

PRIORITIES FOR THE EFFICIENT USE OF HUMAN CAPITAL IN ENTERPRISES

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ANNOTATION

This article presents analytical data on the priority areas of human capital utilization efficiency in enterprises.

Keywords: labor supply, investment, wages, working conditions, migration, labor market.

INTRODUCTION

Many labor supply options are made by the worker a requirement that a certain amount of investment must be made does. If you call it an investment, then the employee assumes the initial costs in the hope of recouping them later. Therefore, for many workers, wages and working conditions are not the only factors important in decision making. Such simulate decisions, the nature of the investment and the worker the following perspective should also be taken into account.¹

Workers are the three most important investments in the labor market distinguish between the type: education and training, migration and new job search. All three investments are initial incurs costs and in all three of them workers in exchange for this investment in future earnings they hope to cover. This is another investment out of three investments.

To emphasize the simplicity of these types, economists they are called investments in human capital, i.e. where employees have skills that will be useful to them in the future will Knowledge and skills acquired by the employee as a result of education and as a result of learning, they also produce is an equity asset. Production capital and the value of how much use this qualification brings in the labor market arises. Job search and migration are also human capital lead to an increase in his salary.

The total wealth of society is human capital, etc. depends on capitals. Human capital education, training, including the amount of investment in areas such as migration, natural resources, buildings and technologies to other capitals included².

MATERIALS AND METHODS

In June this year, the Republican Scientific Center for Employment and Labor Protection of the Ministry of Employment and Labor Relations conducted a survey of the population in 101 cities and regions of the country using a methodology developed on the basis of recommendations of the International Labor Organization. It was attended by 490 citizens' self-government bodies, 4,9 thousand households and 25,9 thousand citizens. According to the department, quarantine measures aimed at preventing the spread of coronavirus infection during the KOVID-19 pandemic have had a significant impact on the labor market.

¹ file:///C:/Users/user/Downloads/1414- -4649-1-10-20200629.pdf

² file:///C:/Users/user/Downloads/1414- -4649-1-10-20200629.pdf

The research results show that the unemployment rate in the country is 13.2% of the economically active population. This figure for the same period in 2019 was 9,1%. The total number of people in need of work is 1,9 million (the unemployment rate for 16-30 year olds is 20,1%, and the unemployment rate for women is 17,4%).

According to preliminary data, the labor force increased by 0.6% compared to the same period in 2019 to 19 million people, while the number of people employed in the economy decreased by 5% or 671 thousand people compared to the same period last year. ., 12,7 million people.

The number of people employed in the formal sector of the economy amounted to 5,5 million people, which is 0,2% or 12,4 thousand people less than in the same period last year. At the same time, due to restrictive measures to prevent the spread of coronavirus infection, the number of self-employed decreased by 167,5 thousand (46,4%) compared to the same period last year, and 131,2 thousand people were paid to the unemployed. the number of officials dropped sharply due to their involvement in the work³.

RESULTS

The total income of the population consists not only of income from labor activities of employees, but also from self-employment, own production of services for own consumption, income from property (interest, dividends, royalties, other property income) and income from transfers (pensions, benefits, scholarships, other current transfers)⁴.

Table-1

The structure and growth rates of the total income of the population in the Republic of Uzbekistan in relation to the corresponding period of the previous year

	% to total		Growth rates
	2021	2022	
Aggregate income - total (I+II)	100,0 %	100,0 %	115,9 %
I. Primary income	73,1 %	73,4 %	116,4 %
I.1. Income from production	70,4 %	70,3 %	115,7 %
I.1.1. Income from labor activity	62,0 %	62,5 %	116,8 %
I.1.1.1. Income of employees	31,7 %	32,8 %	120,0 %
I.1.1.2. Income from self-employment	30,3 %	29,7 %	113,5 %
I.1.2. Income from own production of services for own consumption	8,4 %	7,8 %	107,5 %
I.2. Property income	2,7 %	3,1 %	134,9 %
II. Transfer income	26,9 %	26,6 %	114,7 %

Increase in the number of employees in the formal sector As a result of the gradual easing of restrictive measures during the pandemic, the number of legal entities employed in the economy

³ <https://mehnat.uz/en/news/the-unemployment-rate-in-uzbekistan-was-132-percent>

⁴ file:///C:/Users/user/Downloads/14.Comprehensive%20income%20population.pdf

increased by 3,6% or 174,7 thousand people, individual enterprises without legal entities - by 5% or 10,8 thousand people. In addition, the number of unemployed people involved in paid public works amounted to 43,5 thousand people⁵.

Table – 2 Staff composition (thousand people)⁶

	2019	2020	2021
Labor resources	18829,6	18949,0	19142,3
as a percentage of the resident population	57,1	56,4	55,9
including:			
able-bodied working-age population	18712,1	18857,6	19052,0
as a percentage of the resident population	56,8	56,2	55,7
as a percentage of labor resources	99,4	99,5	99,5
workers younger than working age and older	117,5	91,4	95,1
as a percentage of the resident population	0,3	0,3	0,3
as a percentage of labor resources	0,6	0,5	0,5

According to the survey, the number of people who left the country to work abroad amounted to 1838,2 thousand people, which is 128,3 thousand or 6,3% less than in the same period of this year. The number of people employed in the informal sector (excluding labor migrants working abroad) in comparison with last year increased by 5,6% or 300,7 thousand people and amounted to 5668,9 thousand people. In 2021, 1080,667 people applied to district and city employment centers for help in finding employment.

DISCUSSIONS

The number of labor resources amounted to 18964,000 people, an increase of 1% compared to January-June 2018. The economically active population increased by 181,5 thousand people or 1,2% compared to the same period in 2018. The number of economically inactive population was 4213,0 (an increase of 0,1%), which is explained by an increase in the number of women on maternity leave, maternity leave or taking care of children under 2 years of age by 4,4%. It should be noted that the number of people not employed on a voluntary basis has sharply decreased from 805,6 thousand to 734 thousand (8,9%), which means an increase in labor and entrepreneurial activity of the population.

⁵ <https://www.oecd.org/coronavirus/policy-responses/coronavirus-covid-19-sme-policy-responses-04440101/>

⁶ <https://stat.uz/en/quarterly-reports/21530-2022-eng>

Permanent population of working age**(at the end of the year, percentage of the total population, in percent)⁷****Table-3**

	2019	2020	2021
The Republic of Uzbekistan	59,5	58,8	58,2
Republic of Karakalpakstan	60,3	59,8	59,5
provinces:			
Andijan	59,6	58,8	58,0
Buxoro	60,6	59,9	59,5
Jizzakh	58,8	58,1	57,6
Kashkadarya	59,1	58,5	58,2
Navoi	60,5	59,8	59,1
Namangan	60,2	59,4	58,6
Samarkand	58,4	57,7	57,2
Surkhondarya region	59,1	58,5	58,0
Syrdarya	60,9	60,4	59,9
Tashkent	59,4	58,8	58,0
Fergana	59,9	59,1	58,4
Khorezm	60,4	60,0	59,7
Tashkent city	58,4	57,8	56,2

In January-June of this year, 404569 people applied for help in finding employment at regional and city employment centers, including 138173 people aged 16 to 30 years. Of those who entered, 167 713 people were employed, 139 679 participated in public works, 10 085 were sent for retraining, 31 938 received unemployment benefits.

CONCLUSION

It is advisable to introduce the use of crowdsourcing in the labor market of Uzbekistan.

Highlight the following benefits of crowdsourcing Can:

- Experts from a country, region, even the whole world the ability to use knowledge, skills and talents;
- Too many people to work for one person the ability to upload to a group;
- Necessary ideas, innovations and presence of significant other opinions and so on.

Many companies in the world benefit from crowdsourcing uses. In particular, many companies own participant in the production process for consumers offer to be. For example, to the most important ideas with a small cash reward Procter & Gamble has over 160,000 customers receiving very valuable feedback and ideas.

⁷ <https://stat.uz/en/quarterly-reports/21530-2022-eng>

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