



# FACTORS OF INCREASING THE COMPETITIVENESS OF THE ECONOMICALLY ACTIVE POPULATION

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## ANNOTATION

*In order to increase the competitiveness of the economically active population, the article examines the qualifications of the labor force, its compliance with the specialization of enterprises, as well as the retraining of the unemployed as a qualified labor force among the economically active population.*

**KEYWORDS**-*Economically active population, employment, competitiveness, labor force, labor market, employment department, labor resources, surplus labor resources, economic sectors.*

## INTRODUCTION

Competition in the domestic market in any country is a key indicator of the successful operation of a market economy. The competitiveness of an economy has many levels:

- Product competitiveness;
- Personnel competitiveness;
- Industry competitiveness;
- The competitiveness of the country.

There is an internal and external interdependence between all levels of competitiveness.

The modern model of building and developing competitiveness, based on M. Porter's<sup>1</sup> concept, consists of four characteristics that have a common feature of the country and form a competitive environment in which manufacturers compete.

This environment can both promote and hinder the formation of competitive advantages.

These are: conditions for factors, sustainable strategy, related and supporting industries, demand situation.

If we consider the determinant "Conditions for factors", it should be noted that according to the theory of factors of production, the flow of trade determines such factors of production as labor, land, natural resources, capital, infrastructure.

However, in technologically complex industries, which are an integral part of the modern developed national economy, the most important

factors of a highly qualified labor force or industrial production of the country are formed.

It should be noted that a country's comparative advantage, such as labor or natural resources, provides advantages in many knowledge-intensive industries.

In other words, in Uzbekistan labor resources are the main factor of overproduction. The surplus of labor force with higher education in the structure of labor resources is not the basis of the competitive advantage of the republic.

## LITERATURE REVIEW

Among Western economists and scientists-workers of the CIS who studied the above-mentioned problems, one should highlight J. Keynes., H. Lampert., J. Kotler., Zaslavsky I., Kostakova V.G., Maslova I.S., Sergeev G.P. , Sarukhanova E.R., Chizhov J.I.C., etc.

In Uzbekistan, the issues of employment formation, development of the labor market, unemployment, social protection of the population in general, in the labor sphere, in particular, are devoted to scientific research and development of such scientists as K.Kh. Abdrakhmanov, N.S. Alikariev, D.A. Artykova, Yu.V. Voronovsky, Sh.N. Zainutdinov,

M. Ismailova, J.I.P. Maksakova, R.B. Murtazina, A.A. Sotvoldiev, R.A.Ubaidullaeva, D.A.Umarova, N.Khodzhaev, Sh.R. Kholmuminov, and others.

## RESEARCH METHODOLOGY

The factors of competitiveness of the economically active population are: demographic

<sup>1</sup> Портер М. Конкуренция.: Пер. С англ.- М.: Издательский дом "Вильямс",2002.С176



factor, labor factor, education factor, scientific and technological development, medical factor, income differentiation.

The main problem in the labor market in the Republic of Uzbekistan is the imbalance between supply and demand for labor, i.e. lack of qualified personnel.

The essence of this imbalance is that job candidates do not meet the requirements of employers, and vacancies do not meet the requirements of the labor force.

In addition, the analysis of the labor market in Uzbekistan shows that today, among the economically active population, the labor market for women is relatively smaller than for men.

At the same time, it is possible to take two main integral criteria as indicators in the quality training preparation:

- The amount of time required to adapt to the workplace in their specialty;

- The number of related specialties that personnel can master without spending extra time and effort;

- One of the main tasks today is to prepare a knowledgeable, flexible and competitive specialist. But to solve this serious problem:

- Content of knowledge on training and development of a specialist as a person;

- The traditional approach to assessing the quality of education and decision-making in the educational services market;

- Insufficient need for a system of effective diagnostic methods for assessing the quality of education and scientific and methodological support for its current and final control;

The contradictions between the established system for assessing the level of specialist training and the orientation towards the correct assessment of a person's professional qualities.

The competitiveness of a specialist can be considered as an integral indicator of the quality of training in the following cases:

- identified the main directions for assessing the quality of education based on world educational experience;

- Developed clear ways of assessing the quality of training a competitive specialist;

- The diagnostic technique for assessing the quality of education is presented in the following two groups:

1. Assessment of professional knowledge based on a qualification standard;

2. Assess the professional knowledge of a specialist as a person.

The unemployed who are part of the economically active population should receive direct assistance from the employment services in their search for work after they are registered.

Some job seekers are unable to find work in their profession.

Thus, employment services motivate them to pursue other professions, and at the same time, financial needs encourage them to retrain in other professions in order to find a new job.

## CONCLUSIONS AND OFFERS

Some employment programs created by labor departments, such as job creation, quotas and business subsidies, are very low. One of the reasons for this is the financial and economic instability of enterprises, the deficit of the local budget and the employment fund.

In addition, the conditions for partial financing of measures to strengthen the employment policy do not induce employers in the real sector of the economy to create additional jobs, quotas, especially for citizens in need of social protection, especially young people, to expand employment.

The reluctance of employers to participate in the employment of young people is determined not only by the lack of economic incentives, but also by the poor organization of labor marketing in employment centers.

A good marketing system not only helps to determine the effectiveness of measures to ensure youth employment, but also helps to design measures for their practical implementation.

The solution to the problem of youth employment is not limited to the employment service.

Because not all young people go there. The supply of the labor market requires ensuring its competitiveness and the development of an appropriate marketing element.

With the help of such an element, the consumer of labor can be convinced of its best qualities over others.

A country can only succeed in those sectors of production that are used to form factors of production.

However, the presence of a surplus factor of production can be the basis for the formation of a competitive advantage obtained for innovation, since the lack of resources leads to their high cost.

It is this situation that can become the basis for the introduction of technical innovations and innovations in order to reduce production costs, which leads to a high level of competitiveness of companies, industries and the country's economy.

It is necessary to adhere to certain conditions, first of all, in order to stimulate the introduction of innovations before foreign competitors. For example, in the case of a shortage of labor - to increase labor productivity, in cases of surplus labor - it is widely used, that is, at the expense of low cost.



Secondly, there must be an active competitive environment. Third, encouraging investment in the development of enterprises and the industry as a whole, which leads to constant technological innovation and the introduction of innovations.

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