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Jumaniyaz Sultanovich Ramatov
Doctor of Philosophy Sciences,
Professor,
Tashkent Institute of Railway Engineers



Rashid Usarovich Baratov
Researcher
Tashkent Institute of Railway Engineers

SECTION 30. Philosophy

NEW APPROACH TO TRAINING HIGHLY-EDUCATED PERSONNEL IN UZBEKISTAN: PERSPECTIVE AND INNOVATION

Abstract: Today, Uzbekistan's rapid implementation of large-scale reforms in all spheres is directly related to the fact that it is continuously being filled with mature staff. On the way, promising programs are being created in the country, and it is being implemented on the basis of today's requirements. This article analyses the new approaches in the system of personnel training in Uzbekistan.

Key words: personal reform, education, innovation, techno-park, social sphere, economy, higher education, strategy.

Language: English

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Introduction

Today, many scientists believe that the 21st century is the century of intellectual wealth, a rapidly growing period of production, based on the modern and advanced technologies [8. P. 358].

In this regard, The First President of Uzbekistan Islam Karimov said: "In such conditions, only a country that can put in the task of educating a well-educated and intellectually advanced generation, which is the most important value and decisive force in achieving the goals of modernization and renewal to investment in human capital, can always be one of its top priorities" [2. P. 184].

Today, Uzbekistan has always underestimated the priority of national values in the process of reforming the system of qualified personnel training. It is a fact that the highly educated personnel can serve the country's development honestly. In all the existing educational institutions deep learning of socio-humanitarian sciences will focus on the formation of such qualities as motherland, dignity and national pride in the minds of tomorrow's (future) citizens.

The main part

Where the advanced training of mature personnel is settled in the country, there is a comprehensive development. Because the development of each industry depends on the human resources in this field

and their effective utilization of scientific achievements.

First President of the Republic of Uzbekistan Islam Karimov dwelled on the lack of specialists for some areas during the Soviet era, in 1989 and he said: **"Why does not there be engineers and technicians among the local people? I think this is a right question. We all have to worry about this problem. I do not give other examples, but this should keep us awake. What do we do to educate young people, to instil in them advanced work and thinking methods? We have to admit that we are doing almost nothing"**[1].

From the first years of our country's sovereignty, the government of Uzbekistan has consistently reformed the educational system. The adoption of the 1997 Law on Education and the National Training Program served to formulate a new approach to the system. Subsequently, gradual reforms were undertaken: secondary vocational and vocational education system was re-established, the material and technical basis of general secondary schools and the quality of education were improved and the system of higher education was radically reformed according to the state national program for the development of school education. Thus, a national model of a new, continuing education has been developed and implemented in Uzbekistan.

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In the Republic of Uzbekistan, which is gaining its worthy place in the world community, extensive reforms on the way to the employment of the population, especially young people, are being further enhanced in terms of their present-day views.

It is noteworthy that Uzbekistan is one of the few countries in the development of the economy, politics and social spheres. Today, the people's outlook and thinking has changed, and the citizens have expressed their attitude to the reforms in the nation's wards. The most frequently asked questions are answered by state authorities in a timely manner. This is a positive outcome of the on-going reforms in Uzbekistan to implement democratic principles. In particular, Shavkat Mirziyoyev said at the festive ceremony dedicated to the 24th anniversary of the adoption of the Constitution of the Republic of Uzbekistan on December 7, 2016: **“Public authorities should serve the people, not the people to them, and this truth should be understood first by all the leaders”** [3]. The basis of the decrees and resolutions adopted by the President of the Republic of Uzbekistan Shavkat Mirziyoev is the welfare of the people and the priority of human interests. In particular, the President's Decree of 7 February 2017 “On the Strategy for the Further Development of the Republic of Uzbekistan” and the Resolution of the President of the Republic of Uzbekistan “On the Further Development of the Higher Education System” of 20 April 2017, are supports our opinions one more time. The vastness of the scope of the short-term agenda requires skilled professionals, competencies, creative approach to self-employment and self-sacrifice, not only from leading managers, but also from professors and teachers working in higher education [5; 6]. And for that, there are enough opportunities in the country. According to the State Committee for Investments, 18.5 million educated (medium and high) staff in Uzbekistan is currently working for the country's development in various fields.

According to the State Statistical Committee of the Republic of Uzbekistan, as of November 1, 2017 there are 72 higher educational institutions and 19 branches in addition to the higher educational institutions, which include 4 academies, 7 affiliates of foreign higher educational institutions, 27 universities and 4 there is a religious education institution and its branches. 288471 students are enrolled in these institutions of higher education and 9218 are undergraduate students. Unlike in every year, by 2017, the acceptance quota is increased, and 80,822 students are enrolled in the bachelor's program, which is an example of a reformed approach to providing higher education for all sectors. Today, there are 25,107 qualified professors and teachers in Uzbekistan's higher education institutions. 1470 of them are doctors of sciences and 6011 candidates of sciences [7]. These figures are inadequate.

Therefore, in order to develop the education system, to further enhance the scientific potential of the country, amendments and addenda were introduced into a number of regulatory documents. There are a number of tasks in the Resolution of the President of the Republic of Uzbekistan “On Measures to Improve the Higher Education System” of PD (Presidential Decree)-2909 of 20 April 2017, the Decree No.4958 of February 16, 2017 “On Further Improvement of Postgraduate Education System”, 2017 On July 27, the Resolution of the Cabinet of Ministers “On Measures for Further Expansion of Participation of the Economy and Branches in Increasing the Quality of Training of Higher Education Professionals” and the Resolution No.304 about “On measures for further improvement of the education system” dated May 22, 2017. According to him, it is envisaged that small and large researchers will be able to create a great deal of opportunity for research. Decision-making will inevitably produce positive results in the coming years. As a result, it is expected that the production of high technology products will be expanded in Uzbekistan to localize the manufacturing industry, produce competitive products for the foreign market, and take a place in the world market. The goal is to provide highly qualified staff in the country and ensure integration of education and production sectors.

Innovative technology parks in the context of interconnection between theory and practice in the educational process in the country, the expansion of cooperation with foreign higher education institutions serve as an important factor in the training of highly qualified personnel.

On December 22, 2017, President of the Republic of Uzbekistan Shavkat Mirziyoev addressed to the Oliy Madjlis for the first time in the history of our country is reflected in the main works carried out in 2017 and priorities of socio-economic development of the Republic of Uzbekistan in 2018. In 2018, **the Year of Support for Active Entrepreneurship, Innovative Ideas and Technologies** has been proclaimed in Uzbekistan, taking into account numerous requests and letters received from the President's Public Fairs and Virtual Lobby, government offices, all proposals and recommendations made at the meetings held at the local level [4].

This appeal has set the task of further improving the quality of education in the country, upgrading the existing material and technical basis of educational institutions, improving communication networks, and developing modern libraries. In particular, the Complex Development Program of the Higher Education System for 2017-2021, the Program of measures to strengthen the material and technical base of higher education institutions and radically improve the quality of training highly qualified specialists for 2011-2016, approved by the Decree of the President

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of the Republic of Uzbekistan on May 21, 2011 No.1533. modern laboratories, scientific and laboratory and computer equipment, spent laboratory materials (components, reagents, chemical containers, biological materials and objects), software products, customs payments of foreign educational and scientific-methodical literature on the list approved by the Cabinet of Ministers of the Republic of Uzbekistan, on practical, innovative scientific research and experimental-design works carried out by educational and research organizations on contracts with business entities income tax, corporate income tax, single tax payment, value added tax and mandatory contributions to government funds.

Shavkat Mirziyoev also noted that teach higher education institution should establish close cooperation with the world's leading scientific and educational institutions, introduce advanced teaching technologies, curricula and teaching materials based on international educational standards in the educational process, active involvement of highly qualified teachers and academics from foreign partner educational institutions, master classes and retraining courses, on a systematic basis, educational institutions, graduate students, young teachers and scientific personnel training, retraining and professional development of teachers and professors serving the organization” [4].

As proof of this, our country has affiliates of the leading universities of the USA, South Korea, Italy, England, Russia and Singapore. It should be noted that the number of young Uzbek students studying at foreign higher education institutions is increasing every year.

As we have already mentioned above, on the roots of extensive reforms in the country, the development of the country, the well-being of the people and the human interests are inevitable.

Conclusion

As mentioned earlier, it is a joyful fact that on the basis of extensive reforms carried out in the country lies the development of the country, the wellbeing of the people and human interests.

Today, the task of filling the country with highly qualified personnel is becoming a very important issue at the level of state policy, and we can see that the basis of reforms is the human being and his prosperous life, bright future. The Government of Uzbekistan has established mutually beneficial relations with leading countries in the field of cadres, too. It is not surprising that today's youth of Uzbekistan have high-quality intellectual potential, which has a few languages, and has good educational resources that do not go beyond their peers abroad. We think that it is not difficult to understand the future of Uzbekistan through their flaming eyes.

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