



FUNDAMENTALS OF DEVELOPING TARGETED INTEGRATIVE PROGRAM FOR THE GROWTH OF THE RURAL LABOR MARKET IN LABOR-SURPLUS REGIONS

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Abstract

The article proposes a methodology for drawing up a targeted comprehensive program for the development of the rural labor market (TCPDRLM) in labor-surplus regions of the Republic of Uzbekistan in the conditions of a socially oriented market economy. The article also proposes the interrelated basic principles of the development of TCPDRLM: target orientation, complexity, conjugation, concreteness, variance, reality, optimality, priority, delimitation of powers and functions, limit, targeting, controllability and interconnectedness. On the basis of the above principles, interrelated sections of the development of this program are recommended in this work: analytical and problematic, target, scientific and methodological, information, model, software, resource, organizational and economic, summary, legal. The article determines the main stages of the development of TCPDRLM on the basis of the above-mentioned principles and sections,: the formation of goals for the development of the rural labor market (RLM), the development of methodological and model devices for analyzing and forecasting the state of RLM, the collection of statistical, marketing and sociological information of RLM, the compilation of the subprogram complex of TCPDRLM, the approval the compiled program for the development of RLM, the creation of organizational, economic and legal mechanisms for managing the implementation and adjustment of the program.

Keywords: rural labor market, program principles, program sections, program stages, information support, model support, software, financial resources.

Introduction

An effective tool for substantiating the main measures for the development of TCPDRLM in labor-surplus regions in the conditions of the functioning of a socially oriented market economy is a targeted comprehensive program, which has been relatively little studied in the methodological aspect. Most of the studies on this issue are devoted to the regulation of the financial and economic system at the republican and regional levels [1; 2; 3; 4; 5; 9; 10; 11; 12; 13; 14]. The problems of program measures for the development of the labor market, unemployment, the proportions of supply and demand for labor, especially in rural areas, where more than 64.5% of the unemployed able-bodied population and at least 15% of the unemployed in the labor-surplus regions of the Central Asia are . not adequately described . [8, p. 5].

In this regard, we propose a methodology for compiling the TCPDRLM. It allows you developing short- and long-term measures to reduce the demand and supply of labor in the sectors of agricultural production, meet the growing need for human labor and jobs in the sectors of industrial processing, services and in the areas of individual labor, achieve a rational proportion between the demand and supply of labor and employment structure, the formation of professional national personnel; effective development of the infrastructure of the employment service; ensuring reliable social protection of unemployed persons, creating organizational, economic and legal mechanisms for regulating market relations for hiring workers in order to improve the material condition of the population.

This program is linked to the state employment policy, macroeconomic correlations between the level of employment and investment activity, the availability of jobs and labor resources, etc.

Materials and methods

The purpose of this article is to develop the methodology of the Central Committee for the Development of the Republic of Uzbekistan in the labor-surplus regions of the Republic of Uzbekistan, which makes it possible to compile a set of short- and long-term measures to form rational employment and achieve a minimum level of unemployment. The main objectives of this study are the development of organizational and economic mechanisms for the implementation of this program.

Local researchers Tursunov B.[17], Saidova M. [18] and others researched features of industrial production dynamics in the research of textile enterprises' financial security and analysis of business processes in digital era. Issues of agriculture in the Republic of Uzbekistan were investigated by Yuldashev N.K. [19] human capital researched by Sharipov K.A.[20].

One of the main tools for regulating and forecasting the development of the RLM is a targeted comprehensive program in the conditions of the formation of market relations on the hiring of labor in rural areas,. It is a mechanism for the influence of state and local government bodies on the RLM in the context of market-based methods of regulating socio-economic processes. It defines the aggregate long and short-term measures with their respective financial, organizational and other support, the purpose of the implementation of which is to ensure rational employment of labor resources and the formation of an acceptable level of unemployment and its social protection.

The development of the TCPDRLM is based on the following basic principles:

- target orientation (preliminary formation of the goals of the state employment policy in rural regions is supposed, towards the achievement of which the activities of the Central Committee for the Development of Labor and Social Development should be directed);

- complexity (the whole complex of problems associated with the development of RLM in the region is considered);

- conjugation (the planned measures to regulate the development of the rural labor market are coupled with other measures developed and implemented within the framework of economic, social and demographic policy in the region);

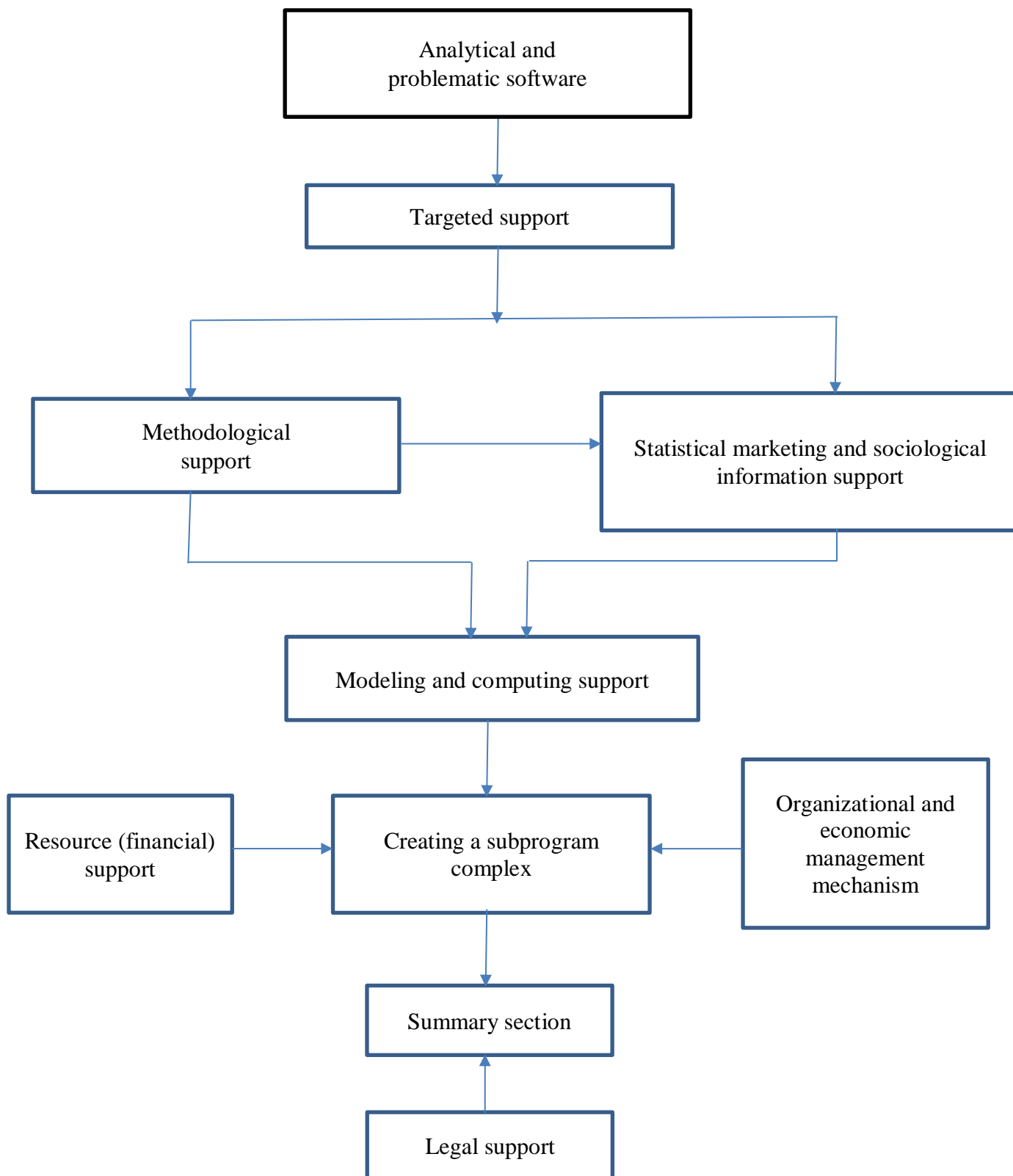
- specificity (specific socio-economic, organizational and legal conditions in the region and indicators affecting the level of development of the RLM are considered);

- multivariance (that is, the possibility of correcting or replacing measures when the situation on the RLM changes);
- reality (the planned measures are based on the possibility of their financial, material, technical and organizational support on the basis of their own (mainly) and attracted (if necessary) resources);
- optimality (optimization calculations obtained as a result of approbation of a complex of economic and mathematical models and balance methods using statistical, marketing and sociological information most accurately characterize the strategic measures for the optimal development of RLM);
- priority (the activities of the TCPDRLM, which in conditions of limited financial resources are to be ranked according to the degree of urgency of their implementation);
- delineation of powers and functions of various structures in the field of human resources management in the village;
- the limit of the permissible natural level of rural unemployment;
- targeting (the measures envisaged by the TCPDRLM, and the corresponding resources are divided according to the structures responsible for their implementation);
- manageability (a special management system for the development and implementation of TCPDRLM is being created);
- the interconnectedness of all sections and activities of the program.

The program consists of the following interrelated sections: analytical and problematic, target, scientific and methodological, information, model and computational, software, resource, organizational and economic, summary and legal (see Figure 1).

The first section consists of two subsections: **analytical and problematic**. The analytical subsection provides a characteristic of the current situation of the functioning of RLM, as well as those factors that influenced the dynamics of the indicators of demand and supply of labor and employment at the stage of transition to market relations and, thereby, their relationship with various aspects of the economic, social and demographic development of rural regions. The situation in the RLM primarily affects the level of employment of the working-age population, its distribution by branches of agricultural production, industrial processing and services, and the sphere of individual processing and services, the sphere of individual labor, its classification in market conditions.

The distribution of employed by enterprises of various sizes, the level of mobility of the rural working-age population, as well as the state of the financial resources of the rural region, the income of enterprises, organizations, and the wages of workers participating in the formation of the fund for promoting employment of the population are important for the development of this program. Here, on the basis of the developed reporting intersectoral balances, the ratio of the costs of living and materialized labor, the demographic and professional structure of the rural population, the level of its well-being and some others are analyzed, which largely reflect the regional features of the development of this market.



Source: This figure was compiled by the author

The second part of this section identifies the main urgent problems arising in the development of measures for the development of RLM. These include: the formation of an appropriate proportion between the demand and supply of labor; ensuring rational

employment; raising the professional and qualification level of the unemployed able-bodied population, etc.

The target section of the program was formulated on the basis of the “tree of goals” to the development of the RLM: improving the material well-being of the rural population (0), the formation of rational employment (0.1), ensuring a rational proportion between the demand and supply of labor (0.1.2), reducing the demand and supply of labor forces in the sectors of agricultural production (0.1.2.3), the provision of jobs in the industries of industrial processing, services, quality in the spheres of individual labor (0.1.2.3.4), ensuring the effective operation of organizational, economic and legal mechanisms for regulating market relations for the hiring of workers (0.1.2., 3.4.5).

These goals are modified depending on the socio-economic and demographic situation in the rural area. In this case, they are acceptable for a socially oriented market economy, when the social depreciation of the emergence of RLM and the associated phenomenon of free labor resources becomes a key element.

The priority of the objectives of the program is established depending on what contribution, upon achieving each of them, can be made to increase the level of employment and, accordingly, improve the social situation in the region. On the other hand, the priority areas of the program can be costly, and there will be insufficient financial resources for their implementation. This applies in particular to the creation of new jobs outside state-owned enterprises. Therefore, the priority in this case is the organization of the least capital-intensive jobs that temporarily solve employment problems (for example, public works, homework, etc.).

The development of the section for methodological support of this program begins with the formation of a scientific and practical basis for the development and implementation of a policy in the field of development of RLM. It is advisable to include in it: principles and approaches to the development of this market, ways to achieve goals; main directions of employment policy; priorities in the field of regulation of demand and supply of labor; alternative measures when external internal socio-economic conditions change; factors that form the subsystems of RLM; interaction with other blocks of social and economic policy.

Along with this, this section reflects a set of methods, provisions and instructions used in the analysis and forecast of the state of development of RLM.

The third section, information support, is important in the development of programs, where on the basis of existing and proposed forms of statistical reporting, as well as through special, sociological and marketing research, the necessary data is collected on the main components of market development.

The collection of data using the proposed new forms of statistical reporting significantly improves the information base of this program and makes it possible to identify the number of employed and unemployed able-bodied population, the number of vacant jobs, the magnitude of demand, supply and prices for labor, the state of training and retraining of unemployed who want to find a job. , reduction in the number of employees from leading agricultural enterprises, the volume of education and spending of the employment promotion fund and changes in the situation on the RLM in the reporting and forecast periods.

Marketing research greatly improves the assessment of labor supply and demand and the relationship between them, used in the development of the program. Analysis and synthesis of marketing information is carried out by employees of the newly organized HR marketing department in employment promotion centers based on the proposed methodology. It is formed on the basis of the following stages of marketing research, including: determination of the goal, key problems and main tasks; collection and analysis of information on the main elements of the labor market conditions: determination of the disproportion between demand and supply of labor; identification of the scale and reasons of unemployment of the labor force; development of measures to reduce it; determination of the volumes and structures of the required specialties and professions; coordination of proportions between demand and supply of labor; multivariate forecast for the main elements of RLM and marketing environment; development, placement and implementation of an advertising agency product, preparation of strategic plans for marketing activities in employment promotion centers.

Approbation of the proposed methodology of specific sociological research increases the information security of this program and determines priority measures to improve socio-economic relations between employed workers and employers: timely payment of labor; providing employees with prestigious jobs; building trusting relationships between employees and employers; timely drawing up of labor contracts; providing workers with jobs, based on their specialty and qualifications; technological provision of jobs with material and financial resources, the use of opportunities to improve skills or master new professions and reduce the unemployment of the labor force, carried out by centers for the promotion of employment; timely offer of jobs and the correct assignment of benefits, the provision of material assistance and the organization of small business in the development of private entrepreneurship; establishing systematic links between employees and employers, etc.

The formation of sociological information and its application in the development of this program are carried out in stages and include the substantiation of the main goal, main tasks, subject and object of specific sociological research (SSR); preparation of questionnaires; coding answers to questions; determination of approaches to the development of objects of SSR; familiarization of the selected objects with demographic, social and economic indicators of development: selection of respondents for the selected objects; selection and training of interviewers, sociologists and programmers; development of a sociological program; interviewing respondents and checking the correctness of filling out the questionnaire; computer processing of primary survey data; preparation of a scientific report based on the obtained sociological information and its application in the implementation of this program.

In addition, this section contains information on the markets for goods, securities, scientific developments, demographic, social and economic indicators of the development of the rural region.

The model support section of this program consists of a set of models developed by us, applied packages (TSP, LP / 88 and RUS), proposed programs (RINOC-T), information digital technologies and other tools used to determine the optimal parameters (options) for the development of RLM.

The developed complex of models of the rural labor market (RLM) includes:

- economic and statistical models of demo-social sources of the formation of labor supply and macroeconomic indicators of the formation of demand for labor;
- models of interindustry balance of labor costs; balance models of demand and supply of labor; an optimization model of socio-economic regulation of labor supply and demand and the formation of rational employment;
- multivariate models of analysis and forecasting of the state of employment of the labor force and simulation models of development. The main results of this section are directly used in the formation of the software section.

In the software section, interrelated subprograms of the complex are formed, including various activities with an indication of the responsible executors and the timing of their implementation; an increase in the demand and supply of labor in the industries of industrial processing and services in the spheres of individual labor; decrease in demand and supply of labor in agricultural production; achieving an appropriate proportion between demand and supply of labor; raising the professional and qualification level of national personnel; the formation of rational employment of labor resources; effective development of the infrastructure of the employment service; organizational, economic and legal regulation of this market. Each subroutine consists of several interconnected sections.

The resource provision section includes a list of material, technical and financial resources required for the implementation of programs, as well as sources of their receipt. It is advisable to finance the implementation of the event of this program at the expense of: funds of the Employment Promotion Fund, budgetary receipts of local governments, attracting foreign investment, private entrepreneurs, funds of enterprises, income from financial and commercial activities of employment services, loans, credits, trade union dues, donations and other receipts.

The implementation of the Central Committee for Social Development and Trade involves spending financial resources (F) in the following main areas: payment of benefits for rural unemployment (B); organization of public works (O); promotion of private or part-time employment (E); assistance in early retirement (A); retraining and retraining of personnel (P); creation of new jobs (NJ); promoting self-employment and entrepreneurship of the unemployed (U); migration (M); purchase of computer equipment (T), packages of applied programs (AP) and methodological instructions (I) and other means (OM).

In this case, the amount of necessary funds is measured in this way:

$$F = a_1B + a_2O + a_3E + a_4A + a_5P + a_6NJ + a_7U + a_8M + a_9T + a_{10}AP + a_{11}I + a_{12}OM \quad (1),$$

where a_n are correction factors ($n = 1..12$).

Financial resources (FR) of the region, intended for financing the Central Committee for the Development of Labor and Social Development, are formed at the expense of: funds of the employment fund (EF); funds of the budgets of the region and rural regions (BR); receipts from higher and other budgets (in addition to receipts directly to the (EF) (RB); targeted receipts from the State Employment Fund (SEF); extra-budgetary receipts (regional, rural areas) (EB); attracting funds from enterprises (FE), foreign investors and entrepreneurs; funds from their own financial and commercial activities (CA), loans, credits (LC); donations and other receipts (DO).

The entire volume of financial resources at the regional level is determined by:

$$FR = EF + BR + RB + SEF + EB + FE + CA + LC + DO \quad (2)$$

The summary section provides summary indicators characterizing the expected state of RLM and the level of employment of the rural population after the completion of the implementation of the activities of this program. These include: the size of the rural working-age population; the size and structure of demand and supply of labor; wages (prices) of employees; the number of new jobs created; the number of people who received jobs (permanent and temporary); employment rate; the number of free labor resources, including the number of those receiving benefits, the number of voluntarily unemployed persons, etc.

The section of the organizational and economic mechanism for managing the implementation of the program includes: first, the system of program management bodies at different levels; secondly, a set of measures to improve and harmonize economic standards; third, methods and forms of managing the processes of allocating resources allocated for solving the problem; fourthly, the forms and methods of control over program tasks.

Table 1. Forecast of new jobs and employment in agricultural clusters and cooperatives and other sectors of the rural economy of Republic of Uzbekistan

№	Name of the agricultural sector	Indicators and units of measurement	2020 (report)	Forecast period					Change in 2025 compared to 2020	
				2021	2022	2023	2024	2025	+ ; -	%
I.	Overall for the agricultural sector, including:	new jobs, pcs	94,250	99,524	102,161	104,798	107,435	112,713	+ 18,463	119.6
		employed population, people	109,095	115,789	119,136	122,483	125,830	132,525	+ 23,430	121.5
1.1.	By agricultural categories-total, including:	new jobs, pcs	65,975	74,010	76,995	79,980	82,965	88,940	+ 22,965	134.8
		employed population, people	76,367	82,854	88,195	93,536	98,877	109,563	+ 33,196	143.5
1.1.1.	Cottonovo-textilesing	new jobs, pcs	33,317	38,028	40,384	42,739	45,095	47,450	+ 14,133	142.4
		employed population, people	38,565	44,235	47,070	49,905	52,740	55,575	+ 17,010	144.1
1.1.2.	Grain	new jobs, pcs	2,969	3,118	3,192	3,266	3,341	3,415	+ 446	115.0
		employed population, people	3,437	3,563	3,627	3,690	3,753	3,816	+ 379	111.0
1.1.3.	Animal	new jobs, pcs	10,028	10,721	11,067	11,413	11,759	12,552	+ 2,524	125.2
		employed population, people	11,608	12,474	12,907	13,340	13,773	14,639	+ 3,031	126.1
1.1.4.	Produce	new jobs, pcs	15,966	17,249	17,890	18,532	19,173	20,556	+ 4,590	128.7
		employed population, people	18,480	20,071	20,866	21,662	22,457	24,048	+ 5,568	130.1
1.1.5.	Silkthe manual	new jobs, pcs	1,715	1,936	2,047	2,158	2,269	2,490	+ 775	145.2
		employed population, people	1,986	2,255	2,390	2,524	2,659	2,928	+ 942	147.4
1.1.6.	Fishing	new jobs, pcs	1,188	1,204	1,212	1,221	1,229	1,245	+ 57	104.8
		employed population, people	1375	1,400	1,413	1,426	1,439	1,464	+ 89	106.5
1.1.7.	Agrotourism	new jobs, pcs	792	871	910	949	988	1,067	+ 275	134.7
		employed population, people	916	1,013	1,061	1,110	1,158	1,255	+ 339	137.0

1.1.8.	Medicinal plants	new jobs, pcs	-	589	609	630	650	712	+ 144	125.4
		employed population, people	-	651	682	713	744	837	+ 217	135.0
1.2.	Agricultural cooperatives	new jobs, pcs	4,713	4,909	5,008	5,106	5,204	5,302	+ 589	112.5
		employed population, people	5,184	5,401	5,509	5,617	5,725	5,942	+ 758	114.6
1.3.	Private farmers and farms	new jobs, pcs	23,562	24,822	25,452	26,081	26,711	27,971	+ 4,409	118.7
		employed population, people	24,740	26,663	27,624	28,586	29,547	31,470	+ 6,730	127.2
II.	Non-agricultural sectors	new jobs, pcs	.	196,118 206,744	217,370	227,996	238,622	259,874	+ 74,382	140.1
		employed population, people	225,087	252,349	265,980	279,611	293,242	320,504	+ 95,417	142.4
	In rural areas-all	new jobs, pcs	.	293,006	306,269 319,533	332,796	346,060	372,587	+ 92,845	133.2
		employed population, people	334,181	373,797	393,605	413,413	433,221	453,029	+ 118,848	135.6

Source: This figure was compiled by the author

In this section of the program, it is advisable to reflect the following: the network schedule for the development and implementation of the program and its activities; functions of the main management structures involved in the implementation of the program; the procedure for adjusting the program in the event of an unforeseen change in the socio-economic situation in the republic or region; a list of forms with indicators and the necessary explanations for their filling and processing, intended for employees of the services of the facilities covered by the program's activities; regulations on the procedure for monitoring the implementation of the program and its activities.

The section of the legal support of the program contains a list of legislative and normative acts regulating the activities of objects included in the activities of the program in the part related to the regulation of the development of the labor market, social protection of the population and related issues. As new regulatory documents are adopted, they are promptly brought to the attention of the executors of this program.

Results

The development and management of this program is carried out in stages: the formation of goals; development of methodological and model apparatus for analysis and forecasting; collection of statistical, marketing and sociological information; drawing up a subprogram; approval of the drawn-up program and creation of organizational, economic and legal mechanisms for managing its implementation and adjustment.

As a result of approbation of the model support of the Central Committee for the Development of Labor and Social Development, we calculated the forecast indicators of a decrease in informal employment of the rural working-age population of the Republic of Uzbekistan until 2025 by increasing the organization of jobs in agricultural clusters, cooperatives, farms and personal subsidiary plots.

The effective organization of agricultural clusters and cooperatives will have a direct positive impact on increasing the share of employment in this sector of the economy in the future and reducing the level of informal employment of the working-age population.

In 2020, 94,250 new jobs were created under the program in the agricultural sector. According to our calculations, an increase in the number of new jobs created in this sector of the economy is expected in the near future. That is, by 2025, the number of new jobs in agriculture will reach 112,713.

The share of clusters in the structure of jobs created in agriculture is high, and the number of jobs created in them will increase from 65,975 in 2020 to 88,940 in 2025. During this period, the number of jobs created in agricultural cooperatives will increase from 4,713 to 5,302 accordingly, and the number of jobs created in private farms, farms and other farms will increase from 23,562 to 27,971 (see Table 1).

Over the forecast period, the number of jobs created in the non-agricultural sector will increase from 185,492 in 2020 to 259,874 in 2025.

Particular attention is paid to the creation of new jobs in agricultural clusters and cooperatives of the country, the adoption in the future of special state programs in these areas of the economy will lead to an increase in employment of the rural working-age population.

An increase in the number of new jobs in agricultural clusters and cooperatives in the Republic of Uzbekistan, in turn, will lead to a decrease in the number of informal employments in rural areas (see Table 2).

Table 2. Forecast of informal employment in rural areas of the Republic of Uzbekistan, in thousands of people

№	Name of indicators	for 2020 (report)	Forecasting period					2025/2020, in %
			2021	2022	2023	2024	2025	
1	Total number of people employed in rural areas	10,037.4	10,442.9	10,651.8	10,864.8	11,082.1	11,303.7	112.6
1.1	Including: in the informal sector	6,527.3	6,109.1	6,060.9	5,943.0	5,884.6	5,753.6	88.1
1.1.1	Informal sector share, %	63.3	58.5	56.9	54.7	53.1	50.9	x

Source: This figure was compiled by the author

From Table 2, it can be seen that the number of employed in rural areas in 2020 amounted to 10,037.4 thousand people, and by 2025 this figure will reach 11,303.7 thousand people. Due to the special attention paid to the organization of agricultural clusters and cooperatives in the country, as well as the development of private farms, there is a decrease in the number of informal employments by 7,637 thousand people due to the jobs created in them. In particular, in 2020, 63.3% of the employed population in rural areas was employed in the informal sector, and by 2025 this figure will reach 50.9%.

Discussion

In rural areas of the Republic of Uzbekistan, there is an acute disproportion between the demand and supply of labor. Therefore, when compiling the TCPDRLM, in our opinion, it is advisable to include the following main activities:

- creation of new jobs in clusters, cooperatives and farms intended for agricultural production, considering the peculiarities of growing crops and livestock production;
- the organization of new jobs in the processing industry, construction, domestic services and other sectors of the rural economy, which do not require too costly local and foreign investments in comparison with other types of labor activity;
- development of family business in the areas of agricultural production, where you can organize the least costly jobs and get a high labor income;
- expanding the area of application of labor in small business and private entrepreneurship by providing various means of financial and economic support, including tax benefits;
- creation of a set of conditions for migration within the Republic of Uzbekistan of the rural working-age population with a high share of financing;
- increasing the volume of organized exports of rural labor for specific foreign employers, especially agricultural ones, on the basis of labor agreements (contracts) that meet international labor law;
- improving the efficiency of not only the state employment service, but also private structures involved in the employment of the unemployed through organizational and economic support;

- development of a strategy for ensuring rational employment of the rural working age population on the basis of the Central Committee for the Labor and Social Development.

Conclusion

The proposed methodology makes it possible to determine specific measures, deadlines, executors and financial sources for the implementation of effective solutions to reduce the supply of labor and increase its demand, also for forming an optimal proportion between labor markets and job places, as well as for formation rational employment and reduce unemployment to an acceptable level in rural areas of labor-surplus regions in Uzbekistan.

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