

## THEORETICAL ASPECTS OF THE INFLUENCE OF SOCIO-ECOLOGICAL FACTORS ON EFFECTIVE USE OF LABOR RESOURCES

Dilshadbek Nurmatov,  
Docent, Candidate of Philological Sciences,  
Andijan State University Department of Economics  
+998 90 259 10 71, E-mail: DNN71@mail.ru

### ANNOTATION:

**This article examines the theoretical aspects of the impact of social and environmental factors on the efficient use of labor resources. In particular, the deterioration of the socio-ecological situation leads to the emergence of temporary disability for workers at industrial enterprises.**

**Keywords: labor efficiency, temporary disability of workers, environmental situation, labor resources, external and internal factors.**

### INTRODUCTION:

Strengthening the sovereignty of the Republic of Uzbekistan, ensuring stability in the development of the economy necessitate the development of scientifically sound measures for the development and improvement of the effective use of labor resources in the regions.

The power of the labor potential of the region is determined not only by the number of people of working age, their level of employment, education and qualifications, but also by their state of health. In this regard, improving the health of the population is directly related to the use of working and free time, its temporary loss (time of disability) or for a long time (disability) has a great impact on the stability of the functioning of enterprises.

Reproduction, protection, improvement of the health of the able-bodied population and their effective use are the most important reserve for improving production efficiency.

Good health has been the most important human need at all times. However, objective changes taking place in the nature of work and the life of an employee in market conditions immeasurably increase the level of social needs in the protection and maintenance of health, in preventive measures. The employee's subjective assessment of the "value" of his own health in the general scale of needs is also growing.

However, in modern conditions of development, one of the urgent problems is the aggravation of the socio-ecological situation. Considering potential security threats, the President of the Republic of Uzbekistan Sh.Mirziyoyev noted: "The improvement of the environmental control system at the production site, the revision of the procedure for conducting environmental audits and the activation of private auditing activities in this profile are also important tasks. The Government is instructed to develop a program of comprehensive measures for 2020-2025 to prevent the negative impact of industrial development on the environment" [1].

Especially this problem can be seen in enterprises where the prevailing socio-environmental factors negatively affect the effective use of labor resources. This is reflected mainly in the increase in temporary disability of employees (morbidity), as a result - loss of working time and a decrease in labor productivity.

In the context of economic modernization, one of the main goals is to achieve and accelerate economic growth. To a

large extent, this depends on the effective use of labor resources.

The problem of efficient use of labor resources is very complex and multifaceted. And this is perfectly legitimate, because the efficiency of the use of labor resources has not only economic, but also profound social consequences: enriching the content of work and improving its conditions, increasing free time and its rational use, etc. [2].

The concept of "use of labor resources" is considered in two directions. The first is by type of employment, by gender, age, level of education, health, etc. The second direction is characterized by the effectiveness of the use of labor. The main criterion for evaluating the effective use of labor resources at the enterprise level is labor productivity, which is determined by the volume of output per unit of time.

Based on our research, we believe that socio-environmental factors have a direct impact on the change in labor efficiency, along with logistical, organizational, economic and socio-psychological factors.

External factors include the environmental situation in the region and the level of medical care. The ecological situation is characterized by emissions into the soil, into the atmosphere and into water.

Internal and external factors have a direct impact on the efficiency of the use of labor resources. However, in modern conditions of development, the influence of external factors is great.

The deterioration of health and the occurrence of temporary disability of workers at industrial enterprises, due to the deterioration of the socio-ecological situation, leads, in our opinion, to certain economic consequences, which can be grouped as follows:

- An increase in social insurance costs for the payment of temporary disability benefits with an increase in morbidity due to environmental degradation;

- Increase in social insurance expenses for the payment of pensions with an increase in disability;

- Increase in health care costs with an increase in morbidity and disability;

- An increase in personnel training costs as a result of an increase in staff turnover, the retirement of disabled workers and the need for their premature replacement;

- Under-production of national income due to under-production of products by workers who are out of production due to temporary disability, deterioration of product quality, increase in staff turnover.

As a result of scientific research, we have identified the relationship between the influence of socio-environmental factors on the effective use of labor resources. Studies of the general patterns of the development of the country's economy, principles and factors of the formation of labor resources in the region, in their unity, allowed us to scientifically substantiate a number of provisions and determine the main directions of the efficiency of the use of labor resources at industrial enterprises in the conditions of an escalating socio-ecological situation [3].

Based on the above conclusions, in order to effectively use human resources at industrial enterprises, in the conditions of an increasingly complicated environmental situation, it is necessary:

- To strengthen the work on inspection and analytical control over environmental pollution, the use of natural resources and waste disposal, which contributes to reducing the level of environmental pollution to environmental, hygienic and sanitary standards. For the same purpose, taking into account the latest achievements of science and international standards, to develop a system for equipping (re-equipping) sources of environmental pollution with effective treatment facilities and installations;

- To achieve a balance in the processes of nature management, allowing to preserve the relative stability of the ecosystem, based on the definition of environmentally acceptable limits for the use of natural resources. Rational and integrated use of natural resources, including water, land, mineral and biological resources;

- Introduction of environmentally friendly and resource-saving technologies. The priority task in this direction is the development and use of technologies for obtaining alternative types of energy (solar energy, wind energy, etc.), the introduction of relatively environmentally friendly fuels into production, especially in transport (replacing gasoline with gas, electrification of railways, etc.). This requires reinvestment of industrial enterprises in the region and additional investments in a new environmentally friendly and resource-saving technology;

- Improvement of economic incentives for environmental protection measures in the region on the basis of broad and effective use of economic methods of regulation;

- Creation of a unified system of environmental monitoring, forecasting and information in the region;

- development and improvement of the system of environmental education and industrial culture in the region, that is, improving the industrial and environmental culture of the workforce and professional training of specialists;

- To determine the rating of enterprises and the level of environmental safety in the region, to establish the mandatory implementation of international standards (ISO: 9001:2000, 14001:2004, 18001:1991), what will contribute to improving the quality of products, improving the ecology of enterprises, industrial safety and health of workers;

- In order to reduce temporary disability at enterprises, it is necessary to develop and implement a set of measures related to

improving working conditions, that is, organizational and methodological, sanitary and technical, sanitary and hygienic, social and individual and therapeutic and preventive measures;

- Improvement of the functioning of medical services of enterprises. For the prevention and detection of morbidity among workers, it is necessary to provide modern medical equipment, equipment and medicines;

- Improvement of the social insurance system in order to improve the socio-ecological situation in the region.

#### LITERATURE:

- 1) Послание Президента Республики Узбекистан Шавката Мирзиёева Олий Мажлису. Народное слова, 25 январь, 2020 года, №19.
- 2) Абдурахмонов К.Х. Экономика труда. Учебное пособие. - Т.: ТФ РЭУ, 2011г.
- 3) Нурматов Д.Н. Экономические аспекты влияния экологии на здоровье женщин // Вопросы экономических наук. – Москва, 2006.- №2 – С. 146.