoretical views of labor resources are also presented. The statistics of the labor resources in our country and their distribution to industrial sectors are also shown. At the same time, the essence of definitions given to labor resources by economists of different eras is also highlighted. Necessary recommendations for the effective organization of labor resources, which determine the economic potential of the country, are also mentioned in the article. In the article, the analytical and comparative considerations of labor resources are also presented.

Keywords: labor resources, socio-economic content, economists, scientific-theoretical views, development trends, statistics of labor resources, industrial sectors, economic potential, analytical and comparative considerations.

Introduction

According to the practice of developed countries, the acceleration of the processes of formation of the innovative economy requires regular improvement of the labor market functioning mechanism.

In today's intensive integration process, the socio-economic importance of labor resources is increasing somewhat. Labor resources are considered as an economic factor that performs the main task in the production and service sector in the country.

In the development of today's digital economy, labor resources are also considered important, and our president Sh.M. Mirziyoev specifically touched on this: "Of course, we know very well that the formation of the digital economy requires the necessary infrastructure, a lot of money and labor resources. However, no matter how hard it is, if we don't start today, when will we?! Tomorrow will be too late. Therefore, active transition to the digital economy will be one of our top priorities in the next 5 years."¹

The concept of labor resources represents the citizens who are active in socio-economic, political-cultural and other processes, as well as those who want to work, are looking for work, but for various reasons are unable to engage in work at the moment. It is of great importance to study the necessary resources for labor activity, to assess the labor market, and to conduct an appropriate demographic policy by the state in order to form labor resources and ensure their employment. Views on a person as a resource for the implementation of labor activities have gradually developed as a result of fundamental changes in labor relations.

Materials

According to K.Kh.Abdurahmanov: "The term labor market should be understood as the system of social relations between the employee and the employer at all stages of the reproduction of labor power: at the stages of its production, exchange, distribution and use in the field of labor"².

According to S.A. Kartashov, the labor market is the total complex of labor relations, the socio-economic relationship between the state, employers and workers related to the trade of labor services, including the training, retraining, improvement of skills and involvement of employees in the production process. is a system of relationships.³

¹ <https://review.uz/uz/post/uzbekiston-respublikasi-prezidenti-savkat-mirziyevning-olij-mazlisga-murozaatnomasi>
Ўзбекистон Республикаси Президенти Шавкат Мирзиёевнинг Олий Мажлисга Мурожаатномаси. 28.01.2020й.

² Abdurakhmanov K.Kh. Labor economy.-Tashkent: "Labor", 2009. - 105 p.

³ Kartashov S.A., Odegov Yu.G. Rynok truda: problems of formation and management (na primere g. Moskvy). - M.: Finstatinform, 1998. 7 p.

A.A. Nikiforova offers another general definition: "The level of development of the labor market and the forces participating in the market: it emerged as a system of social relations that reflects the balance of interests achieved in a certain period between entrepreneurs, workers and the state."¹

In the following years, more accurate understanding of the labor market appeared. Russian scientists such as Y.G.Odegov, K.T. Kozimov interpret the labor market as a self-regulating mechanism of labor demand and labor supply through the free movement of wages and income. Bulanov V.S., Genkin B.M. and scientists like explain that the labor market creates conditions for satisfying demand and supply through direct agreement between employers and those who want to work for hire, and at the same time does not directly regulate the processes of buying and selling labor force. According to the definition of I.S. Maslova - "the labor market is a growing system, in which the ownership entities form the volume, structure and ratio of workplaces and labor supply, demand for employees and "hired" work, production factors (labor tools and labor force) interacts with"².

As defined by N.A.Volgin and Y.G.Odegov, "The labor market is a set of social and labor relations between the employer and the employee on the terms of recruitment and use of labor force."³.

Also, the scientists of our country who defined the labor market as "labor market" Sh.Sh. Shodmonov and U.V.Gafurov According to: "The labor market is the exchange between the owners of the commodity "labour" and its main consumers - the state and entrepreneurs in the process of economic activity, as well as the amount of remuneration, the level of skills of workers, the volume, intensity and level of responsibility of the work performed by them. is a complex system of social and economic relations"⁴.

Methods

The concept of labor resources was first introduced into science in 1922 by the Russian scientist S.G.Strimulin and explained scientifically and economically.⁵

S.G.Strimulin defined the concept of labor resources from the point of view of the time in which he lived, that is, he interpreted labor resources as a set of planned, inactive labor force. Today, this term began to be interpreted more widely.

The study of the factors that ensure the economic growth of the country and their development is carried out on the basis of effective use of labor resources, development of the digital economy, and improvement of the mechanism of the management process. In the process of this development, the labor market policy is important on a socio-economic scale.

The market that allocates labor resources and makes decisions about employment is called the labor market.⁶

Neo-classical theory - this theory stems from the work of early neoclassical economists such as Alfred Marshall and John Bates Clarke in the late 19th century, who argued that "exchange relations exist between firms willing to hire labor to produce goods and workers willing to work

¹ Nikiforova A.A. Labor market: employment and unemployment. -M.: 1991. – 10 p.

² Maslova I.S. Efficient employment and the labor market. (Labor efficiency in the conditions of a new economic mechanism. Editor-in-chief D. Kornukhin.). -M.: Publishing house "Science" 1992. p. 9-10.

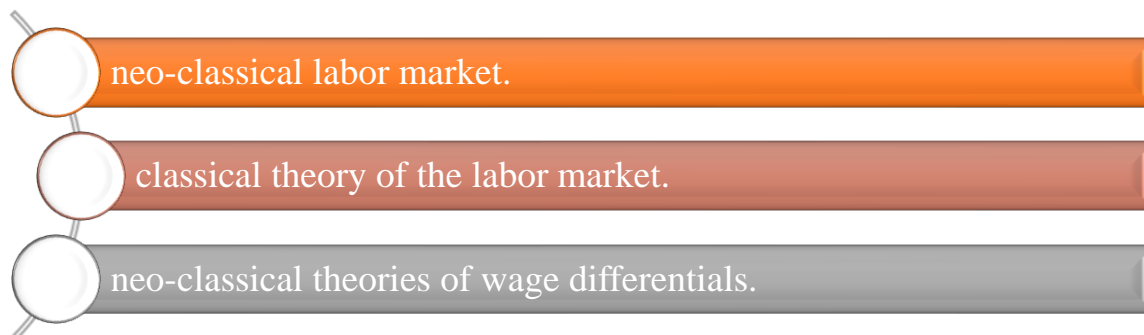
³ Labor Economics (social and labor relations): Textbook. / Ed. Volgina N.A., Odegova Yu.G. -M.: "Exam", 2006. p. 139

⁴ Shodmonov Sh.Sh., Gafurov U.V. "Economic theory" (textbook). -Tashkent: "Science and technology" publishing house, 2005. -569 p.

⁵ https://www.studmed.ru/kolobova-ai-larionceva-am-nekotorye-teoreticheskie-polozheniya-trudovyh-resursov-i-trudovogo-potenciala_d70496078b5.html A.I. Kolobova, A.M. Lariontseva Some Theoretical Provisions of Labor Resources and Labor Potential. "The concept of "labor resources" was first formulated in 1922 in one of the articles of Academician S.G. Strumilin to characterize the national wealth of the country - labor potential."

⁶ Kalandar Abdurahmanov. Labor economics: Theory and practice/Textbook. Kalandar Abdurahmanov. Revised and supplemented 3rd edition. T.: Academy of Sciences of the Republic of Uzbekistan "Science" publishing house state enterprise, T.: 2019-67 p.

for a fixed wage." defines the process as the labor market.



Classical theory - the classical theory of the labor market implies the presence of full employment in the economy and the existence of an equilibrium level of supply and demand for labor resources. At the same time, the demand for labor equals the supply of labor at the wage rate.

Synthesis and analysis of various theoretical ideas, historical-logical method, inductive and deductive methods and methods of scientific abstraction are used to cover the topic of the article. Methods of forecasting and modeling processes of labor resources affecting economic growth are used based on the collected statistical data.

Analysis and results

As mentioned above, the labor market is a component of the market and is characterized by more economic content, on the other hand, it is a social phenomenon; through the labor market, people's dreams and hopes and social interests are realized. Also, the concept of social relations indicated in the above approaches interprets the issue broadly, that is, it implies the use of not only market, but also administrative influences on the employment process. But the labor market is formed on the basis of commodity-money, contractual free relations. The labor market is also a process that has a national character because its participants are people. In commodity and capital markets, national characteristics may not be manifested due to the non-nationality of commodities and capital, but national characteristics are clearly manifested in the functioning of the labor market.

There are different methodological approaches to analyzing the nature of the labor market. Among the main ones, in our opinion, it is possible to include institutional-sociological approaches that have the opportunity to use the structure of both economic and sociological aspects of the labor market.

Summarizing the views of economists-scientists on the concept of "labor market", we conclude that in the conditions of market transformation, the labor market is a commodity-money organized on the basis of the free offer of specific indicators of the labor force in accordance with the jobs offered by employers and confirmed on the basis of the restrictions set by the contract. is an institution that regulates social and labor relations on the basis of labor force recruitment. The importance of labor market research in the concept of authorship is related to the indicators of its effective development.

Labor market statistics.¹

(According to the Ministry of Employment and Labor Relations) 1-table

Labor market (thousand people)								
Indicators	2014	2015	2016	2017	2018	2019	2020	2021
Economically active population	13505,4	13767,7	14022,4	14357,3	14641,7	14876,4	14797,4	14980,7
Employed population	12818,4	13058,3	13298,4	13520,3	13273,1	13541,1	13236,4	13538,9
<i>by types of</i>								

¹ <https://stat.uz/uz/rasmiy-statistika/labor-market-2> State Statistics Committee of the Republic of Uzbekistan. According to the Ministry of Employment and Labor Relations.

<i>economic activity</i>								
Agriculture, forestry and fisheries	3528,9	3601,7	3646,7	3671,3	3537,2	3544,6	3499,2	3502,1
Industry	1736,5	1768,7	1802,4	1826,8	1802,9	1821,5	1809,5	1883,3
Construction	1183,3	1222,2	1263,6	1290,0	1205,5	1324,6	1305,6	1286,8
Trade	1378,3	1413,8	1452,4	1480,2	1401,8	1436,4	1405,4	1537,2
Transport and storage	592,1	614,7	638,2	654,9	645,2	646,1	610,5	648,5
Education	1104,7	1105,3	1105,6	1106,6	1111,7	1134,4	1158,2	1178,3
Health and social services	600,8	601,5	601,6	602,6	604,0	616,7	669,5	659,0
Other types	2693,8	2730,4	2787,9	2887,9	2964,8	3016,8	2778,5	2843,6
<i>Employed population by types of ownership</i>								
Public sector	2324,7	2341,3	2330,4	2338,3	2427,0	2463,3	2483,1	2609,0
Non-governmental sector	10493,7	10717,0	10968,0	11182,0	10846,1	11077,8	10753,3	10929,9

The labor market statistics given above show that labor resources have been increasing in our country over the years, and the number of employed people is also increasing in accordance with these indicators. This, in turn, means the growth of the country's gross domestic product. One of the factors determining the country's stable economic growth is the increase in total income per capital. (Table 2)

Information on incomes of the population.¹

Table 2.

for 2000-2009 given cash incomes, from 2010 total comprehensive income, since 2010 revised data;

Indicators	2014	2015	2016	2017	2018	2019	2020	2021
Total income of the population, billion soums	146392,9	169344,3	197962,4	236893,1	300842,7	365735,6	415085,0	515660,7
in% to the previous year	115,9	115,7	116,9	119,7	127,0	121,6	113,5	124,2
Total income per capita, thousand soums	4759,6	5410,6	6215,9	7314,1	9128,6	10891,3	12125,6	14769,0

¹ <https://stat.uz/uz/rasmiy-statistika/living-standards-2>

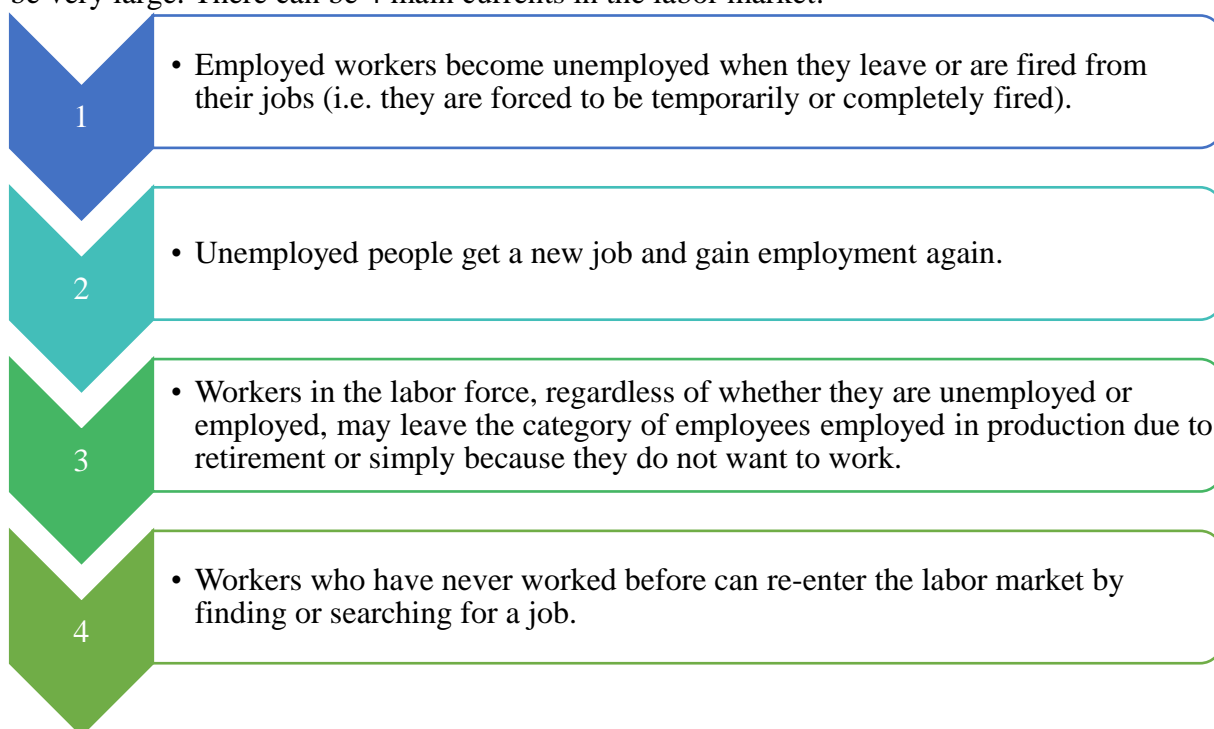
in% to the previous year	114,0	113,7	114,9	117,7	124,8	119,3	111,3	121,8
Real total incomes of the population, billion soums	137548,5	160485,5	187517,7	216400,1	255971,0	319336,1	367559,6	465271,8
in% to the previous year	108,9	109,6	110,7	109,3	108,1	106,1	100,5	112,1

In order to understand such an important process, it is necessary to know the general concepts of the labor market and the nature of the labor market. Once we see how supply and demand intersect across the entire market, we need to carefully consider each side's individual decisions.

As in any market there are sellers and buyers, the labor market is no exception: the buyers are employers, and the sellers are workers. Some of these participants may not be actively participating in the labor market at a certain time, but every day, many enterprises and organizations are looking for suitable workers and employees in the labor market. When buyers and sellers search for each other throughout the nation, as in the case of doctors and mechanical engineers, such a market is called a national labor market. If buyers and sellers limit their search area only to the local area, it is called a local labor market.

Discussion

In any labor market, according to the category, the nature and number of employees regularly changes. At the same time, the number of workers who move from one category to another will be very large. There can be 4 main currents in the labor market:¹



¹ Tolametova Z.A. Labor market and employment. Study guide. T.: "University", 2005.

Theoretical foundations of the labor market.¹

3- table

Directions of economic theory	date	Scientific views on the labor market
Classics (A. Smith, D. Ricardo, etc.)	The second half of the 18th century - the beginning of the 19th century	A market economy is a self-regulating system, so full employment is ensured in the labor market. Competition in the labor market excludes forced unemployment. Anyone who wants to work can easily find a job with a salary determined by the labor market. The labor market, like any other market, operates on the basis of price ratio. The main regulator of the labor market is the price of labor resources, that is, wages. Regulation of supply and demand is crucial in ensuring employment. The cause of unemployment is high wages.
New classics (A. Marshall, A. Pigou, K. A. Pissarides, etc.)	The end of the 19th century, the beginning of the 20th century	The labor market is not able to solve the problem of employment, full employment is not a law, but an accident. The demand for labor resources in the labor market is not regulated by changes in the market price of labor, but by aggregate demand, that is, by the volume of production. Employment and wage policies are determined by social institutions (state, society, public organizations, large corporations) and not by the unregulated market and free competition. The demand and supply of labor resources in the labor market is regulated by the differences in professions, qualifications and branches of the labor force, as well as their corresponding wages.
Keynesians (J.M. Keynes, R. Gordon, etc.)	The second quarter of the 20th century	Demand for money is the main means of economic development of the society, including the development of the labor market. Management of the economy, including the labor market, depends on the ability of the state to control the money in circulation in society.
Institutionalists (T. Veblen, J. Galbraith and others)	20th century	
Monetarists (M. Friedman and others)	The second half of the 20th century	

At the beginning of the 20th century, people were treated as a unique resource used by social production in the labor process. Therefore, their ability to work is called "work force".²

In methodological approaches to the labor force, the problem arose whether to include self-employed people (for example, private entrepreneurs, farmers, freelancers). In most cases, this economic category is defined by the indicator "economically active population" (Table 3).

Along with the increase in the numerical indicators of the labor force (the number of working-age population), qualitative characteristics (level of education, qualifications, work experience, skills, etc.) began to be added to it.

¹ Kalandar Abdurahmanov. Labor economics: Theory and practice/Textbook. Kalandar Abdurahmanov. Revised and supplemented 3rd edition. T.: Academy of Sciences of the Republic of Uzbekistan "Fan" publishing house state enterprise, T.: 2019-70 p.

² Kalandar Abdurahmanov. Labor economics: Theory and practice/Textbook. Kalandar Abdurahmanov. Revised and supplemented 3rd edition. T.: Academy of Sciences of the Republic of Uzbekistan "Science" publishing house, T.: 2019-144 p.

Labor resources and related concepts.¹

(4-table).

Economical terms	Interpretation of economic terms
Man	The owner of the ability to work
Material resources	Material factors; land and capital.
Human resources	Human ability to work and entrepreneurship.
Human capital	A collection of skills and qualities used by a person in the process of producing goods and providing services.
Labor force	The totality of physical and mental abilities that a person uses in the course of work.
Economically active population	The sum of the population of working age and working people of non-working age (pensioners and teenagers).
Economically inactive population	The labor force offered for the production of goods and services at a fixed age to determine economic activity: employed in all sectors of economic activity, unemployed and other population offering labor.
	The population is those who are of a set age to define economic activity, are not employed, but are not looking for work, and are not willing to work

Conclusion: Human resources are people who not only create material goods, but also consume them. People are not all the same in terms of their material and spiritual needs. This is caused by gender, age, health, marital status, level of education and other social, psycho-physiological qualities. Thus, "labour resources" is broader than the concept of "economically active population" according to its content. In addition to the economically active population, labor resources also include students of working age, as well as housewives of the same age and all the rest of the country's population, that is, even if they are not unemployed, they are not employed in the country's economy for some reason.

Literature:

1. <https://review.uz/uz/post/uzbekiston-respublikasi-prezidenti-savkat-mirzиеevning-olij-mazlisga-murozaatnomasi> Ўзбекистон Республикаси Президенти Шавкат Мирзиёевнинг Олий Мажлисга Мурожаатномаси. 28.01.2020й.
2. Abdurahmonov Q.X. Labor economics and sociology. Textbook. - T.: - "Science and technology" 2012.
3. Tolametova Z.A. Labor market and employment. Study guide. T.: "University", 2005.
4. Tolametova Z.A. Directions of labor market development in the process of modernization of the economy. Tashkent. Economics. 2014
5. Abdurakhmanov K.Kh. Labor economy-Tashkent: "Labor" 2009.- 105p.
6. Kartashov S.A., Odegov Yu.G. Rynok truda: problems of formation and management (na primere g. Moskv). - M.: Finstatinform, 1998. 7 p.
7. Nikiforova A.A. Labor market: employment and unemployment. -M.: 1991. – 10 p.
8. Maslova I.S. Efficient employment and the labor market. (Labor efficiency in the conditions of a new economic mechanism. Editor-in-chief D. Kornukhin.). -M.: Publishing house "Science" 1992. p. 9-10.
9. Labor Economics (social and labor relations): Textbook. / Ed. Volgina N.A., Odegova Yu.G. -M.: "Exam", 2006. p. 139
10. Shodmonov Sh.Sh., Gafurov U.V. "Economic theory" (textbook). -Tashkent: "Science and technology" publishing house, 2005. -569 p.
11. A.I. Kolobova, A.M. Lariontseva Some Theoretical Provisions of Labor Resources and

¹ Kalandar Abdurahmanov. Labor economics: Theory and practice/Textbook. Kalandar Abdurahmanov. Revised and supplemented 3rd edition. T.: Academy of Sciences of the Republic of Uzbekistan "Fan" publishing house state enterprise, T.: 2019-145 p.

Labor Potential. "The concept of "labor resources" was first formulated in 1922 in one of the articles of Academician S.G. Strumilin to characterize the national wealth of the country - labor potential."

12. Kalandar Abdurahmanov. Labor economics: Theory and practice/Textbook. Kalandar Abdurahmanov. Revised and supplemented 3rd edition. T.: Academy of Sciences of the Republic of Uzbekistan "Science" publishing house, T.: 2019-67 p.

13. <https://stat.uz/uz/rasmiy-statistika/labor-market-2> State Statistics Committee of the Republic of Uzbekistan. According to the Ministry of Employment and Labor Relations.

14. www.norma.uz official site of the legislation of Uzbekistan.