



**ACADEMICIA**  
**An International  
 Multidisciplinary  
 Research Journal**  
 (Double Blind Refereed & Peer Reviewed Journal)



**DOI: 10.5958/2249-7137.2021.01193.9**

## NATIONAL FEATURE-CRITERION OF LABOR ORGANIZATION

**N.Urinbaev\***

\*Associate Professor, Senior Lecturer,  
 Candidate of Philosophical Sciences,  
 Institute of Advanced Training under the Fergana Regional Department of Public Education,  
 UZBEKISTAN

### ABSTRACT

*This article discusses important issues related to the organization and management of labor. In the transition to market relations in Uzbekistan, great attention was paid to the national features of the organization of this labor. One of the important issues facing the requirement to take into account national specifics in the organization of labor in the process of transition to market relations is the priority development of trade and services. Unlike others, Uzbekistan is committed to investment, first of all, to the protection of the labor interests of our people, to establish cooperation with them on the basis of equal rights and mutual interests.*

**KEYWORDS:** *Market, Labor, Ethnopsychological, Lifestyle, Activity, Village, Population, Attitude, Socio-Economic Problems, Economy, Need, Degree, National Tradition, Method, Creativity, Property, Value.*

### INTRODUCTION

In the transition to market relations, it is important to take into account the characteristics of the ethnopsychological norm of labor organization, which is inherent in the national psyche. These features are characterized by the fact that the Uzbek nation has always been closer to the land at the level of social consciousness, the desire to have a private farm near his home is the basis of his lifestyle. It is this vital value that dominates all work-related skills. At a time when the natural demand for arable land among the local population is extremely high, the limited availability of arable land and its low quality composition pose serious socio-economic problems.

### MATERIALS AND METHODS

Only 10% of the total area of the country, which is more than 447.4 thousand square kilometers, is arable land. The number of people working on agricultural land is particularly high. Uzbekistan is the most densely populated region in Central Asia. 51.4 people per square kilometer of the territory of the Republic. However, this figure is several times lower in other republics.

This situation shows that we are absolutely overwhelmed by the demand and need of our able-bodied people living in rural areas. Also, due to the escalation of environmental problems, the level of land use is declining from year to year also sets the task of comprehensive study and application of national traditional methods in the organization of labor.

This state of the socio-economic situation is mainly explained by the lack of attention paid to this important issue in the way labor organization and management has been introduced in the recent past. While the republic views the national economy as a one-sided raw material base, it also has a technocratic approach to the organization and management of labor, and has not allowed the people to freely engage in the professions formed over the centuries. As a result, the creative and creative values of labor in the social consciousness have disappeared, and the process of alienation from labor has intensified year by year. People were forced to pursue their chosen professions secretly and semi-secretly.

The path chosen by the Republic of Uzbekistan in the transition to a market economy is based on national characteristics, "... in many respects, the processing of economic traditions and customs on a qualitatively new basis, to get rid of the old, unchanging path and to enlighten the economic thinking and psychology inherent in market relations among the population[1].

In the transition to market relations in Uzbekistan, great attention was paid to the national features of the organization of this labor. The family contract and lease method, which is based on different forms of ownership in land management, has developed as the most acceptable and most advanced method of labor organization.

This method of labor organization leads to the establishment of a new type of social relations based on ensuring the right of the farmer to own land, combining the economic freedom of each working person with his own success and personal responsibility for the welfare of his family.

## **RESULT AND DISCUSSION**

One of the important issues facing the requirement to take into account national specifics in the organization of labor in the process of transition to market relations is the priority development of trade and services. Market relations are not new for the Uzbek people, as for many Eastern nations. Our generation and ancestors have long been engaged in trade. Therefore, the history of our people has accumulated a great deal of experience in this area. Because market relations in our country have been developed since ancient times, in which "... patriarchal-feudal relations are explained by the fact that they are interrelated with the specific market relations that are emerging.

Despite the low level of maturity of market relations at that time, they left a deep mark. Even the harsh conditions of a planned-centralized economy have not been able to eradicate these traces". [1]

Another important factor that reflects national characteristics in the organization of labor is that "... the form of social cohesion is historically unique to the Uzbek people, which is closely linked to its traditional way of life." [2]. This factor is clearly reflected in the priority of family interests in our people, the commitment of the population to the community, the careful preservation of the shape of the neighborhood. In order to mobilize it, it is necessary to pay close attention to the priority of economic change, the abandonment of the administrative command system of distribution, the comprehensive consideration of the specific conditions and characteristics of the local people, traditions, customs and way of life.

The specific path of development produced should in practice prevent a sharp decline in production, provide social protection to the population in transition, and, most importantly, form a national traditional commodity production system. Rather than other independent CIS countries, Uzbekistan creates favorable conditions to support producers.

The population is divided by the ability to fill the consumer market with locally produced products. Commenting on this path of development, the first President of our country I.A.Karimov wrote: "We did not look for an easy way. In the early stages of the reform, we had to limit the consumer market somewhat. At the same time, we have spent money and resources on structural changes in the economy, building modern enterprises that produce products abroad, equipped with advanced technology, and fill the domestic market with our own goods. [2].

Based on the emerging socio-economic and natural conditions, the approach to the organization of labor, based on the annual characteristics, once again demonstrates its correctness in the conditions of cooperation with the investments that are being studied.

Unlike others, Uzbekistan is committed to investment, first of all, to the protection of the labor interests of our people, to establish cooperation with them on the basis of equal rights and mutual interests. That is why dozens and hundreds of manufacturing enterprises, such as the Asaka Automobile Plant, the Bukhara Oil Refinery, the Andijan and Fergana spinning and hosiery factories, are opening the way for the people of Uzbekistan to study world standards of labor organization.

One of the main ways to ensure the national characteristics of the organization of labor in the conditions of market relations is to open up the creative and labor potential of man through the radical reform of property relations, is to change the psychology of dependency that has been formed and to pave the way for the restoration in every worker of the sense of mastery which he has tried to lose in relation to his labor.

## CONCLUSION

Entrepreneurship and entrepreneurship, the ability to own property are in the blood of our people. Therefore, in the organization of labor, special attention is paid to the diversity of forms of ownership, the inviolability of private property and the formation of a class of owners who can be the economic and political basis of society.

Because only in this way, in the unique socio-natural conditions of the Republic, the irrational location and abundance of labor, the traditions and mentality of the population can be effectively directed to the activities of small and medium-sized businesses.

It is scientifically and practically based on the fact that in all spheres of the national economy of the republic, based on the roots and psyche of the people's historical labor traditions, small and medium business is considered as a dynamic, fast-paced leading development path that can fully meet modern requirements.

**REFERENCES:**

1. Karimov IA Uzbekistan - a unique way of transition to market relations. Uzbekistan for a great future.-Т .: Uzbekistan.1998.-94 pages, 92 pages.
2. Karimov I.A. Uzbekistan on the threshold of the XXI century: threats to security, conditions of stability and guarantees of development.-Т .: 1997.-370 pages.
3. Ilkhom Abdirakhimov. Development of effective demulsifiers on the basis of local raw materials // Universum: технические науки: научный журнал. – № 2(83). Часть [4] М., Изд. «МЦНО», 2021. DOI: 10.32743/UniTech.2021.83.2-4.36-39.