

## THE ROLE OF QUALIFIED EMPLOYEES IN THE DEVELOPMENT OF AGRICULTURE IN UZBEKISTAN

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### ARTICLE INFO.

**Keywords:** New Uzbekistan, agriculture, development, management staff, economy, agrarian sector.

### Abstract

This article discusses in detail the role of skilled workers in the development of agriculture in Uzbekistan.

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### INTRODUCTION

Agriculture has always been one of the most important industries. Therefore, as long as a person lives, there will always be a strong demand for food products. According to world scientists, by 2050 the population of the earth will increase to 8 billion. This causes the demand for food to increase several times. This worries many experts. At this time, we can safely say that the technology of Japan and South Korea is becoming a model and experience for all countries. It is possible to learn the possibility of intensively growing products, harvesting 4-5 times a year. Efficient use of land, increase of greenhouses in intensive method is actually the demand of the time.

Today, Uzbekistan has a population of 35 million people, and many problems have accumulated in the past. Choosing the right way to determine the fate and future of the country requires strong knowledge, experience and determination. That is, it was clear as day that Uzbekistan needs a special initiative to increase its population and develop agriculture. Taking into account the above reasons, special attention to agriculture was the demand of the time in Uzbekistan. In this regard, managers have an important role in the implementation of new procedures and ideas for the development of agriculture. That is, they should be at the beginning of the work, perform the specified tasks accurately and on time, and most importantly, control over the quality performance of the work. That is, managers should be able to demand the assigned tasks from their employees.

Managers should have leadership, management, self-confidence, responsibility and innovation, i.e. be able to bring new initiatives and ideas to the industry. One of the main tasks of managers in the development of agriculture in new Uzbekistan is to enter the world market with products that meet international standards.

The lack of export of our agricultural products is also related to this aspect. Therefore, measures are being taken to introduce a product certification system based on the standards of the European Union,

China, South Korea, Turkey and Arab countries. Farming is a rich resource for increasing export potential. Therefore, 70 percent of agricultural products are grown on homesteads. Currently, 4.5 million people have homestead land in Uzbekistan.

## DISCUSSION AND RESULTS

Agriculture plays an important role in the development of Uzbekistan's economy. In this regard, additional privileges and directions are being set for the agricultural management staff.

"In order to ensure the implementation of the Decree of the President of the Republic of Uzbekistan dated October 23, 2019, No. The program of measures for the implementation of the tasks set in the strategy of agricultural development of the Republic of Uzbekistan for 2020-2030 in 2020 was adopted."

Also, Agriculture is a field rich in additional opportunities. Therefore, in the following years, great attention is being paid to the radical reform of the agrarian sector and its adjustment to market requirements. In particular, the nearly 3-fold increase in government procurement prices made cotton and grain growing a profitable industry. In addition, the transition to a completely new system of work in cotton farming, that is, to the cluster system, has fundamentally changed the attitude to work. It became possible to effectively organize and manage work. Economical methods of irrigation were also implemented in cotton fields. As a result of the introduction of a new water-saving irrigation system on 25 thousand hectares of cotton fields this year, three times more harvest than last year is expected, and 1 million 100 thousand hectares of unused land will be returned to use.

In this regard, the following tasks are defined and their performance should be monitored by the management staff. They are:

- improvement of agricultural land use;
- increase the efficiency of water use;
- state support for agriculture and improvement of the state procurement system;
- increasing the export potential of agriculture and increasing the volume of products with added value;
- formation of a competitive environment in the field of agricultural services;
- wide implementation of information technologies in agriculture and ensuring the accuracy of data through full digitization of agricultural statistics;
- it will be necessary to solve the issue of personnel, to develop science.

"The role of the state is to increase the labor productivity of farmers and peasant farms, to ensure the safety and quality of food products, to protect the environment and the private sector directing to the provision of public services necessary for other purposes that are not provided" was one of the important reasons for the liberalization and further development of the agricultural sector through privatization.

The main goal of the management staff in the development of agriculture is to further improve the living conditions of the villagers and ensure their interest. That is, it is necessary to change the old way of agriculture, which has been used until now, and fundamentally reform the sector, which has become a source of raw material production. That's why it's time to work anew. At the meeting held on September 6, 2020, during 2020-2030, improving the use of agricultural land, increasing the efficiency of water use, state support for agriculture, and the system of public procurement improvement, increasing the export potential of agriculture and increasing the volume of products with added value, forming a competitive environment in the field of agricultural services, wide introduction of information technologies in agriculture and full digitalization of industry statistics seven priority areas

serving to ensure the accuracy of information, solve personnel issues, and develop science were determined.

Increasing the export potential through the development of agriculture in Uzbekistan, that is, increasing the share of agriculture in the economy, is actually the responsibility of the leaders. In this regard, statistical analyzes show that there is still a lot of work required of management staff in the field. "Today, agriculture accounts for 30 percent of the GDP, but it is evident that what we are doing is not enough, and that there is a great potential ahead of us. In the next decade, in order to turn agriculture into a real "driver" of the economy, we will fundamentally "We need to carry out many reforms. It would not be wrong to say that agriculture has been almost untouched for 30 years. We need to carry out reforms today so that our products, in general, our innovations in agriculture can be truly competitive with other countries." 3 - said Jamshid Khojayev, Minister of Agriculture of the Republic of Uzbekistan. Does the user of the land consider it as his real or not? Further improvement of work in this regard is defined in the strategy. However, in the analysis, there were also cases where one farmer used the land for a year and a half.

What does this mean? The attitude is the same if there is some "fear" if the user of the land does not recognize it as his own. It is necessary not only to look after the land, but also to spend funds. Today, the issue of effective use of available land and water in Uzbekistan was defined by the President as the most urgent task for the workers and scientists of the field. The reason is that land is limited. It is necessary to get more income from this limited land only by increasing labor productivity and productivity.

If we compare with developed countries, it seems that there are a number of systemic problems in the level of land and water resources use. Therefore, in the strategy, special emphasis is placed on increasing labor productivity in agriculture, effective use of available resources, and wide application of innovative technologies.

## CONCLUSION

In short, Uzbekistan is among the countries where agriculture is actively supported. Today, managers are given wide opportunities for the development of agriculture in New Uzbekistan. On the other hand, there are responsibilities and tasks on the responsibility of the employees. The state allocates 2-3 times more funds to the agricultural sector than in developed countries. Therefore, until 2025, the state will regulate agriculture only on the basis of market mechanisms. It must be admitted that there are still many untapped opportunities for increasing the export potential of our country's agriculture and increasing the volume of products with added value. First, there are the problems of market research and market discovery.

In the strategy of agricultural development for 2020-2030, the greatest attention is focused on market mechanisms. At the heart of this is the goal that the farmer should earn income from the land after working. At the same time, it also provides for ensuring food safety. Because the population is increasing every year. This means that the need in the market is also increasing. Therefore, the most important ways to meet the emerging need is to increase productivity and productivity. Therefore, agricultural managers in New Uzbekistan are required to have strong responsibility and initiative in their work.

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