

Impact of employment growth in agricultural production

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Abstract. The article presents indicators for determining the level of use of labor resources, reducing the period of seasonal labor of labor resources in agriculture, organizing small enterprises for industrial overproduction of agricultural products, organizing storage rooms for agricultural products, reflecting the general state of labor productivity, as well as conclusions on the effective use of labor productivity.

1 Introduction

The Address of the President of the Republic of Uzbekistan to the Oliy Majlis states that "reforms in agriculture, the provision of land plots to completely private clusters and cooperatives have increased the yield of cotton by an average of 10 percent per year. The fastest factor in reducing poverty and increasing rural incomes is a sharp increase in agricultural productivity and efficiency." [1]. Therefore, the efficiency of agricultural production depends on their constant supply of the necessary quantity of labor resources.

An analysis of the labor resources employed in agricultural production shows that the majority of the employed are over 40 years old [2], which may have a negative impact on the effective development of the industry in the future.

The reason is the non-compliance with the requirements of social and production infrastructure, the motivation of labor in rural areas and the insufficient use of innovative innovations in production.

The problem of completely preventing the seasonal use of labor in full agriculture is one way to reduce it in the seasons of unemployment can be achieved in exchange for the development of industrial processing of agricultural products.

In order to organize the efficient use and reduction of seasonal labor in agriculture, the following activities are necessary.

Some economists believe that reducing seasonal labor employment will ensure the production of a large amount of products for a small labor force, that is, production will be effective. We wish to express our views in a room that has to some extent joined that view.

We believe that if, due to a decrease in the seasonality of employment of labor resources in agriculture, firstly, a decrease in the level of employment of labor resources will be achieved, and secondly, a decrease in employment of labor resources will ensure an increase in production along with a decrease in production costs.

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In the current conditions of the national economy in the country, determining the level of use of labor resources in enterprises of the agricultural sector is associated with certain difficulties. Determining the level of use of labor resources in agricultural production entities can be considered as the most pressing issue. How to determine the level of use of labor resources. With a working day? Of course not. In our country, the economic indicator of the working day is not used at all in market conditions. This is due to the fact that the farm is the main production entity, but their business plans do not specify the use of labor resources. Similarly, the human hour is not used as an economic indicator. In our opinion, it is necessary to calculate the main indicator of their use in the agricultural production, as well as in their business plans, using the indicator "working hours". At present, the level of labor productivity of farms is abstract.

We will illustrate it with an example to fully understand the points we have made above. For example, if we set the employment of labor resources at 2586 thousand hours a year, the following year this figure was 2106 thousand hours, if we assume that the total number of working days in a year is 290, in determining the number of working hours in a year - 2586 thousand. while the working hour was 2106 thousand working hours, it can be seen that in two years the working day hours decreased by 8.9 hours to 7.2 hours or 1.7 hours.

It is correct to consider this indicator as an indicator of the general state of labor productivity. Because the reduction of working hours by 1.7 hours shows that they are making efficient use of labor productivity. In order to determine the efficiency of the use of labor resources saved in this economic situation, it is necessary to expand production or use surplus labor resources in other sectors.

One of the reasons for the efficient use of labor resources in agricultural production can be determined by the production of gross output in kind and value per capita or per hour of working day. The production of agricultural products per capita or per hour of work also depends on changes in the structure of the industry. If a plant is planted and cultivated in a high-yielding, high-cost plant-growing industry, it will inevitably increase the cost of production per person or hourly working day. At the same time, we believe that it is necessary to pay more attention to the organization of agro-technical conditions associated with increasing crop yields [3, 4]. We believe that the implementation of agro-technical measures should be taken into account in terms of implementation of agro-technical measures in the production of products per capita or per hour of work, their placement in the agricultural sector, as well as the results of the final work of each labor resource.

We believe that the implementation of agro-technical measures should be taken into account in terms of implementation of agro-technical measures in the production of products per capita or per hour of work in the agricultural sector, as well as the results of the final work of each labor resource in the payment of wages [5]. Factors influencing the efficient use of labor resources can be divided into: technical and technological factors, organizational factors, socio-economic factors, structural factors and natural factors. Based on the study of these factors, it is possible to determine the effective use of labor resources in agriculture. In order to organize the efficient use of labor resources in agriculture, it is expedient to use these factors, based on the stages of implementation of agro-technological work associated with each production.

In order to increase the efficiency of the efficient use of labor resources in agriculture by modernizing and mechanizing the use of labor resources by alternating the use of labor resources, we have chosen to develop new branches of agricultural production to organize the use of surplus labor in excess of the requirements of the agricultural production process. It is necessary to provide them with jobs in other sectors of the economy and to use them through the development of industrial processing of agricultural products [6].

Many people believe that the types of work in the agricultural sector do not require the knowledge, entrepreneurship, entrepreneurship required for the simple performance of

labor. Without agreeing with this opinion, I can say that labor in the agricultural production sectors is not ordinary labor, but it is a complex labor and requires them to have certain knowledge and experience in organizing the production process in agriculture.

According to the data on the number of specialists currently employed in the agricultural sector, in 2020, 13.5% of all specialists had higher education and 43.8% had secondary and incomplete secondary education.

It is also necessary to organize production on a scientific basis in agricultural sectors. Land preparation engineers, agronomists, agronomists, agronomists, zoo technicians, veterinarians, economists and accountants are needed to ensure the sustainable development of the production process.

The effective development of all branches of agriculture depends on the level of knowledge and professionalism of the specialists working in them, as well as the labor of mechanized technicians and irrigators engaged in agricultural production. We should not deny their roles and pay serious attention to motivating their work and ensuring labor interest [7, 8]. We believe that it would be expedient to pay wages in agriculture on the basis of working hours, depending on the work performed.

The effect of seasonality of labor in the agricultural sector on the efficient use of labor resources in agriculture (Fig. 1) can be seen in the cotton sector on the farm.

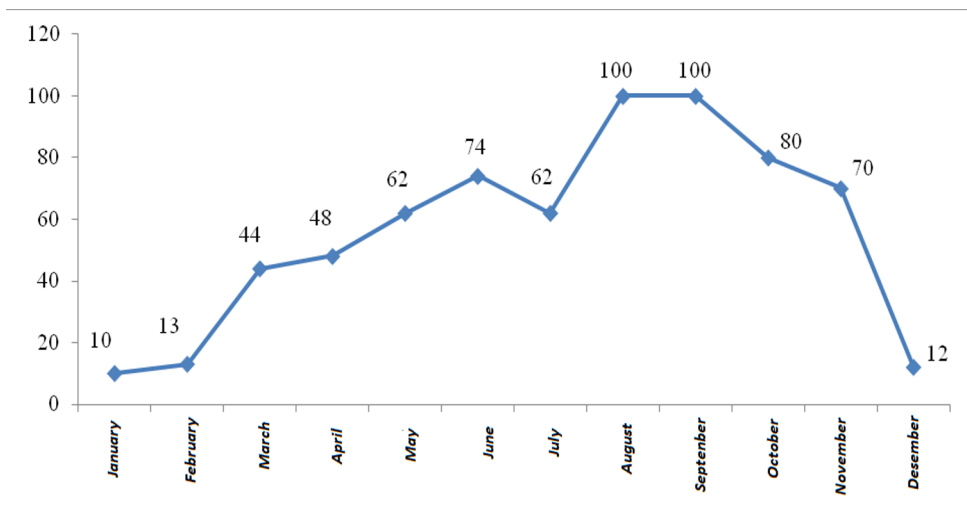


Fig. 1. Influence of seasonality of labor in cotton growing.

In the seasonal change in the use of labor resources in the cotton industry, the use of labor resources in December, January and February fluctuates from 10% to 13%, while in addition to labor resources in planting, vegetation and harvesting, auxiliary labor is also used. Such a situation can be seen in all branches of agricultural botany [9-13].

Seasonality has little effect on the use of labor resources employed only in livestock industries. This situation is related to the months of December-January, and it is possible to reduce the demand for labor force in the horticultural industries by using the labor force employed in this sector in the spring and summer months.

The improvement of production relations implemented in agriculture requires not only the organization of farms, the improvement of the mechanisms of its effective management, but also the coordination with market economic mechanisms. In the conditions of the market economy, the legal and economic independence of agricultural production entities in various forms of ownership, the formation of relations between them based on market

requirements, and the motivation of the employees' work can be considered as one of the main factors of making the production process more responsive to market requirements.

In order to ensure the development of the agricultural production process, based on the characteristics of the economic regions, it is appropriate to motivate the labor of the agricultural workforce in connection with the effective use of land, water, material equipment and labor resources. In addition to the fact that more than 80 percent of the gross agricultural products are produced from irrigated lands, the reason for certain difficulties in motivating labor is the large number of rural residents compared to urban residents and their relative excess of labor resources for the effective use of existing irrigated lands [12].

In order to effectively use the available labor resources in rural areas, ensuring the sustainable development of agriculture depends on the implementation of measures related to the improvement of land reclamation conditions, the use of high-yielding seeds and the improvement of the quality of livestock breeds.

It is necessary to ensure that the increase in the production of agricultural products is mainly due to the increase in productivity per hectare, due to the reduction of production costs. In motivating labor resources employed in agriculture, it is necessary to determine its necessity and essence, based on the specific behavior of each person.

2 Conclusion

- the human factor in agricultural production depends on its ability to work, the conditions created for work, the organization of labor on the basis of science-based standards, and the necessary production and social infrastructure;
- the use of methods of motivating labor to activate labor in market conditions, taking into account the characteristics of labor in production in agricultural sectors;
- the organization of production in the agricultural sector can achieve high results in their financial and economic activities only on the basis of the organization of an effective system of use of employed labor resources.
- to ensure the improvement of the efficiency of agricultural production, to plant new high-yielding varieties in the field of plant science, and to increase the number of high-yielding livestock in animal husbandry, and to use new high-efficiency machinery and agricultural machinery, as well as the need to adhere to progressive agro-technologies, and methods of motivating labor and training for labor, internal and external motivations for work, methods of motivation, factors were studied and methods of their use were developed and recommended.

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