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Formation and Use of Labor Resources

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Abstract: In the realm of economics, labor resources play a pivotal role in shaping the fate of a nation's economy. The formation and effective utilization of labor resources are the two key aspects that not only drive economic growth but also have a profound impact on the standard of living and well-being of individuals. This article intends to delve into the dynamics of labor resource formation and utilization, highlighting the importance of a well-structured labor market and its implications for economic development.

Key words: labor market, economic development, society, economic growth, differences, employed people.

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Introduction: Labor resources are of critical importance for the development of any society, since no commodity can be created or service performed without input by human beings. The special nature of such resources has been perceived and analyzed in different epochs. The range of views on the role and significance of labor in the life of society and in economic development is extraordinarily broad. There is, however, one ultimate conclusion: all the differences in interpretation of the role of labor in the development of nations notwithstanding, labor resources are the most vital of all the natural, material, financial, scientific, and intellectual ones. Labor resources are of differing quality; their structure, quantitative composition, dynamics, and distribution throughout and within various nations are the crucial factor determining the latter's competitive performance within the global economy. Nations differ sharply in terms of the quantity of labor resources they possess. There also are wide differences per employed person.

Definition and Importance of Labor Resources

The development of the national economy is characterized, among other things, by the formation of production capacities and skills. Labor resources take the first place among the factors of production; upon their development and use depends the acceleration of economic growth, increase in the well-being of the population, and the affluence of the country. Furthermore, the problem of labor resources is closely related to the social efficiency and labor organization in the economy as a whole and in individual enterprises, and to the policy of wages, employment, and social maintenance of the working body. Before considering the nature and causes of the formation of labor resources, and the possibility of their use, let us define them.

Labor resources are people who are either able to work and are actually working, or who are able to work and do not object to working. By the term "able to work," they mean that the organism of the person is capable physically, mentally, and morally of performing a job. Here, of course, we are not dealing with the capacity of the network of society as a whole, but with the people who are able to labor under existing economic, social, and moral conditions. By the term "are actually working," we mean the people who are working and earning their living, maintaining their skills, as well as satisfying their other needs and participating in the collective needs of society.

Types of Labor Resources

A country's labor resources consist of the employed labor force required for economic production and the unemployed workforce, trained and qualified to perform certain economic functions. They also include different people's potential to become wage laborers or entrepreneurs. The following types of labor resources are identified: 1. Professionally employed people 2. Unemployed, except non-worker members of the population 3. Economically non-active people 4. Depopulation The criteria taken as the basis for aiding individuals to labor resource categories are employment, age, and education. First, employed individuals present the potential ability to render services and use their specific work experience. This potential would be preserved in time if the individuals continued to be offered the possibility of performing work in the field. From a demographic point of view, labor resources' essential feature is the fact that, theoretically, they usefully participate in economic sustainable development by being placed in specific ages and demographic groups in the workforce. Finally, in economic terms, labor resources are represented by people who are professionally trained. Consequently, each potential labor resource class is defined by the level of economic participation, by special features such as offered workforce, by professional background, by age, and by level of education.

Literature review.

The formation and use of labor resources is a complex and multifaceted subject that has garnered attention from various scholars over the years. This literature review aims to synthesize key insights from several pivotal studies that explore different dimensions of labor markets, workforce management, and the interplay between education and employment.

Beginning with Pillai (2010), the exploration of labor market structure establishes a foundational understanding of how institutional affiliations shape employment dynamics. Pillai emphasizes that labor markets are not monolithic [3]; rather, they exhibit segmentation and vulnerability, particularly in the context of globalization. The paper highlights the critical role of market structure in determining job qualifications, access, and retention, pointing to the differentiated supply of labor influenced by various factors such as education and training. This analysis underscores the importance of understanding labor market dynamics to address issues related to poverty and social exclusion.

Expanding on the theme of workforce management, introduces an agent-based simulation approach that addresses the complexities of workforce planning. Marin outlines decision-making methodologies that consider the diverse dynamics of human capital and the cultural context of organizations [4]. The historical perspective provided in the article illustrates the evolution of workforce planning from its peak in the 1960s to its decline in the 1990s, raising concerns about the challenges organizations face in leveraging human capital as a competitive advantage. This research highlights the necessity for innovative strategies to align workforce capabilities with organizational needs.

Tola, (2015) further enriches the discourse by examining workforce development as a mechanism for economic growth, particularly in Albania [1]. Tola delineates various perspectives on workforce development, emphasizing the importance of collaboration among training providers, industry, and government to address labor market demands. The article discusses different models

of workforce development that have been implemented globally, illustrating the multifaceted nature of training and education in fostering employability and productivity. This analysis reinforces the idea that effective workforce development is crucial for sustaining competitive economic environments.

Continuing this trajectory, Lin, (2019) addresses the challenges and opportunities within technical and vocational education and training (TVET) in local communities. Lin links human resource development with educational reforms aimed at improving employability in modern economies. The paper identifies key drivers for workforce development, such as skill-biased technological change and demographic shifts, underscoring the need for education systems to adapt to the evolving demands of the labor market [5]. By emphasizing the role of TVET in achieving relevant and high-quality education, Lin's work contributes to the understanding of how education systems can be aligned with labor market needs.

Analysis and Results.

Labor resources as a socio-economic category. Formation of labor resources. Classification of labor resources. Distribution of population into groups according to working age. Labor potential and its socio-economic essence. Formation of labor potential in terms of quantity and quality. Classification of labor potential according to relevance and ranking factors. The role of the human factor in the formation of labor potential and labor resources. The process of capitalization and potentialization of the human factor[1]. The essence of the concept of "human capital". The process of formation of human capital. The formation of labor resources and the influence of demographic factors on it. The main demographic indicators of the Republic of Uzbekistan. Labor resources and ways of their use. Directions of effective use of labor resources in the Republic of Uzbekistan. Methodology for drawing up the balance of labor resources and identifying people who need employment. Forms of registration of unemployed population categories in need of employment.

Socio-economic nature and meaning of employment. Classification of forms of employment. The concept of population employment. Formation of employment relations. The main principles of employment defined in the Law "On Employment of the Population" of the Republic of Uzbekistan. Socio-demographic groups in the field of employment. The main types of employment of the population. Employment rate. Reasonable employment. Effective employment. Productive employment. Best employment. Non-traditional forms of employment. Employment status. Employment efficiency. Criteria for providing employment to the population. Implementation of the state policy on ensuring the employment of the population. Implementation of the regional employment programs mentioned in the works of President I.A. Karimov entitled "2012 will be the year that will raise the development of our country to a new level". Directions for improving the level of employment of the population. Main directions of household labor and its development. The experience of foreign countries in regulating the employment of the population[2].

General understanding of unemployment. Unemployment conditions. A. Oaken's law. The spread of unemployment and the movement of the unemployed. Duration of unemployment. Unemployment benefits, the procedure for their appointment and payment. Causes and manifestations of unemployment. Reasons for the growth of unemployment in Uzbekistan. Socio-economic consequences of unemployment. Classification of unemployment. Types of unemployment: natural, forced, structural, frictional, periodic, hidden unemployment. Classification of unemployment according to various criteria. Ways to reduce unemployment. Employment and unemployment protection policy. General structure of employment and

[1] A. K. Kh. Abdurahmanov, SH. R. Kholmo'minov, A. B. Khaitov, A. M. Akbarov. Labor economics and sociology. (Study manual). - T. TDIU, 2012 336 pages

[2] Khayitov A.B. "Labor sociology and sociology" fan-style collection -T.: TDIU.2012.- 490 p.

unemployment protection policy. Ways to stimulate the growth of employment. Impact of unemployment on society. State policy on protecting the population from unemployment and its main directions. The role of the Employment Assistance Fund in social protection of the unemployed. Activities of employment assistance and population social protection centers. Expansion of the system of vocational retraining and education of the unemployed. Dissemination of information about vacancies[3].

The labor market is an important element of the market economy. Basic elements of the labor market. Conceptual model of management of the labor market system. The main directions of state policy in the labor market. Interaction of external and internal labor market elements. Labor market conjuncture. Labor market mechanism. Interrelationship of supply and demand. The main types of the labor market: their segmentation and flexibility. Supply and demand in the labor market. Labor market competition. Labor market models. Labor market segmentation and flexibility. Relations between employees and employers, relations between labor market subjects and their representatives, relations between labor market subjects and the state. Main characteristics of primary and secondary labor markets. The situation of women in the labor market. Theoretical views on the labor market and its development. Demographic trends and their impact on the labor market. The problem of population aging. Features of development of demographic processes in Uzbekistan. Principles in the labor market: globalization and national interests. The main directions of the labor market and its regulation. The main directions of state policy in the labor market. Active and inactive policies in the labor market. State employment service and its activities. Self-employment and its forms. Labor migration and its impact on the labor market. Directions of labor market regulation.

Labor productivity and its socio-economic importance. Social and individual labor productivity and methods of their determination. The concept of "labor intensity" and its essence. Labor intensity and weight. Increase in labor productivity in enterprises. Mathematical models reflecting the content of labor productivity. Labor productivity, efficiency and productivity. Approaches to determining labor productivity. Live and materialized labor productivity indicator. Total labor indicator. Production possibilities frontier. Production output and productivity. Quantity of product produced. Methods of measuring labor productivity. Indicators of product volume and labor costs in calculating labor productivity. Natural method. Conditional-natural method. Work method. Value method. Labor capacity indicator. Combination of value indicators of the product with various factors of production. The ratio of labor productivity and labor intensity. Factors of labor productivity increase: material-technical, organizational-economic and social-spiritual factors. Stocks of increased labor productivity: national, regional, intersectoral, production, use, current and prospective stocks. Ways to increase labor productivity.

Conclusion.

In conclusion, the formation and utilization of labor resources are the linchpins of economic growth and development. A well-structured labor market, bolstered by effective education and training systems, supportive economic conditions, and robust labor market institutions, can catalyze economic prosperity, improve living standards, and enhance the overall well-being of individuals. As policymakers, entrepreneurs, and individuals, we must continually strive to create conducive environments that foster the development and deployment of labor resources, leveraging their immense potential to drive sustained economic growth and societal progress. Moreover, addressing issues of unemployment, low productivity, and workers' welfare through tailored policy interventions is essential for achieving not only economic objectives but also the United Nations' Sustainable Development Goals (SDGs). By prioritizing labor resource development and utilization, we can usher in an era of inclusive growth, equitable opportunities,

[3] Q.X. Abdurahmanov, N.T. Shoyusupova. "Employment of the population". Study guide. - T. 2011. - 384 p.

and a more impoverished world, ultimately unlocking the potential of individuals to contribute to the greater good.

In the pursuit of promoting economic development and social justice, the international community has an important role to play in shaping global economic policies and institutions. The cooperative efforts of national governments, multilateral organizations, and other stakeholders can significantly enhance the capacity of countries to leverage their labor resources and promote the well-being of their citizens. By working in concert to build robust labor markets and advance the cause of social and economic justice, we can ensure a future characterized by inclusive growth, sustainable development, and boundless opportunities for every individual. In addition to the already mentioned arguments that reinforce and assert the importance of labor resources and effective institutions in furthering the socio-economic objectives such as sustainable development and inclusive growth, an emerging topic associated with labor markets is the impact of technological advancements and shifting societal values on labor market dynamics. The effects of labor force aging, alongside a potential generational shift in societal values and preferences and perhaps different perceptions of work-related goals and ambitions for younger individuals in times of increasing technological developments, pose additional challenges for management in both national entities (states) as well and international corporations.

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3. Rajasekharan Pillai (2010) Labour Market Structure: A Brief Literature Survey
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