

## WAYS TO INCREASE THE EFFICIENT USE OF LABOR RESOURCES IN WATER SECTOR

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### Abstract

This article discusses the mechanisms for improving the efficiency of the use of labor resources, ensuring their employment on the basis of improving the use of labor resources, increasing efficiency, based on the structural changes in the water system in the context of economic liberalization.

**Key words:** employment, water resources, labor resources, labor market, employment of population, labor force, salary, unemployment.



**Introduction.** It is well known that social life exists on the basis of the material and spiritual wealth created by human labor, the duration of which is directly ensured by the continuity of the whole process of labor. This, in turn, requires people to work rationally. In his Address to the Oliy Majlis, President of the Republic of Uzbekistan Shavkat Mirziyoyev noted that "It is necessary to reduce unemployment among the population and increase the income of people and families. In this regard, it is necessary to provide vocational training to the unemployed, provide them with legal and other advice, as well as other social assistance methods. In order to improve the living standards of our people, we need to create a decent wage system and increase real incomes" [1].

The processes of globalization and innovative development have led to radical changes in the content and nature of labor relations, ie the rational use of labor in economic entities, employment and redistribution of relatively redundant labor, training of personnel in need, decent wages, satisfaction of workers. and increase their real incomes, and so on In this regard, this master's thesis is devoted to the study of ways to improve the organizational and economic mechanisms for improving the efficiency of labor resources in water management organizations, which determines the relevance of the topic.

**Research methodology.** Labor and its level of employment is a major problem in a market economy, which depends on the sustainable development of sectors of the economy and its efficiency, increasing the active participation of labor resources in production.

The use of labor resources has its own historical period, when the ancient Greek philosopher Aristotle first studied the origin, development and essence of labor and the reasons for the exchange of products developed in his works.

He writes in his book, "The Ethics of Nikomax", that everything must be measured by something ... that the ratio of the farmer to the farmer is the same as that of the farmer to the farmer. When the equation is found, payment is made." [2]

At the same time, Aristotle argued that value is the result of labor. The English scientist William Petty studied the development of labor and laid the foundations for the development of labor theory with the idea that "the wealth of the people is created in all spheres of material production, and labor is the father of wealth, and the land is its mother." [3].

In his Economic Table, published in 1758, F. Kene showed the essence of the concept of "reproduction in the history of political economy" and described the constant repetition and consumption of production. This means that the factor

of reproduction is related to land labor, and the creation of wealth in production is related to labor [4].

The British economist Adam Smith, in his study of the nature of labor in political economy, wrote in his study of the nature and causes of the wealth of nations that the distribution of output is based on the productivity of the population involved in production. the price ultimately consists of one or the other, or all of these three parts, while in every developed society all three are more or less an integral part of the price of a large quantity of goods[5].

The British economist D.Ricardo studied the theoretical development of the economy and said that "the value of a commodity or the quantity of any other commodity it exchanges depends not on the amount of labor paid for its production, but on the relative amount of that labor." he pointed out [6].

Due to the development of production based on various forms of ownership in accordance with the requirements of a market economy, the national labor market is formed as a result of the excess of labor resources over demand and its fluctuations in supply and demand.

Here we analyze the theoretical views of economists on labor resources and their formation. It is known that the economist in our country KH.Abdurahmanov has extensively substantiated the theoretical aspects of labor resources, their formation and peculiarities, their rational and effective use. In particular, in his opinion, labor resources are the able-bodied part of the population of the country, capable of producing (providing) material goods with their psycho-physiological and mental qualities. They include not only the economically active population, but also able-bodied people who are currently unemployed and looking for work, including those who are studying in isolation from production[7]. This means that the labor force includes people who are employed in the economy and who can work even if they are not.

Research results. The organization's labor resources are the sum of the mental and physical abilities of employees of different qualification groups employed in the organization and included in its salary fund. Labor resources establish material values, create output, create surplus capital in the form of value (more than their value) and profit.

The personal structure of the organization (employees, team) is a set of individuals who have a contractual relationship with the organization. A properly selected workforce is a team of thinkers and partners who are able to implement, understand, and implement the plans of the organization's leadership. In this regard, the personnel policy

of the organization is based on determining its quantity and quality, the form of its recruitment and replenishment, as well as the need for labor in terms of development (depending on the specifics and characteristics of the organization). measures to increase the efficiency of its use.

The personal composition of an organization is a set of separate groups of employees united according to certain criteria. The whole structure of the organization is divided as follows:

- Salary base of employees of the organization - all employees hired for a certain period (indefinite or urgent) to work permanently and temporarily in the organization, which is associated with the main and non-core activities.

- Production staff are directly involved in the provision of production activities and production processes (main and auxiliary shops, plant management equipment, laboratories, research and development departments, computer centers, etc.).

- non-production workers - workers working in housing and communal services and ancillary farms, health centers; -dispensaries, educational institutions, etc.

According to the nature of the functions performed, the personnel of the organization is divided into the following categories.

1. Workers are directly involved in the production process, i.e. creation of material values or rendering of production services and performance of works on movement of goods. Workers are divided into primary and secondary.

- key workers create products that are sold directly (gross) and work in technological processes (change the shape, size, condition, structure, physical, chemical and other properties of objects of labor). they are satisfied.

- Auxiliary workers provide equipment and workplaces in production shops, as well as all employees of auxiliary shops and farms.

2. Managers - lead the organization, its structural units and perform management functions. Depending on the management functions performed, they are divided into managers:

- lower level - masters, masters, heads of small shops, heads of structural subdivisions, etc;

- middle management - shift, site supervisors, etc.;

- top managers - general directors, their deputies, chief accountants and others.

3. Specialists - employees working in the functional departments of the organization - engineers, economists, accountants, lawyers, technicians and others.

4. Employees - perform accounting, control, documentation and other functions - secretaries, cashiers, accountants, bookkeepers and others.

The analysis and evaluation of the efficiency of the use of human resources is a very complex problem that has not yet been fully resolved not only in water management enterprises, but also in enterprises and organizations in all sectors. The methodological and practical solution to this problem provides an important basis for determining the direction of the rational organization of management activities. Most researchers argue that it is necessary to determine the direct impact of management on the final results of the development of production, because many factors in society are interrelated.

In some water and agricultural industries, labor productivity is equated with production. This is usually done where labor productivity can be measured during the year shift. It is used in the construction of waterworks, repair

enterprises, land reclamation and some types of agricultural work, which are indicators of labor productivity.

In agriculture on reclaimed lands, labor productivity in operational reclamation systems is determined by the annual results of production activities of the enterprise. In this case, the annual indicator of labor productivity is directly related to the production of certain types of production. If labor (production) productivity is singled out, it does not indicate production efficiency. It has economic value only when compared to other such indicators.

Labor productivity indicators in water management and reclamation organizations and enterprises are set in the form of normative and actual indicators. Normative productivity is determined by the approved norms of time spent on the production of a product or unit of work.

Consistent reforms in the economy of our country also contribute to the development of employment and the labor market. According to statistics, as of January 1, 2021, the permanent population of the republic is 34 558.9 thousand people, an increase of 653.7 thousand people or 1.9% since the beginning of the year. At the same time, the urban population was 17,487.5 thousand people (50.6% of the total population), the rural population was 17,071.4 thousand people (49.4%). During this period, the number of labor resources amounted to 19,142.33 thousand people, an increase of 101.02% over the same period in 2020.

According to the analysis, in 2020 the number of labor resources in the country amounted to 19,142.33 thousand people, an increase over the year 2000 by 6,674.3 thousand people or 53.5%. The number of economically active population in the labor force amounted to 14797.9 thousand people (77.3% of the total labor force) and this figure increased by 5779.5 thousand people or 64.1% compared to 2000. In particular, the number of employed people in the country in 2020 increased by 50.5% or 4,537,000 people compared to 2000 and amounted to 13,520,000 people [8].

The number of economically active and employed people has grown dramatically over the years under review. The able-bodied population of working age increased 1.5 times and reached 19,052.0 people by 2020. This is an increase of 112.1% compared to the permanent population and 101.3% compared to the labor force. In contrast, the number of workers younger and older than the working age decreased by 42.5% and in 2020 amounted to 95.1 thousand people. The figure was 33.3 percent for the permanent population and 27.8 percent for the labor force.

The distribution of labor resources among the economically active and inactive population can be seen from Table 1, where the total labor resources in 2000 were 58.2% in rural areas and 41.8% in urban areas. By 2019, this figure increased by 53.1% in urban areas and decreased by 46.9% in rural areas. The economically active population of the labor force also accounted for 46.4% of the urban population in rural areas in 2000, compared to 53.6% in urban areas, and by 2019 we can see that this figure will increase to 57.2% of the urban population [9].

According to the distribution of labor resources in the regions of the country, the highest share of total labor resources in the country falls on Samarkand (11.1%) and Fergana (10.8%) regions. The next places are occupied by Kashkadarya (9.5%), Andijan (9.2%) regions, Tashkent city (8.9%) and Tashkent (8.4%), Namangan (8.3%) regions. The lowest share of labor resources is in Syrdarya (2.5%) and Navoi (2.9%) regions (Table 1). According to the data, the

number of labor resources in the Republic of Karakalpakstan as of 2020 amounted to 1069.0 thousand people (the share of the total labor force was 5.6%), and the economically active

population was 781.7 thousand people. During this period, the number of people employed in the economy amounted to 699.3 thousand people [10].

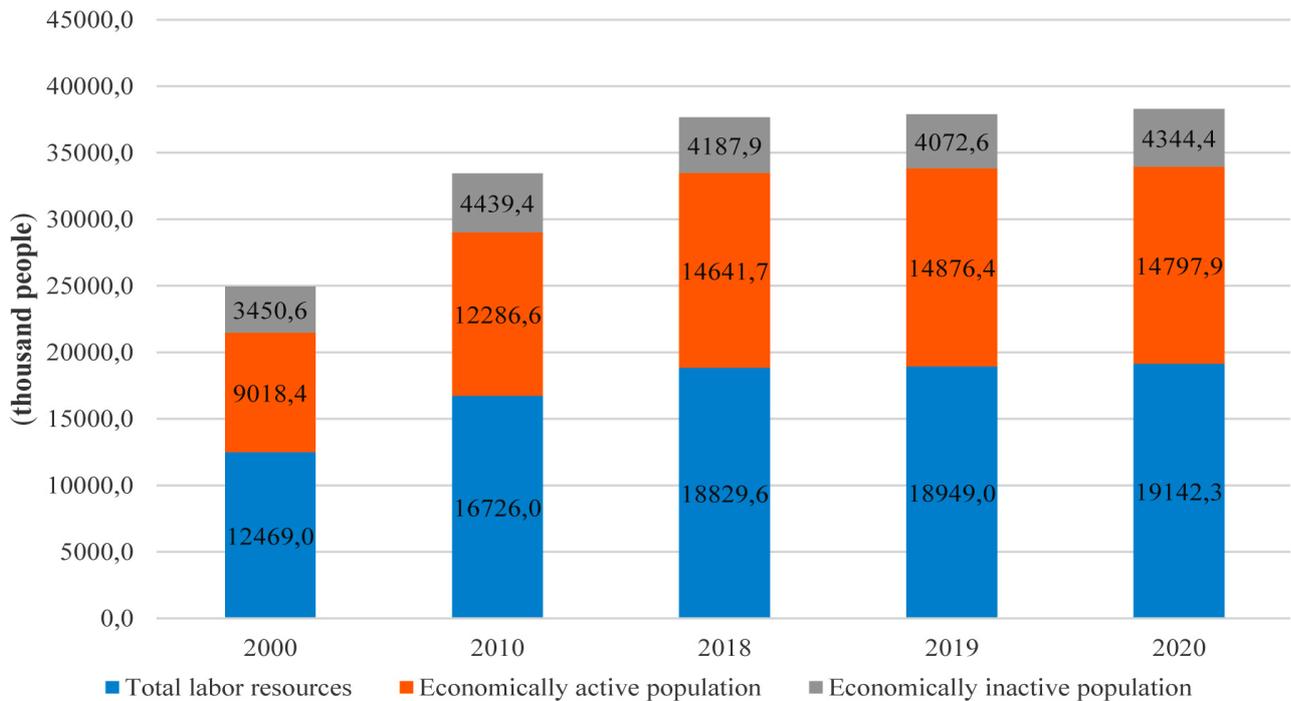


Figure.1. Dynamics of changes in key indicators of employment and labor market in Uzbekistan

Table 1

Analysis of labor resources and employment in the regions of the Republic of Uzbekistan in 2020 (thousand people)

Regions	Quantity			Share of labor resources, in %
	labor resources	The economically active population	Busy in the economy	
Republic of Uzbekistan	<b>19142,3</b>	<b>14797,9</b>	<b>13239,6</b>	<b>100</b>
The Republic of Karakalpakstan	1069,0	781,7	699,3	5.6
<i>provinces:</i>				
Andijon	1752,9	1387,3	1236,7	9.2
Buxoro	1070,4	876,7	783,6	5.6
Jizzax	774,6	598,9	533,1	4.1
Kashkadarya	1817,6	1334,2	1186,7	9.5
Navoi	556,3	446,2	404,3	2.9
Namangan	1579,5	1205,3	1078,0	8.3
Samarkand	2130,4	1585,4	1410,9	11.1
Surxondaryo	1457,6	1104,1	982,0	7.6
Sirdaryo	485,7	375,1	333,7	2.5
Tashkent	1614,9	1336,5	1195,6	8.4
Fergana	2068,5	1613,9	1438,3	10.8
Khorezm	1042,4	800,8	713,7	5.4
Tashkent	1722,3	1351,8	1243,7	8.9

According to the distribution of labor resources by regions of the country, the highest share of total labor resources in the country falls on Samarkand (2130.4 thousand) and Fergana (2068.5 thousand) regions. The next places are occupied by Kashkadarya (1817.6 thousand), Andijan (1752.9 thousand) and other regions. The lowest share of labor resources is in Syrdarya (485.7 thousand) and Navoi (556.3 thousand) regions (Figure 2).

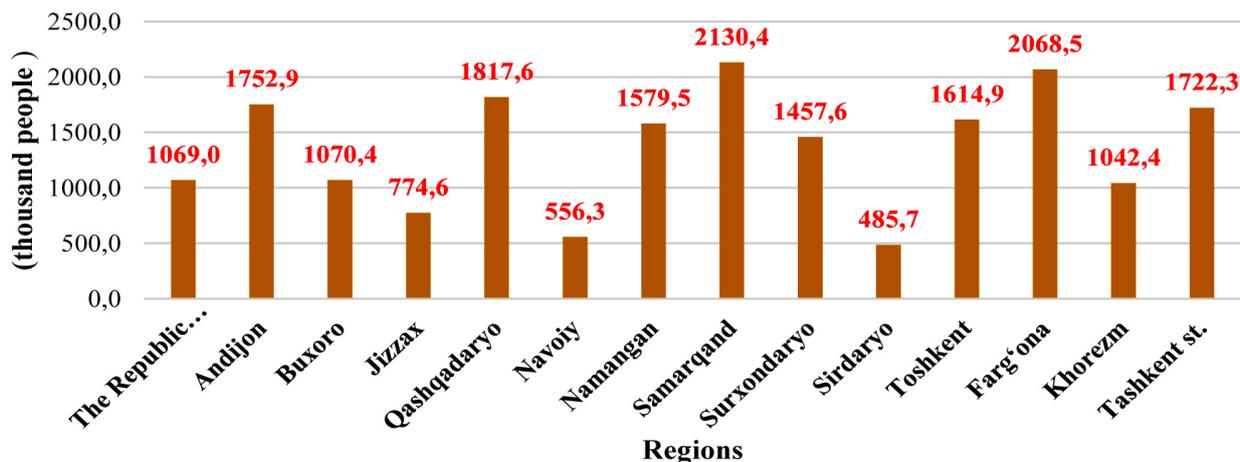


Figure 2. Dynamics of changes in key indicators of employment and labor market in Uzbekistan

According to the analysis, by 2020 the main part of the employed population in the country is still engaged in agriculture, forestry and fisheries. In recent years, the accelerated implementation of the strategy of modernization, technical and technological equipment of industrial enterprises has led to a significant increase in the number of people employed in industrial sectors. In particular, in 2020, 13.5% of the total employed population in the country will be in the industrial sector. The next places are occupied by trade (11.0%), construction (9.5%), education (8.2%) and other sectors.

The above analysis shows that positive changes have been observed in the development of employment and the labor market in the country. But there are also major shortcomings and problems that need to be addressed. Including:

- Unstable equilibrium in the labor market;
- Rising unemployment and sharp inter-regional disparities in some regions of the country;
- Illegal labor migration and increasing informal employment;
- superficial approaches to employment of graduates of higher and secondary special, vocational education institutions;
- Lack of labor integration between local executive authorities, state and economic administration bodies, educational institutions, citizens' self-government bodies and the general public in the field of employment, etc.

It is known that the sustainable development of the economy is characterized by the efficient use of labor resources associated with structural changes. In particular, like all other sectors of our economy, water management has undergone radical changes. This is evidenced by the structural changes in the water sector, the formation of a new management system, the introduction of new techniques and technologies, the widespread introduction into production and the positive results. The effective organization of production in the

water sector requires an economic mechanism for the use of labor resources in this sector. In this regard, in the context of economic liberalization, increasing the efficiency of labor resources in water management organizations is of great importance today.

In the field of water management, the efficient use of labor resources is improving. As the President of the Republic of Uzbekistan Shavkat Mirziyoyev noted in his Address to

the Oliy Majlis, "It is no exaggeration to say that 2020 was a turning point in the field of social protection. In the new year, the ultimate goal of economic reforms will be to reduce poverty and improve the well-being of the population. These strategic goals will be achieved through high economic growth that creates equal opportunities for all. In the last 4 years, serious steps have been taken to introduce market mechanisms in all sectors of our economy.

The challenge now is to lay the foundations for long-term sustainable growth through deep structural reforms"[11].

In recent years, a number of decrees and resolutions of the President on the development of water resources in our country have been adopted. In particular, the Resolution No. PQ-5005 of February 24, 2021 approved the Strategy for Water Resources Management and Irrigation Development in the Republic of Uzbekistan for 2021-2023. Decree No. PF-6024 of July 10, 2020 approved the Concept of Water Resources Development of the Republic of Uzbekistan for 2020-2030 [12]. The Concept defines the goals, objectives and priorities of medium-term and long-term development of water resources of the Republic of Uzbekistan, as well as the "Strategy for Water Resources Management and Irrigation Sector Development" and programs for further development of water management systems. serves as a basis for development. The concept was developed by the Asian Development Bank with the involvement of international consultants and experts from Eiter, an Australian company with advanced experience in developing strategic documents for Australian water management. The Swiss Agency for Development and Cooperation also invited prominent Uzbek economists and scientists as consultants, and an interagency working group consisting of experts from more than 20 ministries and organizations was established and discussed at more than 30 meetings, including more than 10 extended meetings.

Table 2 below shows the plan for staffing the Ministry of

Table 2

## Plan to provide the water industry with highly qualified personnel and financial support for staff

Name of indicators	Unit of measurement	until 2019	Indicators for the coming years			
			2020 year	2021 year	2025 year	2030 year
Provision of highly qualified specialists to the organizations of the Ministry of Water Resources	people	400	500	500	1600	2000
	%	42	45	47	50	65
Transfer of monthly salary of water management workers to the average monthly salary in the republic (relative to the average monthly salary)	%	64	75	85	100	100

Water Resources with higher education and financial support for staff. According to the table, by 2030 it is planned to increase the staffing of organizations under the Ministry of Water Resources to 65%. In other words, their number will increase from 500 in 2020 to 2,000 by 2030, according to the Concept. By this time, it is planned to increase the monthly salary of water management workers to the average monthly salary in the country (relative to the average monthly salary), ie by 100% [13]. One of the priorities of this Concept is "Training of qualified personnel for the water sector, improvement of staff training, development of cooperation between education, science and industry, as well as scientific achievements and introduction of know-how into production".

The number of employees by type of economic activity and the income of individuals in the form of wages in the table shows that the number of employees hired to calculate the average wage in 2020 decreased by 78% compared to 2019. Of these, 75% are women. Income in the form of wages paid to individuals in 2020 increased by 114% compared to 2019. Of these, 172% are women. By 2020, employees actually worked 101,279 hours. Of these, women make 1920 hours. In general, at the end of the year the productivity of the enterprise is 1448 hours, including 320 hours for women. At the beginning of the reporting year, the total number of employees was 70 people, while the company hired 5 people during the year and fired 12 clichés. One of the main reasons for layoffs is the lack of a payroll and the disproportionate number of hours worked [14].

**Conclusion.** In the new economic environment, the role of rewards and additional payments to professionals for high

performance at work, as well as for performing particularly important and responsible work, is increasing. The use of such benefits is recommended for the following reasons:

- Firstly, it will be possible to objectively assess the work of specific specialists and encourage them to perform the most difficult and responsible work.

- Secondly, the specialists who make the greatest contribution to the results of work will be paid higher salaries.

- thirdly, allowances are an element of the wages of specialists, which allow them to regularly adjust their wages, such as an increase in the wages of part-time workers if the established production standards are met and overfulfilled.

It is also possible to make one-time payments to an individual employee:

a) for professional development;

b) in the amount of twice for work on weekends and holidays;

c) up to 30% of the salary of the absent employee to perform the duties of the absent employee;

d) for anniversaries related to the work of a particular employee in the enterprise - about 0.5 jobs and above.

Such a proposal is directly related to the problems identified as a result of the analysis of the remuneration system and the analysis of the qualification level of employees of the organization. These include: the existing salary system in the organization is not incentive; low wages and untimely payment of wages; low wages are also paid with a 3-4 month delay, and sometimes more, practically minimizing the employee's interest in productive production.

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