

Formation and prospects of employment of labor resources in agriculture

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Abstract. The article summarizes the characteristics of the use of labor resources in agriculture by the head of the farm, determining the level of use of resources, efficient use of labor resources, shortening the seasonal working period of labor resources in agriculture, creating an employment environment, prospects for the use of labor resources in agriculture, organization of small enterprises for the industrial surplus production of agricultural products, organization of storage rooms for agricultural products, indicators reflecting the general state of labor productivity are presented. , as well as conclusions on the effective use of labor productivity and comparison of the economic potential of farmers and peasants, conclusions on the main factor of the production process, reproduction of the labor force regardless of the ownership of the economy in agricultural production.

1 Introduction

Decree of the President of the Republic of Uzbekistan No PF-5199 provides farmers, farmer farms, and landowners [1-3] with the right to grow, process, store, and sell agricultural products, including in the implementation of agro-technical measures and contracts, when exporting to markets, it is necessary to pay serious attention to the implementation of comprehensive measures to improve labor relations [4-7]. The main task should be to organize the efficient use of labor resources in agriculture and its use in modern high-efficiency advanced agro-technologies, energy-saving means, and innovative innovations that can meet the requirements of the times. As a result, it is necessary to increase wages, not to reduce the number of people employed in production, but to increase their employment, to increase the minimum wage at the expense of increasing productivity. An alternative demand for labor resources between trade unions and production entities must be organized to provide jobs based on market conditions.

One of the main shortcomings in the organization of agricultural production and the efficient use of available labor resources is the lack of highly qualified specialists and managers in the production process. The knowledge of existing highly educated managers and agricultural specialists is that they do not fully meet the requirements of today's market economy.

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In the current situation, agricultural producers, including farms, do not have the opportunity to provide material incentives for labor or to purchase the necessary raw materials and tools. The training of specialists needed for agriculture does not meet the requirements of a market economy. One of the main reasons for this is the lack of highly qualified specialists to conduct lectures and practical classes in higher education institutions engaged in training specialists needed for the agricultural sector, based on the general norms of their salaries. , the fact that laboratory rooms for practice classes are not equipped with innovative innovations has a negative impact.

The lack of highly qualified professors in agricultural training institutions, which are at the disposal of agricultural universities, in the current market economy makes it impossible to use the existing innovations and achievements in world agricultural production. One of the first major issues to address in the above-mentioned agricultural enterprises, including farms, is to address the demand for labor resources in agricultural enterprises. It is necessary to find such useful methods of production and use of labor resources that they increase the level of use of labor resources, the correct organization of labor relations in farms based on improving production relations, increase labor productivity, improve the quality of the product and increase its revenue based on its cost reduction. It is safe to say that the level of development of the economy of the republic based on a market economy does not meet its requirements, while the non-standard development of the economy of the republic based on various forms of ownership is understandable. In our opinion, it is necessary to establish a market economy so that the labor resources engaged in the production of farms and farmer farms and organizations engaged in agricultural activities, which are agricultural entities, meet the requirements of market relations. In-depth study of economic aspects, the use of land with mechanisms of structural change in the production process based on market requirements, the optimal structure of work, and the training of highly qualified specialists to conduct marketing research to determine the causes of changes in land prices they need to create social conditions for working people [8-11].

2 Methods

In addition to ensuring the legal status of agricultural producers, we believe it is necessary to regulate the economic relations associated with their taxation, lending, and planning per the requirements of a market economy.

We believe that government agencies should closely assist farms in organizing and conducting agricultural production activities, including purchasing new innovative equipment and technologies, and establishing economic ties with foreign countries in the field of trade.

The involvement of labor resources in agricultural production should be carried out to improve their use following market requirements.

To be in close contact with each worker involved in production to ensure the efficiency of labor resources, realizing that the production process in agriculture depends not only on its specific features but on economic, natural, and climatic processes, understanding him, knowing his interests, can ensure that his labor productivity grows. Farm managers' organizational, scientific, and qualification levels are crucial to the efficiency of farms in the agricultural production process and to the extent to which the labor resources involved are involved in the production process. To effectively organize labor resources and production on farms, the farmer must have the following characteristics (Figure 1).

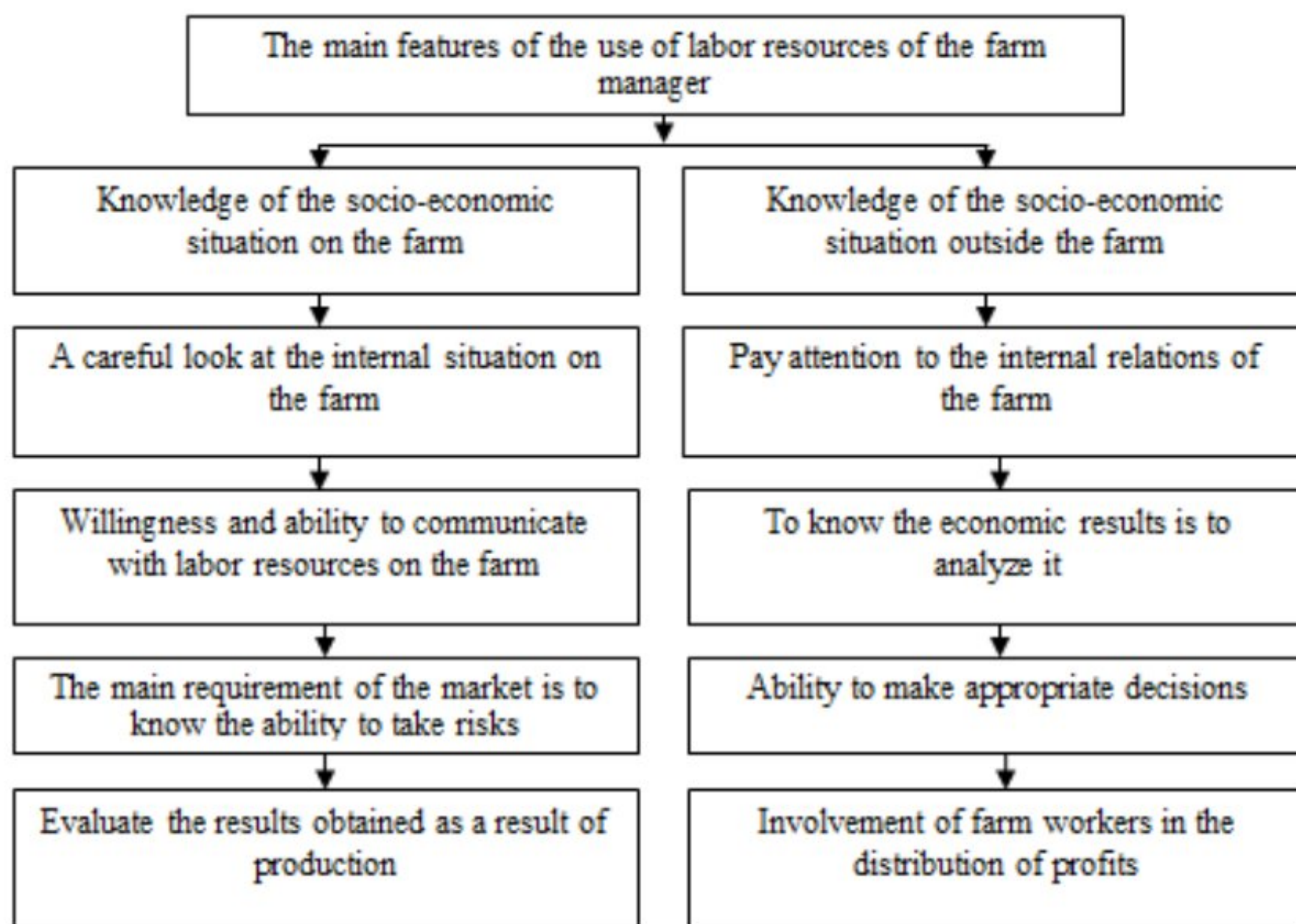


Fig. 1. Features of the use of labor resources by the head of the farm [5].

The following measures (Figure 2) should be taken to organize the efficient use of labor resources in agricultural production. We believe that for the labor mentioned above resources and the production process to be effective, each production farm must have production management, organization of agricultural activities, and multi-year plans.

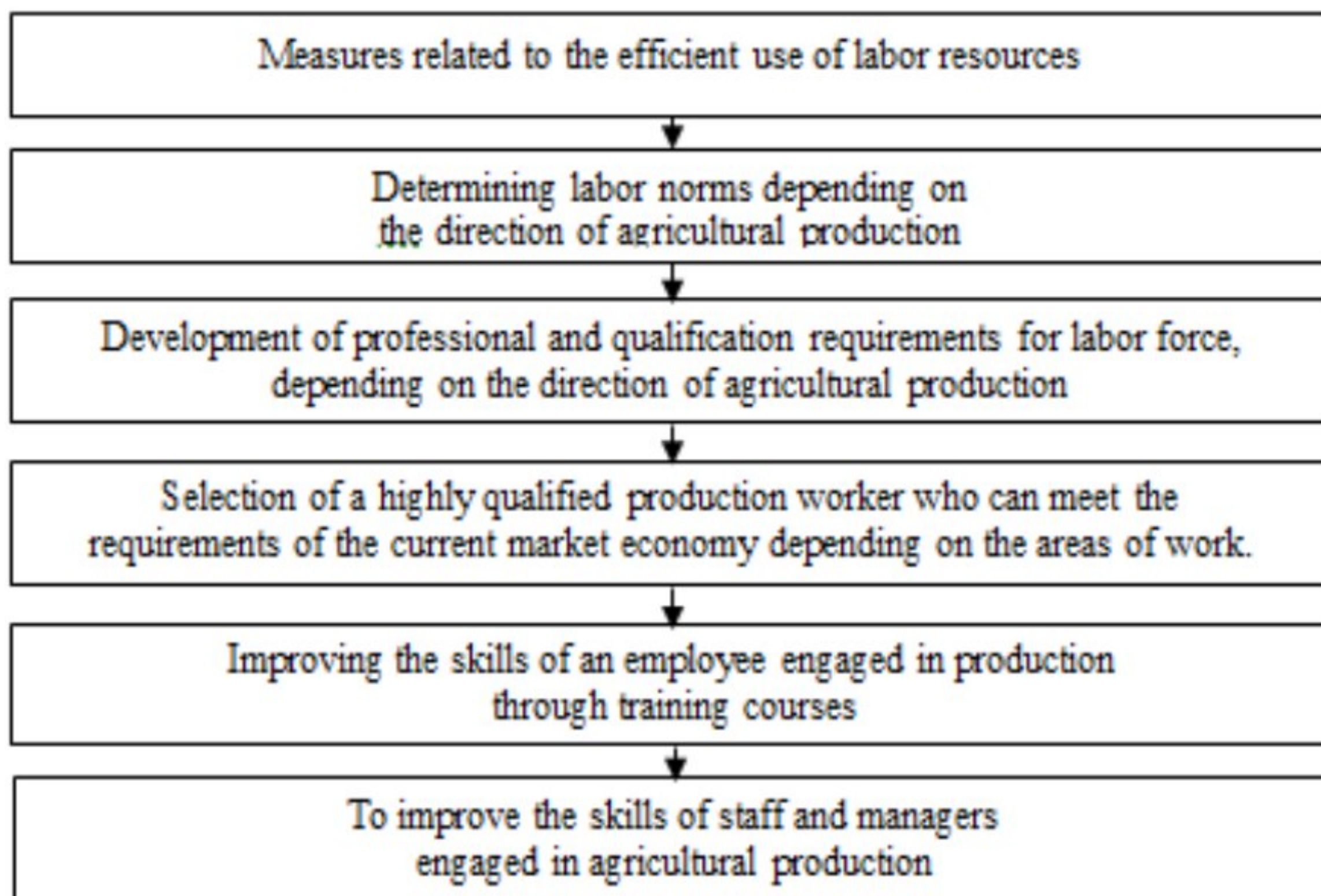


Fig. 2. Efficient use of labor resources [5].

The current and long-term plans developed by the production entities should reflect not only the volume of production lines but also the economy's needs in labor resources. In conclusion, to ensure the efficient use of labor resources in agriculture in a market economy, it is necessary to pay attention to the following (Figure 3).

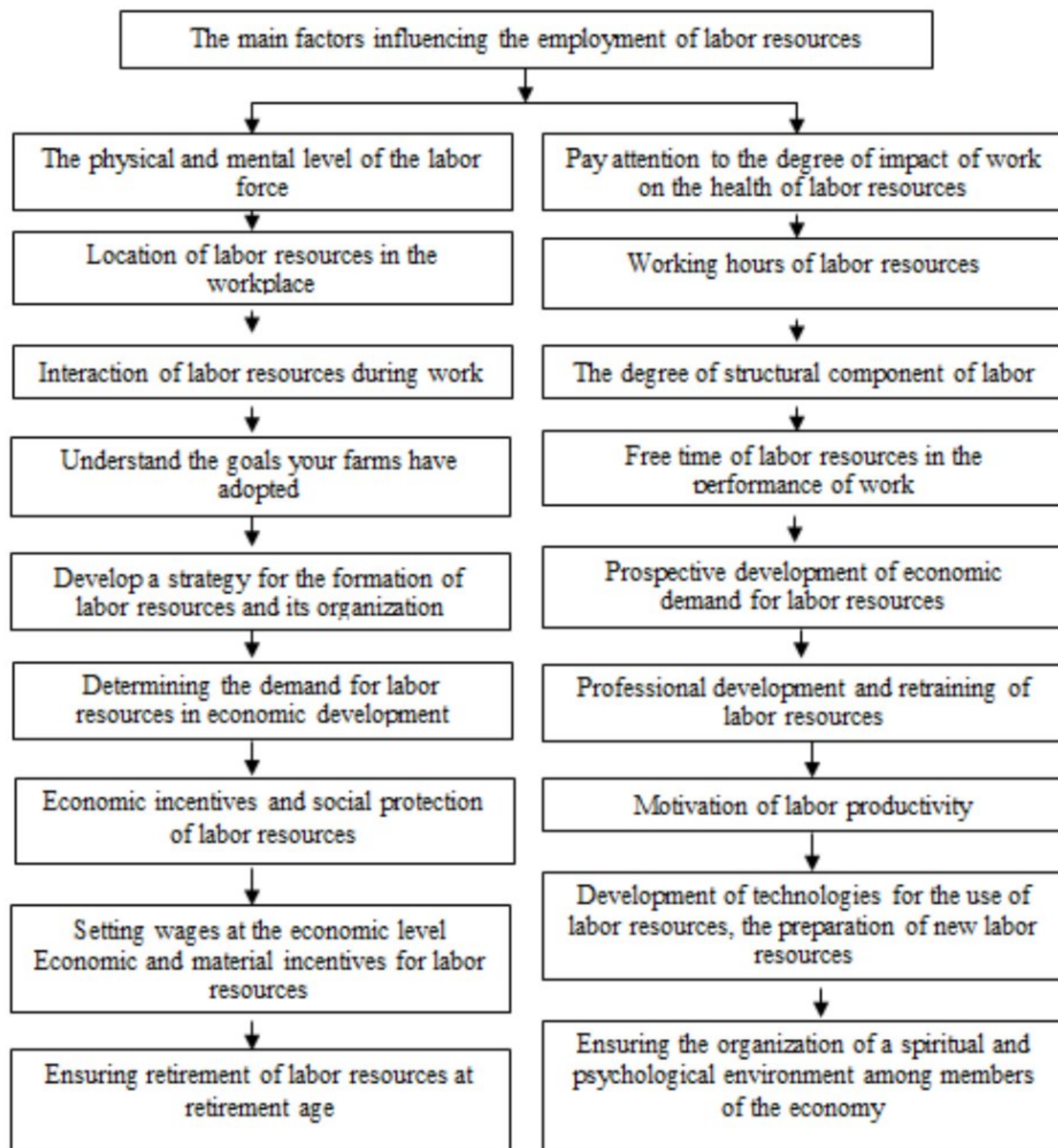


Fig.3. Creating an employment environment for human resources [5].

The concept of the use of labor resources must meet the general purpose of the farms and their implementation to follow the policy of employment of labor resources, taking into account their specific goals to ensure that the interests of farms coincide with the interests of labor resources.

Figure 4 shows a mechanism to encourage labor through fixed wages and monthly wages, and rising levels of gross output to ensure the efficient use of labor resources in agriculture.

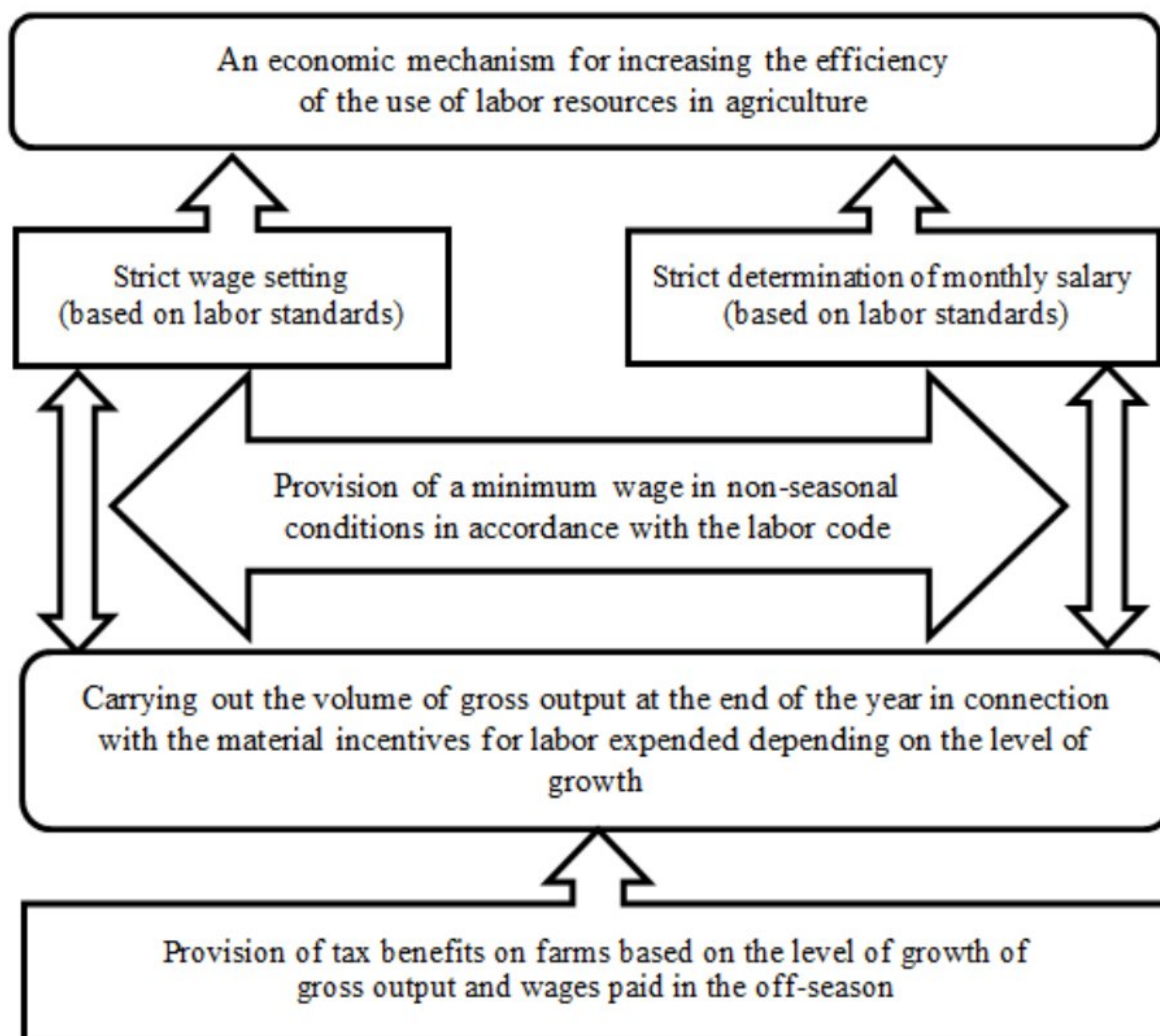


Fig. 4. Improving the use of labor resources in agriculture [5].

Figure 4 shows the aspects that need to be considered in the policy on the use of labor resources in farms that produce agricultural products in agricultural enterprises.

In the organization of efficient use of labor resources in agriculture, farmers, peasants, and organizations engaged in agricultural activities should increase their entrepreneurial activity, alternatively increase the economic efficiency of production; new agriculture should pay attention to the development of animal husbandry based on crop varieties and high-yielding livestock, to increase their efficiency. Here are some steps you can take to begin the process:

- to provide all departments of production facilities with the necessary personnel to effectively organize the use of labor resources and to harmonize the levels of interest of employers and employees;

- the policy of the organization and efficient use of labor resources in the agricultural sector and enterprises also depends on the developed measures for the use of labor resources;

- The policy of efficient use of labor resources depends on the correct definition of the strategy and goals of development of productive farms in the agricultural sector;

- The efficient use of labor resources and their competitiveness depend on implementing a policy of free and democratic use of farms.

In conclusion, the effective use of labor resources in agricultural production is the main direction of personnel policy, which should be based on the following:

- to develop general requirements, goals, and main directions of labor resources policy;
- have the necessary information on human resources, be provided with information;
- financial policy, organization of labor insurance;
- based on the policy of working with employees based on human resources development policy, directing them to professional work, labor organization, and promotion to positions based on the level of performance.

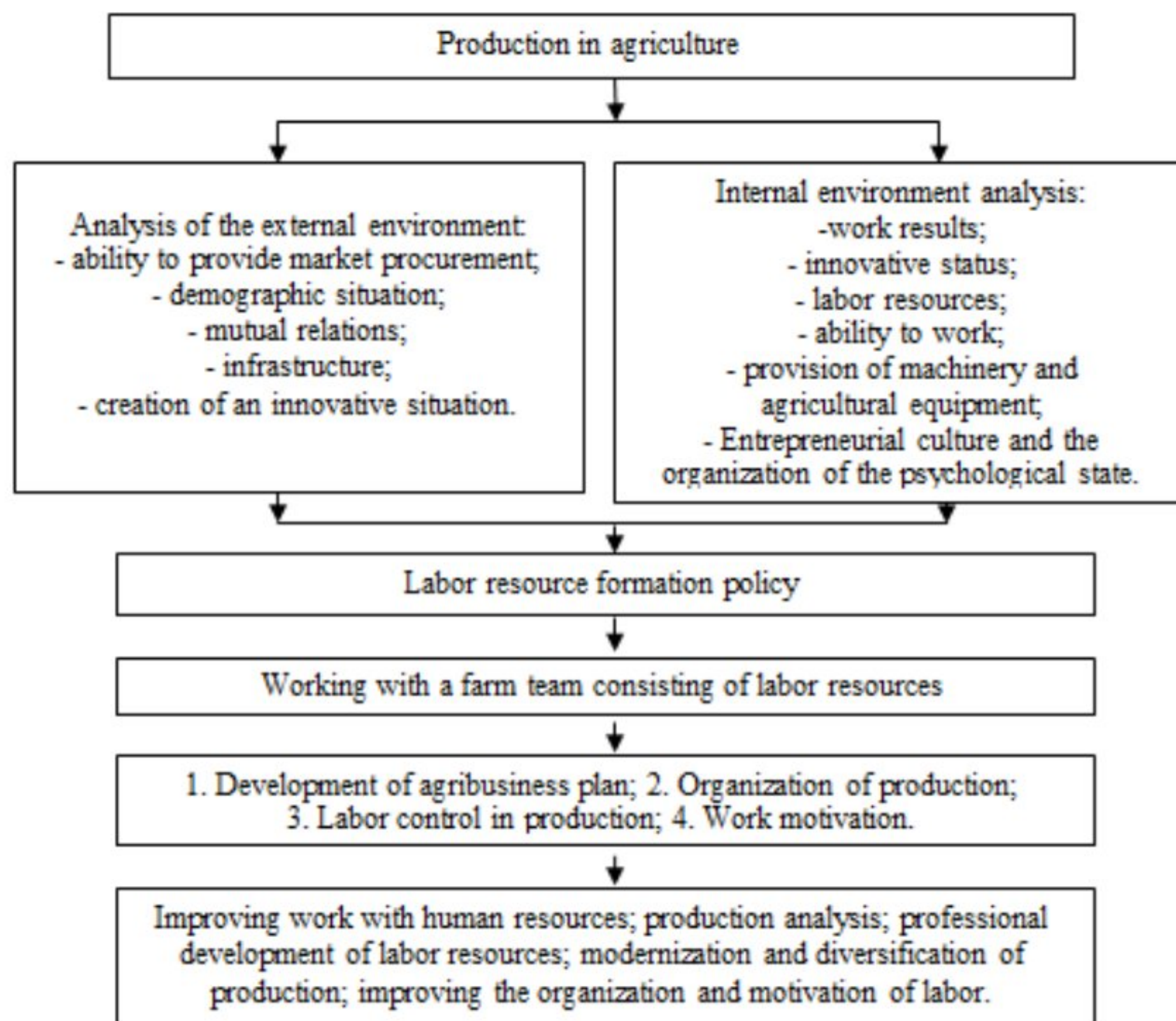


Fig. 5. Human Resource Use Policy [5].

The effective development of agriculture requires using labor resources in the enterprises of its branches, which provide employment and economic incentives for employers based on market demand. In addition to maintaining qualified personnel in rural production, it is necessary to provide financial and moral incentives to private investors actively involved in creating new jobs.

The transformation of labor resources is of great importance in ensuring the efficient use of labor resources in rural areas; that is, the organization of the use of labor resources over the requirements of the main agricultural sectors should be based on their secondary employment. Solving this problem can solve the problem of seasonal employment of labor resources. In rural areas, it would be useful to train qualified professionals in vocational colleges, not only in the professions required for the agricultural sector but also in the industrial and non-industrial sectors. To ensure the employment of labor resources in the agricultural sector, it is necessary to specialize in the use of surplus labor resources in the industrial processing of agricultural products.

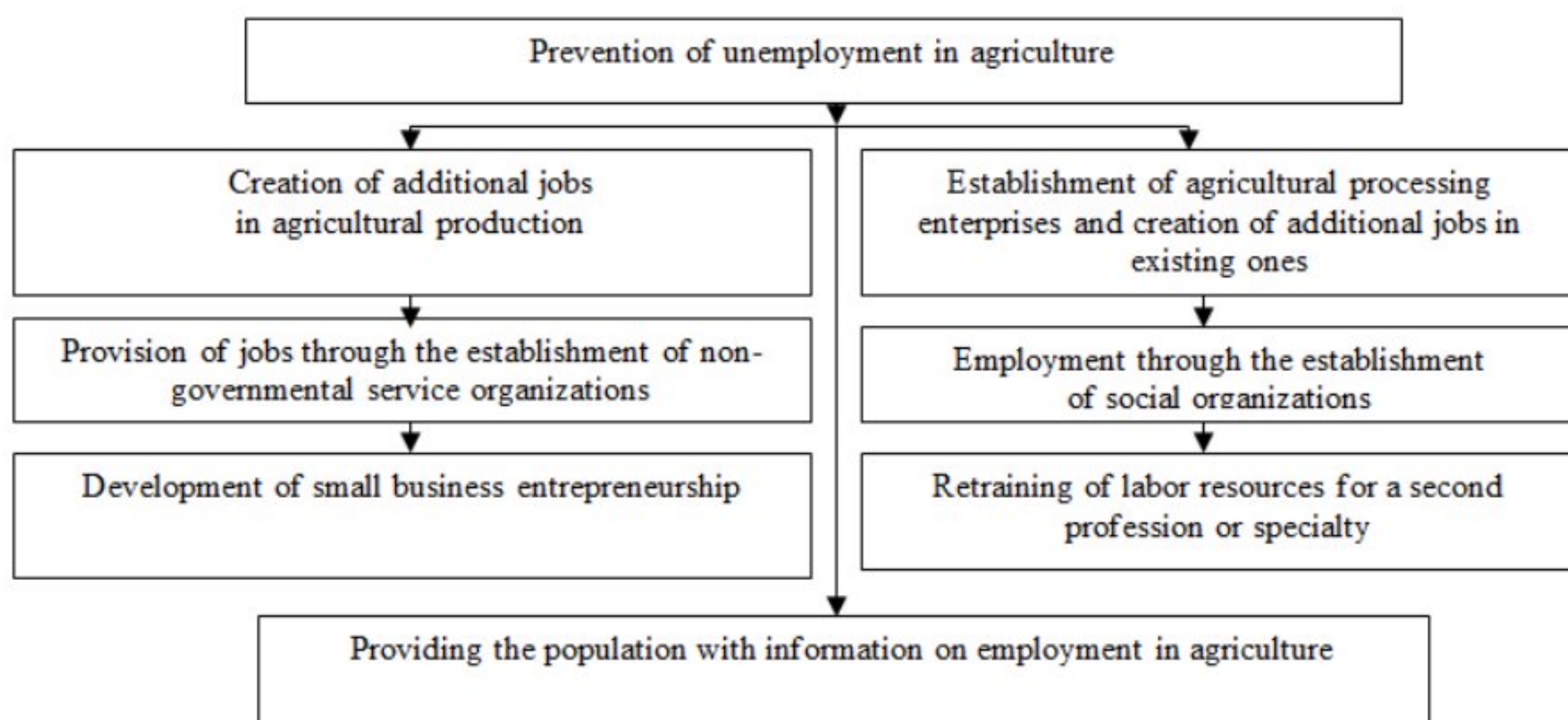


Fig. 6. Prevention of unemployment in agriculture [8, 9].

It is necessary to increase the role of employment services in the labor market in the employment of labor resources in the agricultural sector.

To this end, the employment service from farms in rural areas should constantly monitor the creation of jobs based on changes in the organization of production, pay attention to the creation of additional jobs for local governments and enterprises, and the effective use of the employment fund. They need to give. In preventing unemployment in the agricultural sector (Figure 6), the following should be considered.

In the context of market relations, it is necessary to forecast the employment of labor resources in the agricultural sector and the demand for labor resources for their effective use. In forecasting the demand for labor resources, it is first necessary to identify able-bodied men and women in the rural population. Second, a growing number of young men and women can be used to determine the labor resources needed for the agricultural sector in the future.

Table 1. Forecasting the demand for labor resources in agriculture

Indicators	2009	2010	2011	2012	2013	2014	2015
The number of people employed in agriculture, forestry and fisheries is in the thousands	3052.9	3126.8	3239.4	3330.0	3369.0	3436.8	3505.5
The number of people employed on the farm is in the thousands	1521.6	1338.9	1360.5	1349.0	1357.4	1404.9	1454.7
The number of people employed on the farm is in the thousands	1531.3	1787.9	1878.9	1981.0	2011.6	2031.9	2050.8

Continued from Table 1

Indicators	2015	2016	2017	2018	2019	2020
The number of people employed in agriculture, forestry and fisheries is in the thousands	3505.5	3572.9	3575.1	3647.1	3720.0	3794.0
The number of people employed on the farm is in the thousands	1454.7	1505.6	1558.3	1612.8	1669.2	1727.6
The number of people employed on the farm is in the thousands	2050.8	2056.6	2070.3	2034.3	2050.8	2070.4

The demand for labor resources needed for agricultural production should be based on the growth of the working-age population based on reducing the employment of minors. The demand for labor resources in agriculture in the future is shown throughout the country. According to the statistics on the employment of agricultural labor resources (Table 1), in 2014-2020, the labor force engaged in agricultural production increased by 10.4% to 3794. If it is 4 thousand people, the labor force employed on farms during this period will increase from 1404.9 thousand to 1721.6 thousand people or 23.0%. The labor force employed on farms during this period increased by 1.9 percent. The labor force employed on farms accounted for 45.5% of the labor force employed in the agricultural sector, while the remaining 55.5% were employed on farms.

Labor force employment forecasts are based on the arithmetic average growth method over the years. In agriculture, the average annual growth of the labor force engaged in agriculture in 2014-2020 will be 6.3%, the average annual growth of employment in agriculture will be 3.3%, and in farmer farms, the average annual growth is 3.0 percent. The average employment in agriculture by 2025 will be 3858.5 thousand people, on farms - 1756.9 thousand people, and on farms - 2101.6 thousand people.

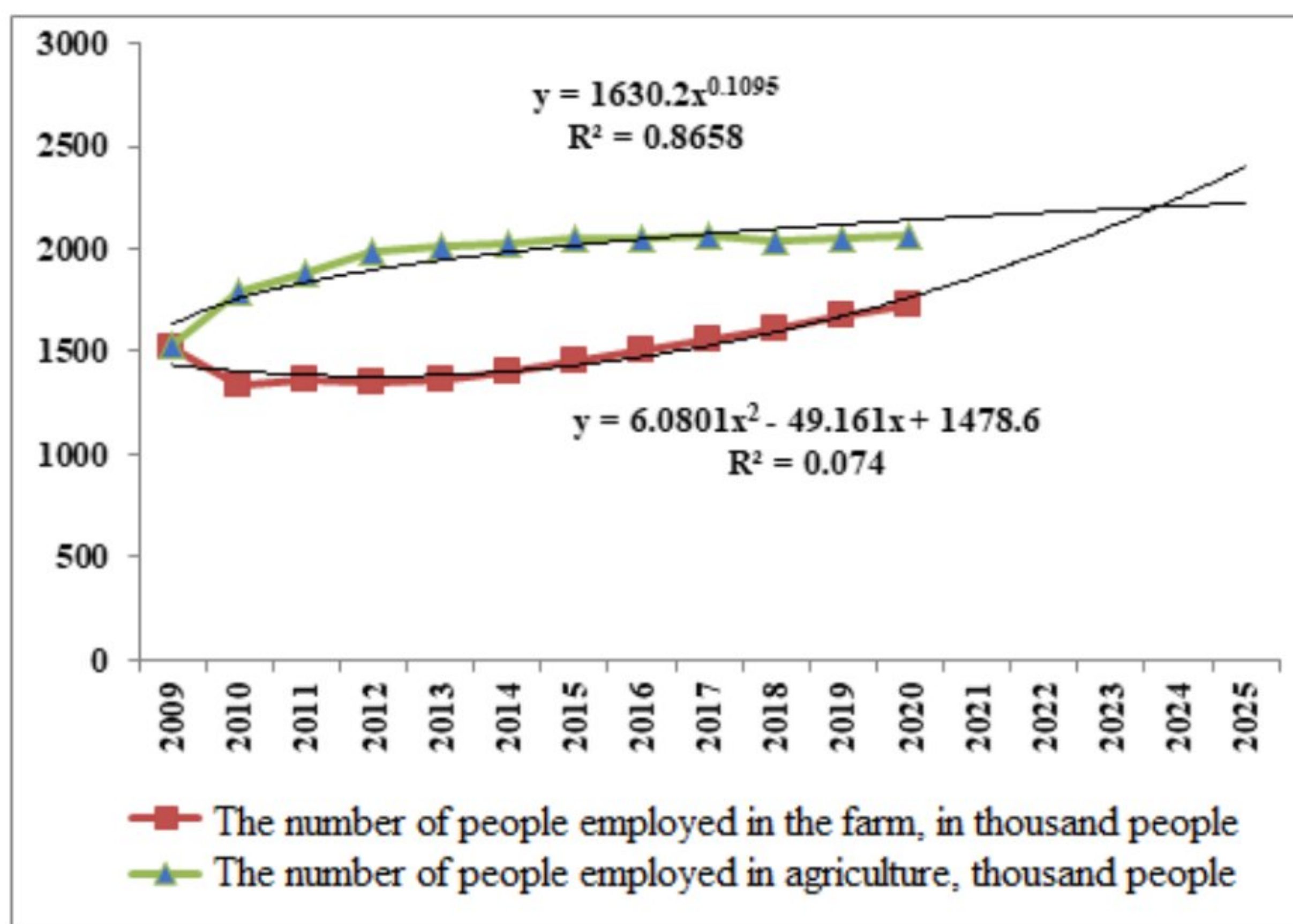


Fig. 7. Prospects for labor resources in agriculture [6].

An econometric model (Fig. 7) was constructed using polynomial and hierarchical methods to analyze the data presented on the prospects of dead labor resources.

3 Results and Discussion

As a result of the analysis, the function of the dynamics of those engaged in agriculture was formed. Based on this function, the prospects for those engaged in farming and farmer farms were calculated.

Comparing the prospects of labor resources in agriculture by the above arithmetic and polynomial methods, we can see that the employment of labor resources in agriculture is 751.1 thousand people or 19.5% higher than the polynomial method by the arithmetic mean. In our opinion, due to the limited arable land, the surplus labor resources are used by farmers and farmer farms over the natural consumption of agricultural products by establishing industrial inter-farm processing enterprises. Jobs can be provided because, in the conditions of market relations, every economic activity must be efficient; otherwise, it cannot carry out the production process in the form of extended reproduction. On the production technology maps, all agro-technologies must be clearly defined in each field of crop production, animal husbandry, which is associated only with improving labor organization in ensuring efficiency.

It is advisable to carry out the necessary agro-technological work on each crop based on the regulation method, considering the natural climate and economic characteristics of each economic region. Based on the developed method of scientific and practical regulation, it is possible to plan them by determining how much labor resources are needed in each area of the agricultural sector.

To do this, you need to perform the following tasks:

- Creation of the necessary social conditions for the rural population through the efficient use of labor resources to improve their living standards and create additional jobs;
- The main way to improve the socio-economic conditions of the rural population should be the development of farms and farmer farms in exchange for employment of labor resources in the agricultural sector and increase labor productivity and land productivity.

4 Conclusions

The main goal of the policy of efficient use of labor resources is to increase labor productivity based on combining the interests of economic stimulation of their activities in market conditions with the interests of agricultural production entities to achieve increased production efficiency. Improving the use of resources and employment should be based on the strategy of a labor organization;

The analysis shows that when comparing the prospects of labor resources in agriculture by the arithmetic mean and polynomial method, the employment of labor resources in agriculture by the polynomial method is 751.1 thousand people or 19.5% higher than the arithmetic mean.

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