



## Efficient Use of Labor Resources in Agricultural Clusters

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**Annotation:** *The article dealt with the issues of the effective use of labor resources in agricultural clusters. Efficiency in any type of activity is ultimately measured in time, time is spent on the production of a unit of product or a unit of services. In this case, great attention is paid to the requirements for the quality of products and services.*

**Keywords:** *labor efficiency, labor consumption, integration, labor resources, labor productivity, production, cluster, agriculture, strategy, industry development, labor potential.*

### INTRODUCTION

Effective use of the labor potential of the rural population in the conditions of economic renewal is an important factor in achieving social harmony and stability, and in the economic development of the society. The development of market relations, in the strategy of our government in the field of employment of the rural population, aimed at the human factor, provides for the creation of conditions for every able-bodied person to develop his abilities and ensure his own work style.

Part of the country's population of working age, structural element of economic resources; Women aged 16 to 55, men up to 60 are included in the labor force. As people get older, they initially join the Labor force and then (as they age) leave it. In most countries, including Uzbekistan, people aged 16-59 are included in the labor force. The growth of labor resources depends on the increase of the population. The more young people in the population, the faster Labor resources grow. At the end of the 20th century - the beginning of the 21st century, the labor force in Uzbekistan increased annually by 320-350 thousand people. Most of them are those who have entered the working age.

If the number of labor resources is a quantitative expression, then the level of knowledge, skills, professional skills and entrepreneurship of people of working age creates its quality. Spending on education, training, improving skills, providing health, and strengthening it is an investment in human capital and serves to repeatedly create labor resources. Labor resources are distributed through the labor market. Employment of labor resources - employment of people of working age, their participation in the creation of goods and services. Unemployed people are those who cannot find a job while applying for work in the labor force.

### ANALYSIS OF LITERATURE ON THE SUBJECT

Currently, in Uzbekistan, there is not enough training of personnel at the level of today's requirements in the industries that determine technical development. That is why there are imbalances between the training and knowledge of the new jobs that are being created. For example, in the development strategy of New Uzbekistan for 2022-2026, the priority task is to increase the income of peasants and farmers by at least 2 times, and to bring the annual growth of agriculture to at least 5% through the intensive development of agriculture on a scientific basis<sup>1</sup>.

At the same time, in the Decree of the President of the Republic of Uzbekistan dated October 23,

<sup>1</sup> Resolution No. PF-60 of the President of the Republic of Uzbekistan dated 28.01.2022 "On the development strategy of the new Uzbekistan for 2022-2026"



2019 "On approval of the strategy for the development of agriculture of the Republic of Uzbekistan for 2020-2030" No. PF-5853, the following priority tasks ensuring food safety and improving consumer rations..., creating high-value-added agriculture and value-added chains<sup>2</sup> belgilangan.

## RESEARCH METHODOLOGY

In order to prepare young people for work, students of general education schools, secondary special and vocational educational institutions should be given light work that does not harm their health and spiritual and moral development, and does not disrupt the educational process. "in order to do it in their spare time from winter - after they turn fifteen, it is allowed to hire them with the written consent of one of their parents or one of their substitutes<sup>3</sup>.

*Method.* We also need to clarify the definition of "labor efficiency". It is one of the indicators of the use of labor resources. Efficiency in any type of activity is ultimately measured by time, time spent on producing a unit of goods or a unit of services. Great attention is paid to the requirements for the quality of products and services.

From this point of view, the efficiency of the implementation of labor is the reduction of labor costs for a high-quality final result.

One of the important levers for solving the above-mentioned issues is the effective use of food resources in the development of the integration of agricultural sectors.

Therefore, it is appropriate to ensure the implementation of the following measures in order to fully and effectively use labor resources in agriculture throughout the year and to increase the productivity of their labor:

- organization of additional jobs, taking into account the development of the network;
- improvement of the network's production structure and improvement of material and technical support;
- Consistent implementation of new techniques and effective technologies in agriculture;
- development of entrepreneurial forms in the village;
- creation of all conditions for working and living in the village;
- organization and development of effective types of labor organization;
- training of personnel, improving their skills, improving their material and moral stimulation, etc.

## ANALYSIS AND RESULTS

It takes into account not only the biological characteristics of the human organism, but also the social and economic conditions in the country, the standard of living of the population, the state of the general, secondary and higher education system, the average life expectancy, etc. Based on these, the population can be divided into 6 groups according to age.

<sup>2</sup> Decree of the President of the Republic of Uzbekistan dated October 23, 2019 "On approval of the strategy of agricultural development of the Republic of Uzbekistan for 2020 - 2030" No. PF-5853. <https://lex.uz/docs/4567334>

<sup>3</sup> The second part of Article 77 of the Criminal Code of the Republic of Uzbekistan, as amended by the Law of the Republic of Uzbekistan No. O'RQ-239 of December 24, 2009 - NGO of the Republic of Uzbekistan, 2009, No. 52, Article 554.



**1- Table Structure of labor resources in the Republic of Uzbekistan.  
(thousand people)**

№	Indicators	Years				2021 vs. 2018 %	
		2018	2019	2020	2021		
1.	1	Total labor resources	17899,1	18104,8	18250,1	18492,6	103,3
2.	1	Economically active population	13163	13505,4	13750,8	14022,4	106,5
3.		They are busy	12523,3	12818,4	13052,5	13298,4	106,2
4.		Population in need of work	639,7	687	698,3	724	113,2
5.		Economically inactive population	4736,1	4599,4	4499,3	4470,2	94,4

*Source: Compiled based on the information of the Ministry of Employment and Labor Relations of the Republic of Uzbekistan.*

According to the labor legislation of the Republic of Uzbekistan, the population is divided into three groups according to the ability to work. Including:

- up to working age (0-15 years);
- of working age (women aged 16-54, men aged 16-59);
- older than working age (women 55 years and older, men 60 years and older).

It is important to analyze labor indicators in production enterprises by departments according to individual indicators. The main indicator of the enterprise is the volume of the produced product. Product volume can be increased not only by increasing labor productivity, but also by increasing the number of workers. In this case, the labor productivity indicator is considered the main indicator.

The analysis of the labor resources of the enterprise is carried out on the basis of a certain method. The method generally refers to the method of performing a certain work, which includes various ways and a set of necessary technical tools. When applied to the analysis of the provision of labor resources of the enterprise, the method means the way of evaluating the activity in the field of achieving the goal set by the enterprise, in which the potential of this labor under certain organizational and technical conditions is available.

**2- Table Staff quality structure of cotton-textile clusters in Andijan region**

Indicators	2020 year		2021 year	
	Number	Percent	Number	Percent
Total employees	350	100	375	100
Women and girls	255	72,8	266	70,8
Highly educated people	38	10,8	46	12,3
People with secondary education	185	52,8	191	51,0
Those who graduated from the courses of the country of knowledge	127	36,4	138	36,7
Those under 30 years old	64	18,4	70	18,6
Employees with 3 years or more in the system by length of service	193	55,2	200	53,4

**Source: compiled on the basis of statistical reports of cotton growing clusters of Andijan region.**



The main goal of analyzing labor resources is to increase the basis of planning of production and economic activities in teams from the brigade to the union and network in the enterprise, and to improve its management.

In the process of analysis, it is necessary to study the collective agreement in all its directions, as well as to study the dynamics of the main indicators both in terms of the general conclusion and to the extent that it is appropriate for each employee. A comparative analysis of the enterprise will be conducted to give a full assessment. At the end of the analysis, specific measures aimed at increasing the level of social protection of the company's employees, improving their working conditions, social-cultural and housing-domestic conditions will be developed, which will be taken into account in the production of social development plans and collective agreements for the next year.

**3- Table In 2021, the status of labor resources utilization of cotton clusters in Andijan region**

Indicators	Last year	2021 year		Exclusion	
		Plan	In fact	Plan	In fact
The average of employees annual issue (XS)	375	375	378	-	3
One worker in one year working days (D)	225	220	218	-5	-2
Hours (S)	1766,25	1749	1722,2	-17,25	-44,05
The average of the working day duration (M), S	7,85	7,95	7,90	-0,10	-0,05
Working time fund (S)	441562,5	437250	435716,6	-4312,5	-1533,4
Including from work overtime, (S)	980	-	970	-	-10

*Manba: Andijon viloyatidagi paxtachilik klasterlarining statistik hisobot ma'lumotlari asosida tuzilgan*

When analyzing the state of labor resource utilization of cotton-growing clusters in Andijan region in 2021, the average annual number of employees in the plan was 375 people, and in reality it increased to 378 people or the exclusion increased by 3 people. In this enterprise, in 2021, the working days of one worker in a year were 225 days. In 2021, this indicator is planned to be 220 days, but in reality it is 218 days, or the number of working days of one worker in a year actually decreased by 2 days. (3- table).

The full use of labor resources can be evaluated based on the number of days and hours worked by one employee during the analyzed period. Such an analysis is carried out for each category of employees, for each production unit and for the enterprise as a whole.

The working time fund (IVF) depends on the number of employees (XS), the average number of days worked per year by one employee (D) and the average duration of working time (M):

$$IVF = XS \times D \times M = 375 \times 225 \times 7,90 = 435716,6c$$

In the analyzed LLC, the actual working time fund in 2021 is 1533.4 hours less than planned.

They were caused by various objective and subjective circumstances not provided for in the plan: additional vacations authorized by the administration, temporary incapacity for work due to illness of workers, absenteeism, cancellation due to malfunction of equipment, machines, and mechanisms. delays, lack of work, raw materials, materials, electricity, fuel, etc. Each type of idle time distribution is analyzed in detail, especially enterprise-related idle time. Reducing the time wasted due to reasons related to the labor team itself is a reserve for increasing production, it does not require additional capital funds and allows for quick results.





In general, due to the full use of the existing workforce, increasing labor productivity, speeding up the production process, introducing common production techniques, improving the organization of the production process, it is possible to somewhat eliminate the tension in providing the enterprise with labor resources.

If the enterprise expands its activities, expands the production capacity and creates new jobs, then it is necessary to determine the additional needs for labor resources by categories and professions, and find sources of their attraction.

## CONCLUSIONS AND SUGGESTIONS

The use of labor force in agriculture has a number of specific features. This is due to the technology used in production, the availability of equipment. One such feature is the seasonality of the use of the working day, which is caused by the mismatch between the work period and the production period. Seasonality is caused by the shortness of the working period, especially in agriculture, due to the dependence of planting, harvesting and other processes on the weather. The most time corresponds to the months when we collect the harvest (September, October), the least corresponds to the winter months (January, February).

In the cotton-textile cluster of Andijan region, the following conclusions and recommendations were developed on the detailed study and scientific research of the ways of effective use of labor resources:

**Firstly**, starting an additional type of activity and creating additional jobs without deviating from the Law on Farming and the terms of the land lease agreement;

**Secondly**, to create all the conditions for the work and living of the members of the agricultural department of Andijan region, who are working in the advanced and efficient cotton-textile cluster, and to develop effective forms of material and moral stimulation for them. and implementation;

**Thirdly**, to fundamentally improve the composition of the Mekhnat team, to dramatically increase the contribution of employees with special training and skills. - if appropriate, first of all ensure that employees acquire at least 4-5 professional trainings that are close to each other.

**Fourthly** - Strengthening economic and legal knowledge and practical skills of the members of the economy not only in the technical and technological fields

➤ At the present time, special attention should be paid to raising the level of labor productivity of citizens who have the ability to work on the farm. The most influential factor in solving this issue is material interest. Unfortunately, the work being done in this matter in the farm cannot be considered sufficient.

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