

## WAYS TO INCREASE LABOR RESOURCES AND POTENTIAL IN THE SERVICE SECTOR IN THE CONDITIONS OF ECONOMIC MODERNIZATION

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### Annotation:

This article was devoted to the economics of the reformation in conditions associated with the restoration of conditions in accordance with the tasks of solving this problem, a competitive economy that provides

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In the period of economic reforms, it is important to coordinate everything with human needs and destiny.

Labor resources consist of the part of the country's population capable of producing material goods or providing services with their psychophysiological and mental qualities. Labor resources refers to a set of capable people who participate in social production with their mental and physical labor.

It follows from this definition that labor resources include both people who are employed in the economy and those who can work even if they are not employed. In other words, labor resources are actual (real) and potential employees.

The level of spiritual development means general education and professional knowledge as well as skills and personal characteristics. These characteristics are a necessary condition for a person to work successfully in the chosen field of activity.

The importance of images of both physical and spiritual development of a person is constantly changing depending on the development of the economy. This situation, in turn, fully reflects the existing world principle in the field of labor, the role of physical and spiritual qualities of people increases especially in times of rapid and profound changes in the economy and society in general.

Market economy, on the other hand, requires a person to be proactive and active. How he lives depends on his ability to adapt to the new economic system. The higher the physical capabilities and level of education and spirituality of a person, the more successful this will be.



The necessary physical and mental capabilities depend on a person's age. They are formed and developed during the early and mature periods of human life, and during old age, they naturally decrease somewhat.

In our country, the age limit is determined by the right to receive a pension after reaching the age of 59 for men and 54 for women. However, there is an exception to this rule. For certain types of professions associated with high mental and physiological pressures on the body, the retirement line is significantly lower by 5-10 years, sometimes even more. The old-age pension system applies here under preferential conditions. Although the retirement age for women is at the level of typical international experience, the life expectancy of men everywhere is significantly lower than that of women.

In most cases, this is related to unfavorable working conditions. Also, this applies to occupations (for example, ballet) in which the possibility of maintaining the necessary "work form" disappears over the years.

Observations show that in real life, many "privileged retirees" continue to work in their previous occupations or other jobs, so they remain in the labor force. Unemployed pensioners are excluded from the workforce.

The concept of "economically active population" has already been established in developed countries. According to international standards, they include the working population and the unemployed who are looking for work. Also, the concept of "civilian economically active population" is spread, which does not include military personnel.

Thus, "labour resources" is broader than the concept of "economically active population" in terms of its content in the service sector. In addition to the economically active population, labor resources also include students of working age, as well as housewives of the same age and all the rest of the country's population, that is, if not unemployed, but for some reason employed in the country's economy. includes non-residents.

We believe that the formation of labor resources in the service sector means the constant renewal of labor resources.

In order to determine how labor resources are formed, we first divide labor resources into three large age groups - people of working age, people younger than working age and people older than working age, and secondly, each group affects the population, its change. factors, and thirdly, we should consider general and specific aspects of natural and mechanical change of labor resources and population.

The majority of labor resources in the service sector are the working-age population. People older than working age, working pensioners and persons performing the function of "zero", people younger than working age, working teenagers do not play a significant role in the weight of labor resources.



Able-bodied population of working age. Keeping in mind that the labor resources do not include non-working disabled persons of groups I and II, we first look at the population of working age, and then its part capable of working.

Citizens of working age are a part of the entire population, and their number varies under the influence of demographic factors. How much they will be depends on the death rate in the respective youth. It also depends on the ratio between young people of working age and citizens of retirement age. The lower the birth rate and the higher the difference between the citizens who have reached the working age and those who have passed this age, the greater the number of people who have reached the ability to work, or vice versa. Thus, we pay attention to a certain degree of relative "independence" of the dynamics of labor resources, recognizing that labor resources in the service sector are directly related to processes affecting the entire population. It helps to better understand the demographic basis associated with the socio-economic development of the country. In this sense, "labour resources" is a unique methodological tool for analyzing and justifying social and demographic development.

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