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of new technology in comparison with the basic one;

- change in the annual operating costs of the consumer when using new equipment when calculating the volume of products produced using a unit of new equipment;

- change in associated costs when introducing new technology (for example, for environmental protection).

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UDC 331(075.8)

ANALYSIS OF CHARACTERISTICS AND MAIN INDICATORS OF ORGANIZATION OF LABOR IN BUKHARA REGION

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Annotasiya. *Ushbu maqolada Buxoro viloyatida mehnatni tashkil qilishning xususiyatlari va asosiy ko'rsatkichlarining tahliliga doir ma'lumotlar o'rganildi.*

Kalit so'zlar: *mehnat bozori, Yalpi ichki mahsulot, ishchi kuchi, ish kuchiga taklif, ish kuchiga talab, mehnat resurslari, ish bilan bandlik siyosati, ijtimoiy-iqtisodiy muhit.*

Аннотация. *В данной статье были изучены сведения о характеристике и анализе основных показателей организации труда в Бухарской области.*

Ключевые слова: *рынок труда, ВВП, рабочая сила, предложение труда, спрос на труд, трудовые ресурсы, политика занятости, социально-экономическая среда.*

Abstract. *This article studied information about the characteristics and analysis of the main indicators of the organization of labor in the Bukhara region.*

Keywords: *labor market, GDP, labor force, labor supply, labor demand, labor resources, employment policy, socio-economic environment.*

In the context of the modernization of the economy, the state employment policy should be aimed at the effective use of labor potential as a component of the socio-economic development of the region and solving the problems of employment in the conditions of its development. In the context of economic renewal, employment and unemployment of the population can change rapidly. The labor market is of great importance in ensuring employment of the population and eliminating unemployment in the region. Because the demand for labor and its supply in the region collide in the labor market. Therefore, the effective development of this infrastructure is one of the main factors of the socio-economic development of the region.

The level of employment of the population is one of the indicators characterizing the scale of development of the economy of any country.

The reduction and redistribution of the labor force, along with income, occurs not only in the spheres of material production, but also in the service sector of material production. It shows how important the role of the latest scientific and technical developments in the development of industries is. It is worth noting that by increasing the efficiency of labor and production, resource costs are reduced, resulting in lower prices for ordinary everyday products.

The trend of relative growth in gross domestic product in subsequent years (compared to the previous year in 2000 – 3,8%, in 2017 – 5,3%) was observed in all sectors of our republic. In

particular, the fundamental reforms carried out in all areas and sectors of the region's economy in subsequent years gave positive results. Industrial production in the economy of our country amounted to 104,2% in 2000 and 106,4% in 2021 compared to last year. We can observe similar growth rates in other sectors and industries, that is, in the analyzed years, agricultural production in 2021 will reach 224288,8 billion soums, the volume of services rendered is 190 356,0 billion soums. 68 854,4 billion soums, construction and contracting works. Soums, the volume of investments in fixed assets is 189 924,3 billion soums amounted to sum [1].

In accordance with a preliminary assessment, in January-March 2022, the GDP of the Republic of Uzbekistan at current prices amounted to 162 784,6 billion soums and, compared to January-March 2022, increased in real terms by 5,8%. The GDP deflator index, in relation to the prices of January-March 2021, amounted to 114,9% [2].

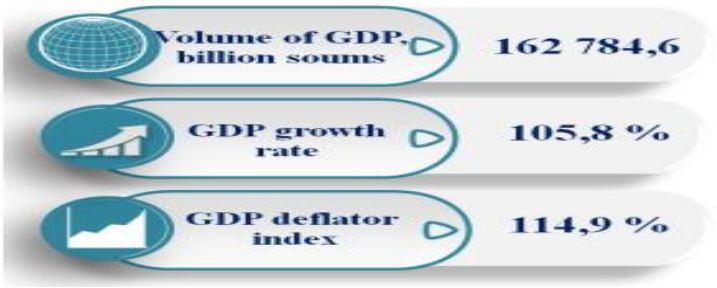

Table-1

Job offer in Bukhara region (per person)

Indicators	2006 y.	2008 y.	2010 y.	2012 y.	2014 y.	2020 y.	Growth in 2006-2020 (%)
Total offer	94202	96472	98401	100369	142110	148570	157,7
From this: Young people looking for work for the first time. Total	34173	34996	35696	36410	64652	66894	195,7
From this: Graduates of secondary and general education schools	23203	23762	24237	24722	25160	25344	109,2
Graduates of the full-time department of the Secondary Special Vocational Vocational College	5516	8690	16945	24308	27130	27690	5,0 times more
Graduates of the full-time department of universities and universities	7538	8706	8745	8774	8836	8858	117,5
All categories of conscripts	1388	1394	1396	1405	1414	1435	103,4

Source. It was compiled based on the information of the General Directorate of Employment of Bukhara region.

Even if the share of industry in GDP decreases, its absolute value per capita will increase, and the increase in the number of workers in the service sector is only evidence of the deindustrialization of labor. The decline in the share of industry and agriculture in the GDP of developed countries indicates the efficiency of these sectors, that is, the costs in this sector will decrease.

To date, the main task of employment policy is to support full and freely chosen employment by developing by all means the competitiveness of able-bodied youth in the youth labor market, ending mass unemployment and at the same time providing young workers with employment opportunities. enterprises for successful production. is to ensure the possibility of free recruitment. Thus, the main goals of youth policy in the labor market are related to the problems of using youth labor and increasing its efficiency "On measures to increase employment and improve the activities of labor and social protection authorities" was developed in accordance with Resolution No. PF-616 of 04/06/2007 g., and the number of unemployed population in need of employment, divided by

regions on the basis of the calculation, determines the procedure for the formation of the corresponding balance of labor resources.

This methodology was developed on the basis of the standards adopted by the International Labor Organization and took into account the peculiarities of the labor market in the Republic of Uzbekistan.

Table-2

Labor demand in Bukhara region(per person)

Indicators	**2006 y.**	**2008 y.**	**2010 y.**	**2012 y.**	**2014 y.**	**2020 y.**	**Growth in 2006-2020 (%)**
Total labor demand	87968	89727	91522	93352	136286	142174	162,3
From this: To fill the place of those who entered the full-time department of educational institutions, except for graduates of general education. Total	34310	34996	35696	36410	36906	37283	109,1
From this: Entrants to the full-time department of the Secondary Special Vocational Technical College	23296	23762	24237	94722	26130	27950	120,4
Entrants to the full-time department of higher educational institutions	5154	5257	5362	5469	8836	8894	173,3

Source. It was compiled based on the information of the General Directorate of Employment of Bukhara region.

In the Bukhara region, the need for a youth labor force increased by 109,1% in 2006-2020, as evidenced by the need for 37,283 young people to replace winterers (Table 2.4).

Competition is an integral part of the labor market. In it, the competition between the supply of labor and the demand for labor ultimately leads to the goal of further improving the training of specialists for modern sectors of the economy. At the same time, it is difficult to agree with the ideas of some economists that only the labor market should coordinate the supply and demand for labor.

The implementation of economic reforms in our republic, structural transformations in industries and the slow development of property relations have led to an increase in the number of enterprises with various economic opportunities. As a result, the decline in production has led to a large increase in low-wage jobs that are not paid on time. The market is becoming more and more saturated with low-skill jobs, jobs with no benefits, low wages and little job security.

In this segment of the employment service, the activities of commercial employment agencies are unprofitable. Because the limited existing financial opportunities in enterprises do not make it necessary to allocate funds for labor mediation. However, the introduction of such activities into the economy is socially significant and cost-effective for enterprises.

Taking into account the above, the results of the analysis of the state of development of the employment service show that the problems that arise in ensuring the effectiveness of organizational structures in the employment service are determined by the influence of the following main socio-economic factors:

- ❖ provision of unpaid leave by organizations, reduction of working hours;
- ❖ delay in payment of wages instead of dismissal of employees;
- ❖ lack of unemployment benefits;
- ❖ jobs offered by labor services are not suitable;
- ❖ the presence of a hidden sector of the economy;
- ❖ a long period of unemployment;
- ❖ offer a small number of qualified personnel in the employment service;
- ❖ discrepancy between the need for highly qualified personnel in the employment service;
- ❖ increase in the number of those in need of social protection among the unemployed;

- ❖ growth of unemployment of the personnel at the enterprises;
- ❖ a large number of complex applications from employers;
- ❖ lack of information about vacancies;
- ❖ lack of sufficient contacts with the economic divisions of educational institutions to improve the practical knowledge and skills of students;
- ❖ the process of privatization is slow;
- ❖ insufficient development of non-state employment services;
- ❖ increase in the number of non-prestigious jobs in the sectors of the economy;
- ❖ imbalance in the employment infrastructure;
- ❖ discrepancy between demand and supply of labor force to quantitative and qualitative indicators, etc.

Identification and elimination of ways and methods for solving problems caused by the above factors will create a socio-economic environment for the development of the employment service.

Based on the above analysis, the following conclusions were drawn:

1. It is necessary to systematically develop the division of labor and cooperation, improve the technological, functional and professional division of labor, and increase the efficiency of labor cooperation.

2. Development of the organization of jobs and their maintenance: improving the order of jobs and their chain in the area, in the shop; organizational and technical support of jobs, increase typification in planning and equipping workplaces, it is necessary to predict preventive maintenance systems for workplaces, to ensure the effective use of the total working time of the main and auxiliary workers.

3. Modernization of working conditions: stabilization of sanitary and hygienic working conditions, compliance with labor protection requirements; fulfill normal psychophysiological working conditions, stabilization of consumer services for employees, increase the level of aestheticization of the production environment, heavy and primary mechanization of hazardous work, it is necessary to get rid of emotional negative factors of work.

4. It is necessary to modernize the regime of work and rest, to take measures for the effective use of non-working time and its provision.

5. Development of the organization of selection, training and advanced training of personnel: training and retraining of personnel.

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SURXONDARYO VILOYAT FAOL QURILISH KORXONALARI FAOLIYATINING KORRELATSION-REGRESSION TAHLILI

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Annotatsiya. *Ushbu maqolada Surxondaryo viloyatidagi faol qurilish korxonalarining yalpi hududiy mahsulotga korrelatsiyasi o`rganilgan. Chiziqli regressiya tenglamasini tuzib, determinatsiya koeffisenti topilgan, Fisherning $F-$ mezoni va Styudentning $t-$ me`zoniga tekshirilgan. Approksimatsiya xatoligiga tekshirilgan. 2023, 2024 yillar uchun viloyatdagi faol qurilish korxonalar soni hamda hududiy yalpi mahsulot miqdori progzoni keltirilgan.*

***Kalit so`zlar:*** *faol qurilish korxonalari, yalpi hududiy mahsulot, korrelatsiya, regressiya tenglamasi, determinatsiya koeffisenti, Fisherning $F-$ mezoni, Styudent $t-$ me`zoni, Approksimatsiya xatoligi.*

Аннотация. *В данной статье изучено соотношение действующих строительных предприятий Сурхандарьинской области к валовому региональному продукту. Составлено уравнение линейной регрессии, найден коэффициент детерминации, проверен $F-$критерий Фишера и критерий $-t$ Стьюдента.*

Ключевые слова: *действующие строительные предприятия, валовой региональный продукт, корреляция, уравнение регрессии, коэффициент детерминации, $F-$ критерий Фишера, критерий $-t$ Стьюдента, ошибка аппроксимация.*

Abstract. *In this article, the ratio of existing construction enterprises of the Surkhandarya region to the gross regional product has been studied. A linear regression equation was compiled, the coefficient of determination was found, Fisher's $F-$criterion and Student's $t-$ criterion were tested.*

Keywords: *operating construction enterprises, gross regional product, correlation, regression equation, coefficient of determination, Fisher's $F-$criterion, Student's $t-$ criterion, Approximation error.*

Kirish. Mamlakatimizda iqtisodiyotning soha va tarmoqlarini rivojlantirish bugungi kundagi asosiy vazifalardan biri hisoblanadi. Chunki, hozirgi globallashayotgan iqtisodiy tendensiyalarda har bir hududning tekis rivojlanishi muhim iqtisodiy ko`rsatkichlardan deb qarash mumkin. Bu masalada so`nggi yillarda mamlakatimizda tadbirkorlikka keng yo`l ochilmoqda. Hech shubhasiz boshqa hududlar qatorida Surxondaryo viloyatidagi korxona va tashkilotlar ham alohida qo`llab quvvatlanmoqda[1]. Bunday e`tibor albatta o`z natijasini bermay qolmaydi. Bu esa yalpi hududiy mahsulotning ortishiga sabab bo`lmoqda. Hududda tadbirkorlikka keng imkoniyatlar berilayotganini viloyatdagi faol qurilish korxonalar sonining sifat va son jihatidan ortishini kuzatish mumkin. Bu esa o`z navbatida hudud yalpi ichki mahsulotlarida ham qurilish korxonalarining ulushini oshishiga sabab bo`ladi.

Adabiyotlar tahlili. Keling, shu o`rinda yalpi hududiy mahsulot tushunchasiga iqtisodchi olimlarimiz bergan ta`riflarni va uni hisoblash usullarini qaraylik. Iqtisodchi olim Sh. Shodmonov fikricha, yalpi hududiy mahsulot – milliy hisoblar tizimining asosiy ko‘rsatkichi bo‘lib, muayyan davrda mintaqaning iqtisodiy hududida joylashgan rezident – institutsional birliklar ishlab chiqarish faoliyatining yakuniy natijasini ifodalaydi[2]. Iqtisodchilarimiz O‘lmasov A., Vahobov A.V.lar esa o`z adabiyotlarida yalpi ichki maxsulot deb mamlakatda yil davomida mehnat qilayotgan kishilar tomonidan yaratilgan, shu mamlakat taraqqiyoti va aholisi farovonligi yo‘lida foydalanadigan, bevosita iste’molchilarga yetkaziladigan tayyor maxsulot deb hisoblaydilar[3].

Yalpi hududiy mahsulot ishlab chiqarish usulida, iqtisodiy faoliyat turlari bo‘yicha yalpi qo‘shilgan qiymat hajmi va mahsulotlarga sof soliqlar yig‘indisi orqali hisoblanadi[4].

Mazkur maqolada erkli o`zgaruvchi sifatida 2014-2022 yillarda viloyatdagi faol qurilish korxonalar soni $x$ (ta) va natijaviy belgi etib shu davrda yalpi hududiy mahsulot $y$ (milliard so`m)ga korrelatsiyasi tekshirildi.