



## FORMATION AND USE OF LABOR RESOURCES

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***Annotation.*** *This article explores the topic of "the formation and use of Labor resources". Labor resources are one of the main components of the economy, and their effective formation and management are important in the development of each country. The article examines the processes of formation of labor resources, their types, as well as the influence of changes in the labor market and global economic conditions.*

***Keywords:*** *labor resources, ability to work, quality of work, labor productivity, labor market, technological development, globalization.*

**Introduction.** Labor resources are one of the main components of the economy, representing human capital and labor. The economic development of each country depends on the quality and effective use of labor resources. Labor resources play an important role in ensuring the comprehensive development of economic processes. Labor resources include the ability, experience and knowledge of people to work. These abilities help to increase efficiency in the production process [1]. Well-qualified workers can speed up the production process and make it possible to improve the quality of products. Therefore, the improvement of the quality of labor resources should be carried out through the implementation of educational and professional development programs. Skilled workers not only ensure economic growth, but also play an important role in introducing innovation. Labor resources are important in various sectors of the



economy. They are used in manufacturing, service, transportation and other industries. The distribution and efficient use of labor resources in each sector affects economic growth. For example, in the industrial sector, highly qualified specialists are required, which helps to make production processes more efficient. Also in the service sector, skilled employees are important in providing quality customer service.

Changes in the labor market affect the formation and use of labor resources. Nowadays, globalization and technological development bring new opportunities and risks in the labor market [2]. For example, the development of automation and artificial intelligence can destroy certain professions, but also create new jobs. Therefore, flexibility and an innovative approach to managing labor resources are necessary. Workers must constantly update their knowledge and skills to adapt to new conditions.

Strategies for the effective use of labor resources are important in achieving economic growth. It is possible to increase the efficiency of labor resources by developing the workforce, improving skills and improving working conditions. Cooperation between employers and the state is also important. The economic conditions created by the state help employers develop their employees. Such cooperation serves to improve the quality of labor resources.

The processes of formation of labor resources are important for economic development and social stability. These processes involve several stages, and at each stage, measures are carried out aimed at improving the quality of labor resources.

The first stage is education and professional development. An important role in the formation of labor resources is played by the educational system. In the process of education, it is necessary to develop the knowledge and skills of people, to adapt them to the requirements of the modern labor market. Well-educated workers are not only highly qualified in their profession, but also have the ability to think innovatively. Therefore, in the educational system, it is important to focus on practical skills and strengthen cooperation with employers.



The second stage is adaptation to changes in the labor market. Nowadays, globalization and technological development bring new opportunities and risks in the labor market [3]. Automation and the development of artificial intelligence can destroy some professions, but also create new jobs. Therefore, workers must constantly update their knowledge and skills in order to adapt to new conditions. Cooperation between the state and employers is important in this process.

Third, labor resource management strategies. Effective management of labor resources requires cooperation between employers and the state. The economic conditions created by the state help employers develop their employees. For example, state-run skill development programs and grants are important in improving the knowledge and skills of workers. Employers, on the other hand, can increase the effectiveness of their employees by investing in improving their skills.

The fourth stage is social aspects. Social aspects are also important in the formation of labor resources. Creating favorable working conditions, social protection and a healthy environment for workers increases the efficiency of labor resources. Good working conditions and qualified employees lead to high productivity, which has a positive effect on the overall development of the economy. The processes of formation of labor resources consist of Education, flexibility, management strategies and social aspects, the effective formation of which ensures economic stability and development [4]. Through these processes, it is possible to improve the well-being of society, promote economic growth and strengthen social stability. Through Labor resources, the socio-economic development, stability and well-being of society is ensured.

Changes in the labor market and global economic conditions are interrelated processes. Nowadays, globalization, technological development and social changes are significantly changing the labor market. These changes affect not only the number of jobs, but also the skills and skills of workers. Globalization is generating new opportunities and risks in the labor market. The growth of international trade and investment is opening up new markets for companies. This increases competition as well



as job creation. As competition increases, employers increase demand for highly skilled employees. However, this process can also lead to a reduction in jobs in some industries. For example, the automation of production processes and the expansion of production abroad pose a threat to domestic workers. Technological development plays an important role in the labor market. Artificial intelligence, robotics and other innovative technologies make working processes more efficient and fast. However, these technologies can lead to the loss of certain professions [5]. For example, the demand for employees performing simple accounting work may decrease. At the same time, new technologies also create new professions. Experts, data analysis experts and other new directions are emerging in the IT field. In order to adapt to these changes, it is necessary that workers are constantly ready to improve skills and acquire new knowledge.

Social changes also have a significant impact on the labor market. Issues such as Gender equality, social justice for young people and the elderly are being addressed by employers. Many companies are trying to create comfortable working conditions for their employees, which increases the motivation of employees. Also, the expansion of remote work (remote work) opportunities is creating new opportunities for workers. This condition helps to maintain the balance of work and personal life. Public policy also affects changes in the labor market. Economic conditions created by the state, employer support programs and skill development courses are important in the development of labor resources. The social protection system of the state also plays an important role in improving the well-being of workers.

Changes in the labor market and global economic conditions are closely related. Globalization and technological development are changing the labor market, bringing new opportunities and risks. Social change, on the other hand, helps to improve the quality of life of workers. To adapt to these processes, effective cooperation between the state, employers and workers is necessary. Only in such cases is the economic stability and well-being of society ensured.



**Conclusion.** In conclusion, labor resources are an important part of human capital, and their qualitative and effective management plays an important role in ensuring economic growth and stability. Educational, professional development and social protection systems are of great importance in the formation of labor resources. Constantly developing workers and helping them acquire new skills will increase competitiveness in the labor market. In addition, cooperation between employers and the state is necessary for the effective use of labor resources. It is possible to improve the efficiency of labor resources by improving working conditions, ensuring gender equality and creating opportunities for young people. As a result, proper management and effective use of labor resources ensures not only economic stability, but also the social well-being of society.

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